



Libertas Academy Charter School

Monthly Board of Trustees Meeting

Published on February 24, 2024 at 5:44 PM EST

Amended on February 25, 2024 at 9:24 AM EST

Date and Time

Tuesday February 27, 2024 at 5:30 PM EST

Location

Libertas Academy Charter School
146 Chestnut Street
Springfield, MA 01103

Agenda

	Purpose	Presenter	Time
I. Opening Items			5:30 PM
Opening Items			
A.	Board Chair Welcome	Kari Diamond Kayiatos	3 m
B.	Record Attendance and Guests	Nick Barker	1 m
C.	Call the Meeting to Order	Kari Diamond Kayiatos	1 m
D.	Approve Minutes	Approve Minutes Kari Diamond Kayiatos	2 m

Please review minutes in advance and note any adjustments

	Purpose	Presenter	Time
Approve minutes for Monthly Board of Trustees Meeting on December 19, 2023			
E.	Approve Minutes from January Meeting	Approve Minutes	2 m
F.	Public Comment	Discuss	
II.	Management Report		5:39 PM
A.	Management Report	Discuss	Modesto Montero 45 m
	• Modesto will present this month's LACS management report		
III.	Committee Reports		6:24 PM
A.	Academic Achievement Committee	FYI	Nick Barker 2 m
B.	Finance Committee	Vote	Patrick Kkayego 10 m
	• vote to approve January financials		
C.	Development Committee	FYI	Kari Diamond Kayiatos 2 m
D.	Governance Committee	FYI	Hector Zavala 2 m
E.	ED Evaluation Committee	Discuss	Lauren Davis 2 m
IV.	Other Business		6:42 PM
A.	Vote on New Trustee	Vote	Kari Diamond Kayiatos 5 m
	Vote to approve Carlos Resto as a member of the Board of Trustees		
B.	Vote on New Trustee	Vote	Kari Diamond Kayiatos 5 m
	Vote to approve Nicole Coakley as new member of the Board of Trustees		
V.	Closing Items		6:52 PM
A.	Next meeting	FYI	Kari Diamond Kayiatos

	Purpose	Presenter	Time
	Our next meeting is scheduled for Tuesday, March 26 @ 5:30 PM. The meeting will be followed by a board dinner.		
B.	Adjourn Meeting	Vote	Kari Diamond Kayiatos

Coversheet

Approve Minutes

Section: I. Opening Items
Item: D. Approve Minutes
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for Monthly Board of Trustees Meeting on December 19, 2023

APPROVED



Libertas Academy Charter School

Minutes

Monthly Board of Trustees Meeting

Date and Time

Tuesday December 19, 2023 at 5:30 PM

Location

Libertas Academy Charter School

146 Chestnut Street

Springfield, MA 01103

Trustees Present

A. Seymour (remote), H. Zavala (remote), K. Diamond Kayiatos (remote), L. Davis (remote), N. Barker (remote)

Trustees Absent

J. Gunther, K. Stewart, P. Kkayego, S. Lapolice, S. Williams, T. Curtis

Ex Officio Members Present

M. Montero (remote)

Non Voting Members Present

M. Montero (remote)

Guests Present

Carlos Resto (remote)

I. Opening Items

A. Board Chair Welcome

Carlos Resto joining as prospective trustee- introductions

B. Record Attendance and Guests

C. Call the Meeting to Order

K. Diamond Kayiatos called a meeting of the board of trustees of Libertas Academy Charter School to order on Tuesday Dec 19, 2023 at 5:37 PM.

D. Approve Minutes

H. Zavala made a motion to approve the minutes from Monthly Board of Trustees Meeting on 11-28-23.

L. Davis seconded the motion.

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

E. Public Comment

No public comment

II. Committee Reports

A. Academic Achievement Committee

B. Finance Committee

Postponed to next month

C. Development Committee

Jennison Foundation delivered on the match, and actually increased their funds to \$350

K

David staying on to finalize a few open requests

Now pushing to get to \$2 million, so making a final ask

Shift to friend-raising as we conclude campaign

Thinking about grand opening of new school building event

D. Governance Committee

No new meeting to report on

Happy to have Carlos join this meeting, connected through Shakenna

Another prospective candidate in the works

E. ED Evaluation Committee

Meeting scheduled for January

Lauren will remain on committee
On track for year end review

III. Other Business

A. Hector

HZ talked about the Discovering Justice program, a plan for students to explore the trial process through mock trial. After school program that works with students interested in the law, links them with legal mentors. HZ looking to bring this program to LACS- will connect MM with executive director

IV. Closing Items

A. Next meeting

Tuesday January 23 at Max Tavern

B. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 6:31 PM.

