

**Hyde Leadership Charter School
Trustees Meeting
December 15, 2014
730 Bryant Avenue Bronx, NY
Minutes**

Trustees Present: Herb Fixler
 Deborah Dumont
 David Steadly
 Dennis Mehiel
 Wilder Baker
 Herb Kaplan

Trustees Absent: Oz Hanley
 Jeanette Melendez
 David Sachs
 Robert Kramer

Also present: Thomas Sturtevant, Executive Director
 Michael McNamara, Chief Operating Officer
 Josh Williams, Manager of Development and Communication
 Susan Marber, Guest

With a quorum present the meeting began at 6:07 PM, Mr. Fixler presiding.

1. November 24, 2014 meeting minutes

A motion was made, seconded and unanimously approved by the Trustees present to approve the minutes from the November 24 Board meeting.

2. Nominating Committee

Mr. Fixler and Ms. Marber left the room so that the non-interested Trustees could discuss re-nominating Mr. Fixler to an additional three-year term as a Trustee. The Trustees discussed his nomination and called Mr. Fixler back. A motion was made, seconded and approved unanimously to extend Mr. Fixler's term as Trustee until December 31, 2017.

3. Development Committee

Mr. Williams reported \$25,000 was raised November and December via the Annual Campaign through mid December plus \$10,000 from the Hyde Watson Foundation. Mr. Mehiel asked when Board donations would make their own contributions. Trustees answered they knew the commitments they were to make and would do so on their own timetable prior to the end of the school year.

Friendraiser at Mr. Baker's home on December 7. He praised the contribution of Mr. Sturtevant to that meeting. Mr. Sturtevant was pleased with the format and the involvement of the parties involved. He hoped a second Friendraiser would be scheduled with another Trustee sometime in February.

Hyde quickly organized a fundraiser for Giving Tuesday. The school raised \$1,400 for the day. Young Professionals Committee is meeting regularly and they have a goal of raising \$10,000 this year.

Recent Foundation activity included turndowns from three Foundations approached this Fall. The school received good feedback on its proposal to the Cummings Memorial Fund and was encouraged to submit a second proposal. Discussion ensued around the ICAP Charity Day and the potential to make a better pitch next year. Mr. Baker would like to be involved early in the process next year.

Upcoming activities include finalizing a proposal to the Hunts Point Business Committee and a proposal to an individual interested in making a sizeable gift to fund a technology project for the Elementary school.

Mr. Mehiel notified the Trustees that he would be reaching out to them to help identify contacts at corporations.

Williams asked the Trustees when the school should target another Open House. Several Trustees suggested April or early May. Mehiel asked if there was going to be an Open House geared toward the Hunts Point business community. Mr. Kaplan said this was still viable but he needed help from area businesses to make this a success.

4. Executive Director's Report

Mr. Sturtevant shared that Teach for America is not providing a summer school program at Hyde as it has done each of the last two summers. He sees this as an opportunity to improve the program and focus it better on student needs. He is looking forward to implementing the Summer Climb technology program for non-remedial students in K-3.

He reported on Charter Renewal. The visit will likely occur in February or early March. The renewal application is due January 6. He asked if it made sense to use the Board retreat January 10th to dive into the School Quality Report, together with the Charter Renewal application and to engage the Trustees at a deep level on the school's challenges and strategic plans. Mr. Fixler thought this would be a good use of the time at the Retreat.

Sturtevant reported on an analysis done by the Charter Renewal consultants that compared Hyde's academic performance to students statewide with similar demographics. He drew several important conclusions from the study, including that 3rd and 8th grade students were performing above levels projected for their demographic. Student achievement declines through middle school years. However, at Hyde, student performance shows a 'bounce' vs. the trendline for comparable students in New York state.

Division directors have analyzed the School Quality Report in detail and are prepared to share their insights with the Board at an upcoming meeting or at the January retreat.

An important meeting of the Senior Leadership and its recruiting team took place last Thursday. The team reviewed exit survey information, tenure and turnover data and success stories for individual teachers. Several commonalities emerged including growth mindset (mistakes are opportunities for growth); self-awareness—the ability to discern how students react to what they present and how; and their ability to respond productively to feedback. Successful Hyde teachers have created curriculum or school culture programs that they ‘owned’ and continued to champion. Pay was raised by Hyde’s most valued teachers as reasons they might move on sometime in the future. Sturtevant linked this work with its budget implications. He stated that budget tradeoffs will need to be made to remain sustainable long-term.

Directors raised an issue of equity issue regarding differences in student counts, better classroom and meeting space in the High School than in the K-8 building. He wondered if there were ways to move 8th graders to the High School somehow to reduce space pressure on the K-8 facility.

Ms. Marber asked if there was any movement on getting facilities funding for existing charter schools like Hyde. Sturtevant replied the solution needs to be through the State legislature.

5. Charter Update

See Executive Director’s report above. A motion was made, seconded, and unanimously approved appointed Dennis Mehiel Treasurer of the Board of Trustees.

6. Board Retreat

Mr. Fixler asked Trustees to forward agenda items for the Board retreat this week.

7. Finance Committee

8. Human Resources Committee

Ms. Dumont reported that a process for evaluation of the Executive Director needs to be finalized.

9. Education Committee

Ms. Dumont continues to work with Mr. Kramer on the Summer Climb summer program. She sees strong links between Hyde’s mission of character development and the components of this program.

10. Hyde Foundation

There was no representative from the Hyde Foundation present at the meeting and therefore no report.

11. Facilities Committee

No report.

12. Other Business

None.

13. Public Comments

None.

14. Adjournment

There being no further business, the meeting was adjourned at 7:49 pm.

Minutes prepared by Michael McNamara