

**Hyde-Bronx Trustees Meeting Minutes**  
**Hyde Leadership Charter School**  
**Trustees Meeting**  
**August 27, 2018**  
**830 Hunts Point Avenue, Bronx, NY 10474**

**Trustees Present:**

Herb Fixler  
Herb Kaplan  
Tony Stoupas  
Chavon Sutton

**Trustees Absent:**

Oz Hanley  
Richard Romanoff  
Maureen Singer  
Jeanette Melendez  
Ruth Jarmul  
Susan Engel

**Via Video :** Deborah Dumont

**Also present:** Thomas Sturtevant, Executive Director  
Stephen Trowbridge, Chief Operating Officer  
Valarie Hunsinger, Director of Development and Communications  
Ron Wenceslao, IT Manager

The meeting began at 6:10 pm, Herb Fixler presiding. A quorum was not present.

**1. July 23rd Board Minutes**

The bylaws require a majority of Trustees to be in attendance (currently six are required) to meet quorum. The minutes from the July 23rd board meeting will be voted upon at the September meeting.

**2. Nominating Committee**

**3. Education Committee**

NA

**4. Government Relations Committee**

NA

**5. Human Resources Committee**

NA

## **6. Facilities Committee**

NA

## **7. Marketing/ PR/ Advertising Committee**

NA

## **8. Development Committee**

Ms. Hunsinger highlighted the school year theme: “See Character, Be Character: Ms. Hunsinger and the board reflected on the following questions: 1) What do you want to accomplish as a board member this year? 2) What area of fundraising are you most interested in getting involved in this year? Ms. Hunsinger presented the FY 2019 fundraising goal and reported on the funds raised to-date. Lastly, Ms. Hunsinger highlighted the following ways to support the 2019 goals in September: Schedule One-on-One board meetings, share community at a glance, brainstorm who you will invite to the fundraiser, and prepare for the annual appeal.

## **9. Executive Director’s Report**

Mr. Sturtevant presented the strategic plan, the purpose of the strategic plan, and the school themes (see Appendix A). Mr. Sturtevant also highlighted school-wide initiatives including: a curriculum committee focused on pedagogy; student portraits created by each division; community partnership committee; expansion committee; marketing committee; and an elementary school committee.

Mr. Sturtevant noted that the charter landscape is becoming competitive and that Hyde must monitor and address its competitiveness. Mr. Sturtevant noted the need to market Hyde and the importance of character education, why Hyde stands out.

## **10. Finance Committee**

Mr. Trowbridge reviewed the audit timeline and noted that the audit would finish ahead of schedule. Mr. Trowbridge presented the un-audited FY 18 highlights, noting that revenue of \$19,027,000 had a favorable variance of \$337,000 and expenses of \$18,242,000 had a favorable variance of \$626,000. The net surplus was \$785,000 which is \$963,000 favorable to the budget.

Mr. Trowbridge noted that the school’s July YTD revenue was favorable by approximately \$4,688 and July’s YTD expense was favorable by \$10,391. Mr. Trowbridge noted that the approximate net variance is favorable by \$15,000.