Respectfully Submitted,
K. Diamond Kayiatos

Coversheet

Management Report

Section: II. Management Report
Item: A. Management Report
Purpose: Discuss
Submitted by:
Related Material: SY23-24 February- BOT Management Report.pdf

School Update



*Through rigorous academics, character development, and strong supports for every learner, **Libertas Academy Charter School** prepares all sixth through twelfth grade students to **succeed within the college of their choice and to be positive, engaged members of their communities.***

Core Values



**INCLUSIVE
COMMUNITY**



**EXCELLENCE IN
ALL EFFORTS**



**OUR PEOPLE
MATTER**



**SPRINKLE
JOY**



**PURSUE YOUR
BEST SELF**



**LEAVE A
LEGACY**

Highlights





LIBERTAS ACADEMY
CHARTER SCHOOL



Project manager
Mike Ronan
Partners (Hertz, SJ Services, CTS)



Highlights for Recruitment

1. Canvassed at Brightwood/
Lincoln school / YMCA 12/16
2. Love seeing new staff, parents,
and students support
recruitment
3. We have a wait list already for
8th





Highlights for Talent

1. Kicking off Talent season January 8th.
2. Christmas Party was a BLAST!
 - a. 71 Staff Members attended





HIGHLIGHTS

College Rep Visits

- New dates have been posted for January 15 - June 6 (*different schools have been notified*)

College Field Trips

- These will start up again in the spring (March - May)
 - Babson College (Women's Entrepreneurial Leadership program)
 - Exploring universities in CT (UConn, ECSU, Trinity, UHart...)

Dual Enrollment

- Ana (Pre-Calc) & Ismael (Calc1) are taking their math finals today!
- 16 students applied for the spring semester to both HCC & STCC
 - 14 students completed the HCC application process (*submitting supplemental docs*)
 - 4 students completed the STCC application process
 - 9 students took the accuplacer exams at HCC for Math & English
 - 4 students placed into English Comp 101
 - 3 students placed into Statistics (*we will not be pursuing this course this year*)
 - 0 students placed into Pre-calculus which required them to pass the Algebra 2 section



DUAL ENROLLMENT (cont.)

The following student are enrolled for Dual Enrollment at HCC for the spring semester | Jan 16 - May 9

Returning Students

Ana Ramirez | Calculus 1 | M/W/F 10:00am - 10:50am

Ismael Maranon | Calculus 2 | M/W/F 10:00am - 10:50am

Adeychalis Andino | English Comp 102 | 12:30pm - 1:20pm

New Students

English Composition 101 | M/W/F | 12:30pm - 1:20pm

- Anaiz Rivera
- Gabriella Mojica
- Luis Umpierre
- Neysha Diaz

Students who are going to retake the accuplacer to try at get into a class at STCC:

- Cliff Salgado Bermudez
- Yiselle Pellot

Key School Data

OPEN ROLES 24-25 SY!

LEADER ROLES

- UA Academic Dean
- UA Special Service Dean
- LA Academic Dean
- LA Culture Dean



TEACHER ROLES- GR 12

- Calculus
- AP Govt & Politics
- AP Literature
- Science
- AP Research
- Special Services
- Electives
- Language



Talent

Open Roles 12th Grade

- Kick off to 12th Grade open roles- January 10th.

Retention Convo

- Retention Convo with Staff happening in January for Feb 1st Launch open roles for non returners

Director of Special Projects

- **Need to be hired in January to help take some of the work off of Modesto's plate**

Principal

- Continued recruitment for Principal role- working with recruiting agency to support

Director of Operations

- Continuing to recruit for role. Offering Round 1's. Once principal is selected we will have a bench of DSO candidate for them to review



Recruitment

Recruitment Goals for 24-2025 - 617

Incoming 6th	103
Rising 7th	96
Rising 8th	96
Rising 9th	95
Rising 10th	95
Rising 11th	66
Rising 12th	66
TOTAL	617

Assuming some families will unenroll first week of school we want over enroll. Our goal is to have 617 start FDOS.



