APPROVED

Veritas Preparatory Charter School

Minutes

Board of Trustees Meeting

Zoom Meeting

Date and Time
Thursday August 22, 2024 at 4:30 PM

Location
Join Zoom Meeting https://vpcs-org.zoom.us/j/87944697628?pwd=RE43LzRVRWhpVC9iOTBwZEZ4YS9NZz09

Meeting ID: 879 4469 7628
Passcode: 912934

One tap mobile +13126266799,,87944697628#

Dial by your location
+1 929 205 6099 US (New York)

Meeting ID: 879 4469 7628

Find your local number: https://vpcs-org.zoom.us/u/k8aG053ZG

Trustees Present
A. Errichetti, A. Hickson-Martin (remote), A. Mendelson, D. Ford, D. Fuller, M. Freeman, R. Martin (remote), R. Sela, X. Delobato (remote)

Trustees Absent

A. Martínez, L. Doherty, M. Landon, T. Maxey

Guests Present
A. Clark, N. Gauthier, R. Romano

I. Opening Items

A. Call the Meeting to Order

A. Errichetti called a meeting of the board of trustees of Veritas Preparatory Charter School to order on Thursday Aug 22, 2024 at 4:41 PM.

B. Approve minutes

D. Fuller made a motion to approve the minutes from Board of Trustees Meeting on 07-25-24.
A. Mendelson seconded the motion.
The board **VOTED** unanimously to approve the motion.

II. Academic Achievement

A. Academic Achievement Committee Report

Amy updates the Board regarding the embargoed MCAS results and the Board discusses them for planning purposes.

Rebecca talks about middle school math issue - what do you make of 53% meeting/exceeding in 10th? Amy says they had excellent ELA teachers. Rebecca says great instruction matters but this is still an important data point.

David asks how this compares to pre-pandemic? Amy says we are still trying to climb our way out.

Amy discusses trends and correlations we discovered while analyzing this data.

- Attendance
- Homework
- Habits of Success

Denise asks if parents would be interested in this information? Yes! Amy says we are starting a parent education center on our website - we are deciding what the topics should be here and the above three things are the first three topics. Rachel says we pulled research and shared it with our parents last year but now that we have research specific to their students, it should be more impactful.

Michael returns to the 53% in 10th grade. How much does a great instructor play into this? Amy says it varies. Rachel adds that the gaps are wider and weirder than they have been in the past. Ann says it's difficult to build a whole system around one person. Amy says they did make strategic choices about moving great teachers this year to those anchor grades of 5th and 8th.

Amy says we are trying to use this data in a more strategic way moving forward.

Ann asks how do we use lagging indicators moving forward. Amy says we use the interim assessments to help us gauge where students are throughout the year.

Rebecca asks if we have support for math homework? Amy says we don't have anything yet but we are talking about homework support after school or on zoom. We want this to be more of an instructional time as opposed to a compliance thing.

Rachel says we couldn't really make sense of the data with all the things we've been doing to see improvement, so we've been looking for correlations and we are now focusing on being stronger in the areas that we found these correlations.

The Board discusses some of the surprises that they found in the data i.e. 5th grade. Amy says the thing that was the most surprising was that all the work we did with writing didn't have more of an impact. Rachel adds that we knew 8th grade might have a blip because of teacher turnover in that grade.

Rebecca asks if DESE still releases actual student examples? Amy says yes, we haven't looked at that yet but we will and we will share that information with teachers. Rachel says we have also decided to focus in on the students who are partially meeting and get them to meeting or exceeding and then for those who are not meeting, they have other issues such as attendance, so there are interventions being implemented for those students by our culture team and other school staff.

Denise asks if it is the pressure of the test that makes our students unable to preform as well as we hoped.

Aaron asks if our schools are fully staffed? Amy says the high school is and we are just missing a special education teacher at the middle school but we had an interview for that position yesterday.

Ann asked how often we are looking at key indicators? Amy says we have a dashboard to look at them weekly and then we will move to quarterly as needed. Amy shares that we shared and discussed these indicators with staff at PD this week.

Denise asks about tutoring services. Amy says we used one last year due to a teacher absence. Rachel says we've talked about bringing in college volunteers and leveraging our own teachers for after school help.

III. Governance Committee

A. Student and Family Handbook SY24-25

R. Sela made a motion to approve the 24-25 Student and Family Handbook.
D. Fuller seconded the motion.
Rachel reviews the revisions to the Student and Family Handbook.

The two biggest changes are as follows:
1.) Changes to Title IX - Jonathan Swan, Chief Operating Officer, will come to a future Board meeting to discuss this with the Board in more detail.
2.) Addition of the STCC Appendix - this is the biggest new addition to the handbook and this is for the students who will be taking classes on STCC's campus. We are following STCC's code of conduct.

There were also small changes to breakfast, lunch, and snacks. Specifically, we put a stop food deliveries to the high school. We also changed some protocols around late arrivals or early dismissals as it relates to daily attendance rates. We also got more strict with bus behavior and consequences. The biggest policy change that students at the high school will be impacted by is the no cell phones policy.
The board **VOTED** unanimously to approve the motion.

IV. Finance Committee

A. Finance Committee Report

Everything is tracking as would be expected for the month of July. We are going to be fully hired so no big swings in the budget anticipated there.

B. FY24 Audit Update

Auditors are finalizing their report in the next few weeks and will present to the finance committee in September and then AnnMarie will report those findings out to the entire Board in September.

C. Investment Subcommittee Update

Hold for next month when Matt is with us.

V. CEO Report

A.

Approve 2024-2027 SOA Plan

A. Mendelson made a motion to approve the 2024-2027 SOA Plan.
D. Ford seconded the motion.
Rachel discusses the 2024-2027 SOA Plan.

Ann noticed at the end that we called out the funds we planned to use. Rachel said that is one of the requirements.

Denise asks about our OOS suspension rates? Rachel says last year they increased.
The board **VOTED** unanimously to approve the motion.

Roll Call

M. Landon	Absent
X. Delobato	Absent
T. Maxey	Absent
A. Martínez	Absent
L. Doherty	Absent

VI. CEO Evaluation

A. CEO Evaluation

M. Freeman made a motion to approve the CEO evaluation for FY23-24.
D. Fuller seconded the motion.
Rachel recused herself from the meeting while the Board reviewed her evaluation for SY23-24.

Ann acknowledged Robbie's work in organizing the evaluation and finalizing the evaluation. She also thanked the Board members for their participation. Board members agreed that adding Rachel's direct reports to the evaluation process has been very important and useful.

Rachel has again had a strong year with exemplary performance. The Board commented on her leadership, her passion for the mission, and her tireless work ethic. Rachel is also to be commended for developing a strong team who work hand-in-hand on the academics and rebuilding a culture of integrity and accountability.

The major area for emphasis for Rachel in the coming year is improving academic performance and returning the school to its previous high level of achievement. It is acknowledged that this is not a quick fix and that much has been done to position the school for success. However, it is universally agreed that this needs to continue to be the focus.
The board **VOTED** unanimously to approve the motion.

VII. 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 6:00 PM.

Respectfully Submitted,
A. Errichetti

Documents used during the meeting

- VPCS Handbook Revisions August 2024.docx
- Student and Family Handbook SY24-25 English Version.pdf
- Financial Reports to the Board August.pdf
- Veritas Performance Monitor July 2024.pdf
- SOA Plan 2024-2027.docx
- MCPSA salary info.pdf
- Executive Committee Meeting 8.19.24.docx
- Rachel_Romano_CEO_Evaluation_FY24__SY20123-2024.doc
- Summary of CEO salary and bonuses.xlsx