



Veritas Preparatory Charter School

Minutes

Academic Achievement Committee Meeting

Date and Time

Thursday December 12, 2019 at 8:00 AM

Location

Veritas Prep Charter School 1st Floor Conference Room or Dial-In Number: 866-848-2216,
Conference Code: 7783935205, Leader Code: 2356

Committee Members Present

A. Clark, A. Martin, D. Janes, R. Sela

Committee Members Absent

G. Moody, J. Crowell, M. Sweet, R. Romano

I. Opening Items**A. Record Attendance and Guests****B. Call the Meeting to Order**

R. Sela called a meeting of the Academic Achievement Committee of Veritas Preparatory Charter School to order on Thursday Dec 12, 2019 at 8:00 AM.

II. Talent**A. Talent Annual Goals**

There are 4 strategic goals outlined from the Summer:

- 1) 50% of new teacher applicants will be people of color
- 2) 50% of vacant positions will be filled by people of color
- 3) 85% of teachers who are meeting expectations are returning the following year
- 4) We are analyzing the requirements for teacher leadership roles, carefully studying to ensure a lack of bias

Notes re: goals:

Shannon Langone (hired new this year) brought in a new talent system that helps us track this data, which is a benefit.

100% of current ATs we hope will stay to become teachers

Amy had started to have "stay" conversations, which are promising in the early stages

Will add 2 new teachers in 7th grade next year

Three opportunities for teachers who stay in the classroom to take on leadership positions, three at each grade level that are stipended:

Grade level lead (operations, community meeting, etc)

Content lead (Curriculum work, content development)

Coaching fellow (full teaching load plus coaching 3 teachers)

Currently 3/8 of the teacher leader positions are filled by people of color

Next Step: Invite Shannon to larger board meeting to discuss Human Capital strategy overall

B. AT Program

We skipped this agenda item.

C. Coaching Program

Emily, Hannah, and Kelly coach teachers and then in addition there are three coaching fellow who coach 10 teachers total in addition. We use "Get better faster" now as a common framework. Amy's next steps are to coach the coaches to think about student outcomes related to the coaching.

D. Leadership Team Management

Amy shared the yearly goals and tri-annual step-back reflection, what is "red, yellow, and green" and strategic priorities for the next trimester and how Amy is managing that.

Amy shared some brights spots/accomplishments of the leadership team thus far after prompting by the committee.

III. Other Business

A. Academic Goals

Amy reported out on progress to goals that have been set by the team as it relates to the accountability plan.

IV. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 9:01 AM.

Respectfully Submitted,
R. Sela