Recruitment

Recruitment Goal for 24-2025 - 627

Progress towards my application goal and also historical data.

Grades	Status	Progress
6th	70	Progressing
7th	6	Off Track
8th	13	Progressing
9th	16	ON TRACK
10th	2	Off Track
	107	

As of 12/18 we are at 107 applications

END OF DECEMBER	December Goal
6th	40
7th	10
8th	8
9th	8
10th	8
	74

Last year at the end of Dec we were at 74



Investment Update





Investment Snapshot

Bank Name	Term	Settlement Date	Maturity Date	Yield	Trade Value	Interest
WELLS FARGO BANK NATL ASSN CD	18 months	12/27/23	6/27/25	4.7	250,000	\$17,830.50
REGIONS BK BIRMINGHAM ALA CD	12 months		12/20/24	4.85	\$250,000	\$12,125.00
AMERIS BANK CD	6 months	12/27/23	6/27/24	5.15	250,000	\$6,356.69
TRIAD BUSINESS BANK CD	5 month	12/28/23	5/28/24	5.1	250,000	5,235.54
Return on Investement						\$41,547.73
People's Bank Account Balance (Not Yet In	392,273.77					
Pledge \$\$ not yet collected	\$175,000					
Total	567,273.77					
People's Bank CD	10 months			4.5	250,000	\$9,340.44
People's Bank Money Market Account				1.51	317,273.77	~4,790
						~15,000

262 Liberty St. Update



Introducing the Director of Special Projects



The DSP Role

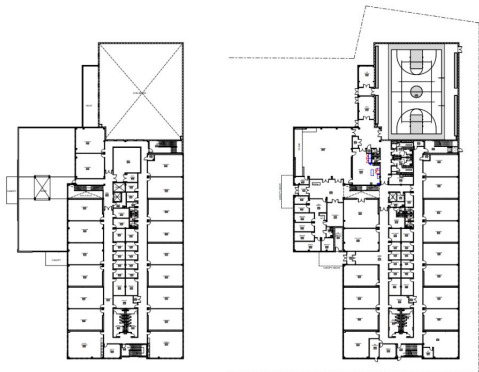
Project Goals

1. The Liberty St. school building is 100% prepared for students for Fall 2024.
2. The Chestnut St. school building is vacant, cleared, and cleaned to the satisfaction of [insert property group name here] by the FDOS.
3. 100% of third party vendors are clear on the communication expectations and project goals.
4. 100% of key stakeholders are communicated with on a regular basis (per their involvement in the project).

DSP

- Part-time until beginning of March, full-time until project is complete
- Dividing work into following buckets:
 - Communication
 - Development, Construction, and Facilities
 - Furniture and Design
 - Setup (Nutrition, Transportation, Custodial)
 - Technology

The Liberty St. Project Today



Furniture & Building Planning Conversations with Targeted Staff

- Standard classroom designs
- Library/Media Center
- Science Labs
- Music Room
- Gymnasium
- Conference areas
- Student lounge
- College & Career Center
- Cafeteria
- Offices



Liberty Street building as of 2/14/24

- Low voltage plans are close to finalized
- Steel foundation for building laid
- Gymnasium area completed and ready for next stages
- Technology RFP has been posted and awaiting all proposals



