



Veritas Preparatory Charter School

Minutes

Academic Achievement Committee Meeting

Zoom Meeting

Date and Time

Thursday February 13, 2025 at 8:30 AM

Location

Join Zoom Meeting <https://vpcs-org.zoom.us/j/3131719731>

Committee Members Present

A. Errichetti (remote), A. Hickson-Martin (remote), R. Sela (remote)

Committee Members Absent

L. Doherty

Guests Present

A. Clark (remote), N. Gauthier (remote), R. Romano (remote)

I. Opening Items

A. Record Attendance

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 Feb 13, 2025 at 8:40 AM.

C. Approve Minutes

A. Hickson-Martin made a motion to approve the minutes from Academic Achievement Committee Meeting on 01-09-25.

A. Errichetti seconded the motion.

The committee **VOTED** unanimously to approve the motion.

II. Academic Achievement

A. Staff Survey Data Review (Middle & High School)

Overview of Attuned Staff Survey

Rachel provided context about the Attuned staff survey developed by Attuned, an education nonprofit consulting firm founded by Evan Ruddle.

- The survey was created in response to charter school unionization trends.
- It is designed to identify key indicators of potential unionization vulnerabilities.
- The survey aims to provide quick, actionable data for schools.
- It includes questions from various established survey methodologies.
- Veritas is using it for the first time this year, replacing their previous in-house survey.
- The survey takes less than 15 minutes to complete.
- It allows for custom questions to be added.
- Rachel is advocating for the MCPSA to purchase the survey for all charter schools to enable comparative data analysis.

Middle School Survey Results Presentation

TJ Hebert, Middle School Principal, presented the middle school survey results, with 95% of middle school staff completing the survey.

- The results have been reviewed by the school leadership team and will be discussed with the school improvement team.
- Survey questions are grouped into categories such as satisfaction, belonging, basic needs, and intent to return.
- Strengths identified include basic needs and strategy.
- Areas for improvement include school leadership and school climate.
- Chronic staff absenteeism was identified as a concern prior to the survey.
- The school has increased expectations for lesson preparation, which has been challenging for some staff.
- There is a disconnect between acknowledging teacher feedback and implementing all suggestions.
- Growth data in math is strong, but overall achievement remains low due to significant learning gaps.

- TJ is focusing on balancing accountability with productive and engaging leadership approaches.

High School Survey Results Presentation

Amy, CAO and Interim HS Principal, presented the high school survey results, with additional context provided by Rachel.

- The survey was conducted shortly after a leadership transition, with Amy becoming acting principal.
- The results reflect a period of uncertainty and mistrust.
- Strengths include satisfaction and growth/advancement opportunities.
- Challenges include strategy and school leadership.
- Staff turnover has been a concern, with some attributing it to student behavior issues.
- The school is working to improve hiring practices and set clearer expectations for new teachers.
- There is a need to better communicate the realities of working in an urban, non-selective school.
- The school is focusing on celebrating student successes and building school culture.
- A new principal has been hired for the next school year and is already engaged in planning.

Reflections on School Leadership

Rachel shared insights on the importance of strong school leadership.

- The principal role is critical to school success.
- Veritas has increased principal salaries to attract and retain top talent.
- There is a need to develop a pipeline of future leaders, including hiring more assistant principals.
- The organization is in a stronger position now with regard to school leadership at both the middle and high school levels.
- Effective principals are difficult to recruit, as they are often deeply committed to their current schools.

III. 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 9:42 AM.

Respectfully Submitted,
A. Errichetti

Documents used during the meeting

- Veritas Prep - SPARK Survey PPT - Fall.pdf