**11. Any Other Business**

NA

**12. Public Comments**

NA

**13. Adjournment**

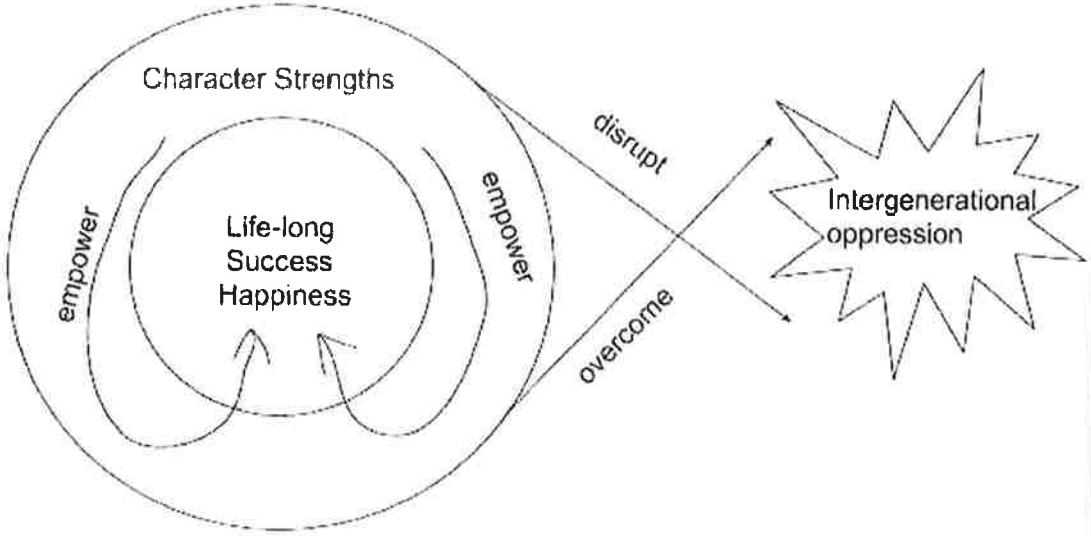
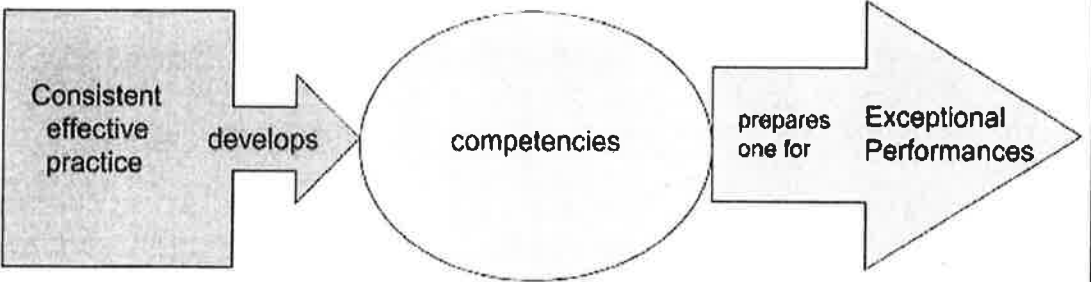
**There being no further business, the meeting was adjourned at 7:48 PM.**


**Minutes prepared by Stephen Trowbridge and Valarie Hunsinger**

# Appendix A

HLCS Strategic Plan Draft August 24, 2018

Beliefs: We work from our beliefs.

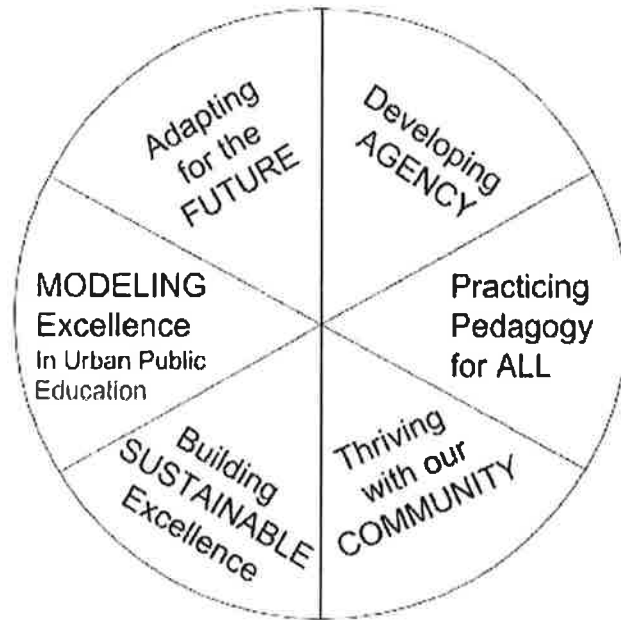
<p>Character/ Culture</p>	<p>Character strengths empower life-long success and happiness.</p> <p>Character strengths and learning capabilities are the most successful means to disrupt and overcome intergenerational oppression.</p> <p>Adult culture and example powerfully sets the parameters for student culture and leadership development.</p>  <p>The diagram consists of three concentric circles. The innermost circle is labeled 'Life-long Success Happiness'. The middle circle is labeled 'Character Strengths'. The outermost circle is labeled 'empower' on both the left and right sides. Two curved arrows point from the middle circle towards the inner circle. Two straight arrows point from the right side of the middle circle towards a starburst shape on the right labeled 'Intergenerational oppression'. The top arrow is labeled 'disrupt' and the bottom arrow is labeled 'overcome'.</p>
<p>Instruction and learning</p>	<p>Consistent, effective Practice develops competencies and prepares one for exceptional performances.</p>  <p>The flowchart shows a grey rectangular box on the left containing the text 'Consistent effective practice'. An arrow points from this box to a central oval labeled 'competencies'. Another arrow points from the oval to a large grey arrow-shaped box on the right containing the text 'Exceptional Performances'. The word 'prepares' is written above the arrow between the oval and the final box.</p> <p>Feedback is essential to growth and excellence.</p> <p>Challenge is essential to growth and reaching one's best.</p>
<p>All children/ Inclusion</p>	<p>All children are inherently competent and have rights to effective education, personalized development, and comprehensive care.</p>