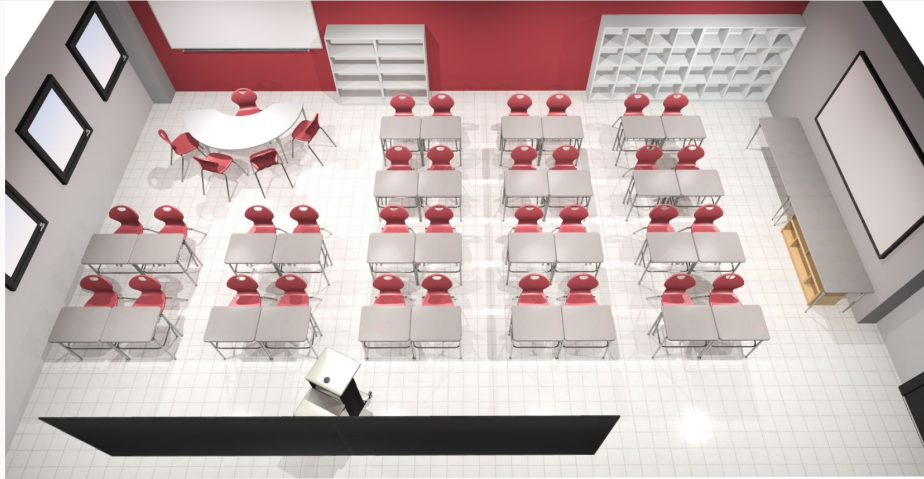
Legacy Ambassador Committee Launch

- Students, families, and staff have been nominated by targeted school leaders
- Committee launches on Monday, 3/4

Standard Classroom - Upper Academy



Standard Classroom - Lower Academy



Library/Media Center



Upcoming LACS Events

Event	Date	Time

MOY ACHIEVEMENT CEREMONY

DATE: WEDNESDAY, FEBRUARY 28TH

WHERE: PRIDE CAFE

TIME: 5-6:30PM

PURPOSE: The awards ceremony is a special occasion to recognize and celebrate the outstanding achievements and contributions of our scholars, and teachers. During the event, awards will be presented to students who have demonstrated exceptional academic performance and leadership, and advisors who have exemplified strong connections, support, and outcomes for their students.



BHM EVENTS : DURAG FEST

DATE: THURSDAY, FEBRUARY 28TH

WHERE: PRIDE CAFE

TIME: 5:00-7:00 PM

PURPOSE: Durags, bonnets, and headscarves are important in Black culture. Mainly intended to protect and preserve our natural/protective hairstyles, these head coverings have become a major topic regarding the Black experience and how we represent ourselves. Durag Fest aims to create a space where we can look back at the history of these items and their evolution while celebrating our contributions to fashion.

Durag Fest is an ode to all the icons that have come before us, teaching little boys and girls that being Black is beautiful. This is an ode to Easter Sunday silk presses, rat tail combs, and Blue Magic hair grease. Fresh Air Force 1s and crisp white tees. Greeting everyone at the function and always being the last to leave.

EVENTS TAKING PLACE: VENDOR SHOWCASE | PAINT ACTIVITY | DRIP OR DROWN COMPETITION: BEST OUTFITS WITH DURAGS OR BONNETS | BSU PRESENTATION | CATERED SOUL FOOD DINNER

Powered by BoardOnTrack

YOUR SOUL IS GOLDEN

Libertas Academy Presents...

DURAG FEST 2024

Date: Thursday, February 15th, 2024
Time: 5pm - 7pm

Join us for an evening filled with great music, food, activities and so much more!

RVSP for your spot via the link/QR code below!
<http://tinyurl.com/LACSBHM2024>

BEYONCÉ LIVES! MAMI

Paris is the best place to live in the world.

THE HISTORY OF ART

Brown

This event is for Upper Academy only!

DURAG FEST 2024

Date: Thursday, February 15th, 2024

Time: 5pm - 7pm

Join us for an evening filled with great music, food, activities and so much more!

RVSP for your spot via the link/QR code below!

<http://tinyurl.com/LACSBHM2024>



Powered by BoardOnTrack

Durag Fest 2024!

Thursday | February 15th, 2024

5:00 PM - 7:00 PM

BHM EVENTS : MOVIE NIGHT

DATE: TUESDAY, FEBRUARY 27TH

WHERE: TBD

TIME: 4:30-6:30 PM

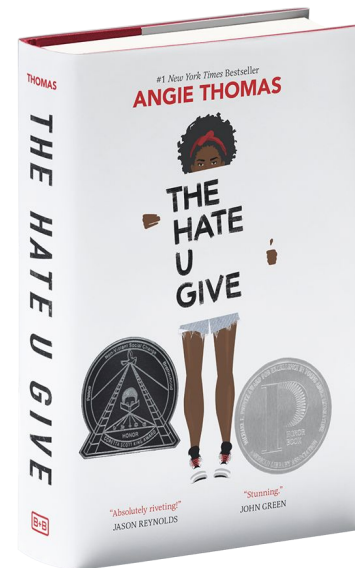
PURPOSE: TO HIGHLIGHT BLACK STORIES & BLACK CREATIVES!

MOVIE: THE HATE U GIVE - *Based on the NYT Bestselling Novel by Angie Thomas*



MPAA

OCTOBER 19



FYIs & Approvals

Approvals:

- Two New Trustees
 - Carlos Resot
 - Nicole Coakley

FYIs:

-

Theme #1- We will prepare our students for a successful post-secondary transition that focuses on college access as a pivotal step toward career success.

Strategic Goal 1.2: 100% are accepted to a 2- or 4- college.

Strategic Goal 1.2: 60% of students who attend a 4-year college are on-track to graduate within 6 years.

- On-Track Benchmarks**
- 1.1.1 By the end of Freshman year, 90% of students have a cumulative GPA of 2.0.
 - 1.1.2 By the end of Junior, 100% of students have a cumulative GPA of 2.0.
 - 1.1.3 By the end of Junior year, 100% of students will have completed a College and Career Plan Portfolio.
 - 1.1.4 100% of students will perform 40+ hours of community service.
 - 1.1.5 100% of students will participate in at least one extra-curricular activity (sports, club, internship, job etc.)

- On-Track Benchmarks**
- 1.2.1 By SY23-24, hire and grow our post-secondary team.
 - 1.2.2 By SY24-25 establish alumni support program.
 - 1.2.3 By SY25-26 95%+ of students enrolled in a 4-year college are on track to graduate within 6 years.

Theme #2- We will dramatically increase student achievement performance.

<p>Strategic Goal 2.1: By SY26-27 we will be meeting or exceeding the state proficiency average on Middle School ELA and Math MCAS assessments.</p>		<p>Strategic Goal 2.2: 75% of graduating seniors pass at least 1 AP exam during their time at LACS.</p>	
<p>On-Track Benchmarks</p>	<p>2.1.1 SY26-27 On average, 60% of our students score meeting or exceeding on Middle School ELA and Math MCAS assessments.</p>	<p>On-Track Benchmarks</p>	<p>2.2.1 By SY24-25 80% of juniors must take at least 1 AP class.</p>
	<p>2.1.2 SY24-25 On average, 50% of our students score meeting or exceeding on Middle School ELA and Math MCAS assessments</p>		<p>2.2.2 By SY24-25, 50% of juniors are consistently passing at least 1 AP class.</p>
	<p>2.1.3 SY23-24 On average, 40% of our students score meeting or exceeding on Middle School ELA and Math MCAS assessments.</p>		<p>2.2.3 By SY26-27, 100% of senior students are enrolled in 1+ AP course.</p>
	<p>2.1.4 SY22-23 On average, 30% of our students score meeting or exceeding on Middle School ELA and Math MCAS assessments.</p>		<p>2.2.4 By SY26-27, 80% enrolled score a 3 or better in at least one of course.</p>
	<p>2.1.5 SY26-27 Less than 10% of our students are beginning or emergent readers (BGL/ER).</p>		
	<p>2.1.6 SY24-25 Less than 20% of our students are beginning or emergent readers (BGL/ER).</p>		
	<p>2.1.7 SY23-24 Less than 20% of our students are beginning or emergent readers (BGL/ER).</p>		

Strategic Goal 3.1: By SY26-27, 80% of retained teachers with 2+ years teaching at Libertas are rated effective or highly effective as rated on the LACS Teacher Effectiveness Tool.

Strategic Goal 3.2: By SY26-27, we will retain 90% highly effective teachers and 80% of effective teacher annually as defined by the LACS Teacher Effectiveness Tool.

- On-Track Benchmarks**
- 3.1.1 By SY25-26 65% of teachers are highly effective as rated on the LACS Teacher Effectiveness Rubric.
 - 3.1.2 By SY24-25, 55% of teachers are highly effective as rated on the LACS Teacher Effectiveness Rubric.
 - 3.1.3 By SY23-24, 45% of teachers are highly effective as rated on the LACS Teacher Effectiveness Rubric.