	<div style="border: 1px solid black; padding: 10px; display: flex; align-items: center;"> <div style="text-align: center; margin-right: 20px;">  <p>ALL children</p> </div> <div> <p>are inherently <b>COMPETENT</b> and have rights to</p> <ul style="list-style-type: none"> <li>☆ effective education</li> <li>☆ personalized development</li> <li>☆ comprehensive care</li> </ul> </div> </div> <p>Each child's interests, proclivities, and identity matter. There is a meaningful place for every child to see her/himself in the world.</p>
Hyde's Role	<p>Hyde's purpose is to help students imagine and discover their sense of purpose and their meaningful place in the world.</p> <p>Hyde exists to activate and develop the Agency of its students through their active practice of character strengths and their other capacities developed during their Hyde years.</p> <p>Hyde is a dynamic part of the many facets of the Hunts Point community.</p>

<p><b>Purpose</b> of Strategic Plan: This Plan will improve Hyde two ways: move us from good to great, and build/add something new and great.</p>	
1	<p><b>Align</b> our programs so that HLCS <b>consistently develops students/graduates</b> who have developed <b>"Portrait" qualities and competencies</b>, thus becoming independent, adaptable, happy, authentic, and successful.</p>
2	<p><b>Improve/Deepen effective "Routines"</b> or practice (both for students and teachers). Every HLCS graduate will know from experience how practice leads to excellence and developing one's best.</p>
3	<p>Identify and <b>consistently implement impactful pedagogies</b> (for teachers and students), building <b>engagement</b> of all students and <b>agency</b> of all students.</p>
4	<p><b>Strengthen</b> institutional <b>ties</b> with <b>local organizations</b> and resources through <b>mission-centered partnerships</b> and communication. Part of this goal is for institutional sustainability/ part for developing students' Agency and resourcefulness.</p>
5	<p>Create a sustainable <b>plan</b> for HLCS's <b>enrollment</b> and <b>market value</b> (to the parent/student/peer school/funder/authorizer/public servant).</p>
6	<p>Audit/evaluate the <b>diverse competencies</b> developed in <b>our programs</b>:</p> <ul style="list-style-type: none"> <li>● Does our program <b>prepare all</b> our students well for their <b>futures</b>?</li> <li>● In what ways and to what degree does our program develop <b>character, agency, future success</b>?</li> <li>● What are the ways we <b>measure/track</b> and think about our students' outcomes?</li> </ul>

Themes: The Big Ideas that Inspire us to look ahead with vigor and confidence

- Developing Agency
- Adapting for the Future
- Practicing Pedagogy for All
- Thriving with our Community
- Building Sustainable Excellence: care for our people, programs, and places.
- Modeling Excellence in Urban Public Education



Initiatives: The Tangible stuff

Curriculum Committee, led by TKS, focusing on pedagogy initially and then also focusing on the breadth and effectiveness of our programs.

Portraits: led by Division Directors, creating tangible expressions of age-appropriate experiences of meaningful, empowering transformations.

Community Partnerships Committee: (Identify responsible parties) River, HP Express, local business partnerships, school partnerships

Expansion committee: (Identify responsible parties) looking at scaling options for HLCS in the next 3-7 years.

Marketing Committee: (Identify responsible parties) Enrollment focused, with hiring and community reputation as secondary but important considerations

ES committee: (led by CM) focused on how we can support and make the ES a great place for all children and adults!