- On-Track Benchmarks**
- 3.2.1 SY24-25 Implement a “highly effective teacher” retention initiative with a goal of retaining no less than 70% of highly effective teachers.
 - 3.2.2 SY25-26 adjust retention initiative as needed in order to retain 80%+ of highly effective teachers.

LACS Strategic Plan 2023-2027

1

We will prepare our students for a successful post-secondary transition that focuses on college access as a pivotal step toward career success.

2

We will dramatically increase student achievement performance.

3

We will recruit, develop, and retain highly effective teachers.



*Through rigorous academics, character development, and strong supports for every learner, **Libertas Academy Charter School** prepares all sixth through twelfth grade students to **succeed within the college of their choice and to be positive, engaged members of their communities.***

Upcoming LACS Events

1. Look at school calendar:
<https://docs.google.com/spreadsheets/d/1GdGJGI4IYizFUWEpR7mSQp9Rwj9N2mT3PPbaaUGFe9Y/edit#gid=1594803582>
2. LA tinyurl.com/FY24LACalendar
3. UA: tinyurl.com/FY24UACalendar
4. Look at recruitment events! (Student and Staff)



Coversheet

Finance Committee

Section: III. Committee Reports
Item: B. Finance Committee
Purpose: Vote
Submitted by:
Related Material: FY23-24 January Financials.xlsx

Notice

The following file is attached to this PDF. You will need to open this packet in an application that supports attachments to pdf files, e.g. [Adobe Reader](#):

FY23-24 January Financials.xlsx

Coversheet

Vote on New Trustee

Section: IV. Other Business
Item: A. Vote on New Trustee
Purpose: Vote
Submitted by:
Related Material: CR-Resume 4-2023.pdf

Carlos A. Resto

90 Rochford Circle
Springfield, MA 01128

(413) 883-3232
cresto@hotmail.com

HIGHLIGHTS OF QUALIFICATIONS

- Highly creative and innovative, able to motivate and handle conflicts, and skilled in setting priorities.
- Readily transcend cultural and language (fluent in Spanish) differences.
- Dedicated to professionalism, highly motivated toward goal achievement.
- Supervise an excellent administrative team to help provide the best support to our staff.

PROFESSIONAL EXPERIENCE

Human Resource Director

Multicultural Community Services (www.mcsnet.org)

1/03-current
Springfield, MA

- Coordinate staffing needs with managers and supervisors
- Recruit, interview, hire, provide orientation and terminate employees
- Administer benefits including health, dental, FMLA, 401K , COBRA, and workers' compensation
- Process unemployment claims and represent MCS in unemployment hearings
- Schedule trainings on policy and procedures, and changes in HR
- Provide counsel to employees and management on employee related conflicts and disciplinary matter
- Adhere to labor laws and keep informed on changes on state and federal level
- Participate in the development of personnel policies and procedures
- Develop job descriptions and job specific performance evaluations
- Maintain personnel files and adhere to confidentiality and HIPAA policy
- Attend and participate in monthly senior management meetings & professional development programs
- Assist with direct care of individuals with mental disabilities in office and at scheduled events
- Organize and work with Senior Management team to implement a smooth merger with 2 smaller organizations
- Represent the agency at industry and community functions
- Facilitate professional relationships with other community organizations and HR professionals
- Collaborate closely with IT to find and fix computer issues, set up new employee accounts, and help strategize the agency IT goals
- Supervise administrative staff

Human Resources Generalist

Union-News/Sunday Republican

10/00-12/02
Springfield, MA

- Recruited, interviewed, hired and provided orientation to new employees
- Coordinated full-time employee benefits and EAP employee training programs

Staffing Supervisor

Kelly Services

1/00-10/00
Springfield, MA

- Provided account services and built long-term relationships with employers
- Coordinated recruitment activities such as job fairs and on-site recruitments
- Interviewed, hired, provided orientation, counseled and terminated employees
- Supervised office in South Hadley

Account Executive/Job Developer

Boston Career Link

1998-2000
Boston, MA

- Provided account services and built long-term relationships with employers
- Coordinated employer activities such as industry briefings, job fairs and on-site recruiting
- Provided career counseling to assist members in career decisions and solicited job openings

Branch Supervisor (Chestnut St.)

SIS Bank

1994-1997
Springfield, MA

- Interviewed, trained and developed staff to adhere to strict cash handling policies
- Completed the Retail Management Training Program

EDUCATION:

Bentley College, Waltham, MA , 1994
Bachelor of Science in Management, Minor in Behavioral Sciences

CERTIFICATIONS:

Notary Public, State of Massachusetts

COMPUTER SKILLS:

Microsoft Office, Word, Excel, Outlook, Power Point, Internet

Coversheet

Vote on New Trustee

Section: IV. Other Business
Item: B. Vote on New Trustee
Purpose: Vote
Submitted by:
Related Material: Nicole Coakley Bio 2023.docx
Nicole Coakley Resume 2022.docx



NICOLE D. COAKLEY, M.Ed

Former Assistant Director of the Springfield College Center for Service and Leadership, Nicole Coakley is currently a Lead Clinician and Program Supervisor of the Homeless and Recovery grant at Center for Human Development (CHD), and also a Candidate for Springfield City Council At-Large. Mrs. Coakley has over 20 years of experience in the field of Early Education and Care. She was born in Springfield, MA, but raised in Charleston, SC. She attended Garrett Academy of Technology and upon graduation, earned her Cosmetology License, and an academic scholarship through the National Honor Society, to attend any South Carolina state college or university. A native of Springfield, Coakley is also the current administrator for the Springfield Police Department Mason Square C3 community -policing program. In addition, she has been a lead organizer of Unity in the Community, a local program helping bridge the gap between youth in the community and law enforcement.

Mrs. Coakley is a mother of five and currently holds an Associate of Science Degree in Law Enforcement, Bachelor of Science in Human Service, Master of Education (LMHC/ Trauma Studies/ Substance Abuse), Medical Assistance Certification, First Aid and CPR certified, EEC Director II Certified, and currently completing her dissertation to fulfill her Doctor of Business Administration with a concentration in Organizational Leadership degree requirements. Her dissertation is on “Women of Color in Leadership and the Effects of Work Life Balance”.

Mrs. Coakley has held an array of job titles but the one that stands out the most and holds many memories would be her position as a Program Director at Morris Professional Child Care Services, located in Springfield, MA. She started as a Teacher Assistant in 1999, while completing her Law Degree, but decide to work her way up to Director two level (highest level earned through EEC). Mrs. Coakley is a member of The National Society of Leadership and Success (Sigma Alpha Pi), the largest collegiate leadership Honor Society in the United States. She’s also on the Board of Directors for Easterseals Massachusetts (services for children and adults with disabilities), Pioneer Valley Row Club Board Member, a Volunteer Disaster Action Team Supervisor with the American Redcross (fire response and follow-up), member of the Chicopee Women of the Moose, Clerk for Morris Open Pantry (non-profit organization), member of Neighbor 2 Neighbor, member of the Gun Violence Elimination Alliance (G.V.E.A), member of the Western Mass Peace and Justice Coalition, Project Manager with Digital Boombox Networks (DBN) / DBN Access, Commissioner for the Hampden County Commission on the Status of Women and Girls, and was also on the Veritas Prep High School Advisory Board.

Mrs. Coakley is a strong advocate for children and works closely with school officials to help make changes where needed. She enjoys spending family time but has an open arm for at-risk-children. She is currently in the process of starting her own non-profit organization to help steer children in the right direction to becoming successful young men and women of society.

Her motto is “Raised up and Pushed forward”!

Mrs. Coakley is also a member of Greater Harvest Church of God in Christ, with Pastor Zachery Reynolds, and First Lady P. Reynolds.

She's not perfect but she is ORIGINAL!!!

Nicole D. Coakley

145 Bristol Street, Springfield, Massachusetts 01109

Phone: (413) 342-8009

Email: Ncoakleyconsulting@gmail.com

Highlights

- Newly Appointed Commissioner to the *Hampden County Commission on the Status of Women and Girls*, advancing women and girls towards full equity in all areas of life and to promote rights and opportunities for all women and girls.
- Selected by the *Springfield Alumnae Chapter of Delta Sigma Theta Sorority, Inc., and the Tri-State Social Action Committee* as a Panelist for the *Virtual Annual Legislative Forum at the State House in Boston on Pay Equity for Women*
- Selected by the *Office of Economic Empowerment, Massachusetts State Treasury* as interviewee and author of *Pay Equity Obstacles for Black Women*
- Currently researching and analyzing data for my Dissertation on *Women of Color in Leadership Roles and the Effects of Work Life Balance*
- Policy Analysis and Change Advocacy to improve access to affordable childcare for low-income women and families through the *Collaborative for Educational Services*
- Initiated and persevered in collaborating with diverse community members in coordinating the *Annual Unity in the Community* bringing together youth with diverse backgrounds including social economics, mental health, academic, and behavioral needs to empower the youth in engaging in positive and purposeful dialogue with law enforcement personnel while also engaging in fun on the basketball court.
- Leader, Administrative Assistant and Event Planner for the *Mason Square C3 Policing*, a cross-cultural initiative for listening to, communicating, and collaborating with community stakeholders to identify and provide access to opportunities and equality for diverse families and community members.

Professional Experience

Assistant Director of Center for Service and Leadership for Springfield College; 2021 - Present

Develop, lead, and manage a comprehensive community service program connecting experiential service learning opportunities with leadership skills to mentor and develop students as leaders in service to others. Provide leadership and coordination for the ongoing Humanics in Action service program, the student athlete service program and the Alternative Break Program. Supervise weekly afterschool service opportunities through the Community-Engaged Work Study Program. Work collaboratively with other campus departments to enhance student leadership development and learning opportunities across the College.

Training Coordinator for Collaborative for Educational Services; 2018 – 2021

Conducted policy analysis and Change Advocacy to improve access to affordable childcare for low-income women and Families. Worked with a team of 15 to review training curriculum and properly administer training modules, responsible for monthly, quarterly, and annual reporting, provided technical assistance to staff and contracted vendors, coordinate evaluation and post-assessment processes, marketed available trainings and provided necessary information, planned, and executed statewide training calendar by securing locations, trainers, and resources, maintained relationships and communications with key stake holders, collaborated with development and communications team to market custom training opportunities, and agency wide funding initiatives

Disaster Action Team Supervisor for American Red Cross; 2017 - Present
Provide immediate individual emergency assistance or mass care, help local families cope with emergencies, provide emotional support, financial assistance, and information to help families begin the process of recovery, interview the client (usually at the site of the disaster scene but sometimes at another site when a large number of clients is involved), assesses the client's immediate emergency disaster-related needs, performs "on-the-spot" damage assessment of household contents, determine what immediate financial assistance is to be given by the Red Cross (may include lodging, food, clothes, medications), complete case record and related disaster assistance paperwork, as necessary.

Program Director II for Morris Professional Child Care Services, Inc. 1999 – 2021
Ensure a safe, happy, and stimulating environment for children, manage and coordinate curricula with staff that complies with state and federal requirements, ensure that the facility is safe for children and comply with laws and regulations put forth by EEC, evaluate and purchase materials, equipment, and supplies, supervise and support teaching staff members, and promote their professional development, interview, hire, and train staff members, ensuring they meet all policies, manage and oversee the budget and accounts and ensure that the center remains profitable, community outreach

Residential Program Director for Northeast Center for Youth and Families; 2003 - 2020
Oversee the operational, financial, and administrative operations of the group home designed the meet the needs of at-risk teenagers, provide leadership and consultation to staff on implementing Individual Service Plans (ISP) and Program Specific Treatment Plans (PTSP), supervise program staff and ensure that contract specifications and program regulations are followed.

Special Qualifications

- Computer Skills (Microsoft Suite, Microsoft Teams, Sharepoint, and online platform such as zoom)
- First Aid and CPR Certified
- OCCS Director II Certificate
- Certificate in Medical Assistant
- Med Certified
- Certificate in Human Services

Education

Doctor of Business Administration
Concentration: Organizational Leadership
Northcentral University (2017 – Present)

Master of Education
Concentration: Trauma Studies and Substance Abuse
Cambridge College (2012 – 2017)

Bachelor of Science in Human Service
Cambridge College (2011 – 2012)

Human Service Certificate
Holyoke Community College (2009 – 2011)

Associate of Science in Law Enforcement
Springfield Technical Community College (1999 – 2001)

References available upon request