



The LION Charter School Board of Trustees meeting on Saturday, February 4th, 2023.

The meeting was held virtually; Zoom Details:

<https://lioncharterschool-org.zoom.us/j/82325837356?pwd=bGMwWWpLTmtib1phbkNZZXRzVHAwUT09>

Board Members in attendance:

Herb Fixler
Herb Kaplan
Susan Engel
Deborah Dumont
Tony Stoupas
David Schatsky
Ruth Jarmul
Nick Ober

Board Members absent:

Tom Sturtevant
Susan Fine

Others in attendance:

Celia Sosa, Executive Director
Stephen Trowbridge, CFO COO
Lex Zain, CAO
Maya Severns, Director of Development and Marketing
Liz Martin, Director of Special Education
Matthew Hittenmark, High School Director
Ada Garcia, Middle School Director
Christine Moloughney-Froman, Elementary School Director
Keveney McCrillis, Executive Assistant to the Senior Leadership Team
Jim Ford, Board Liaison

The meeting was called to order at 10:03 am by Chairman Herb Fixler. There was an introduction of the Senior Leadership Team members in the meeting. Herb Fixler motioned to approve the November and December board meeting minutes; Tony Stoupas seconded the motion. A vote was taken, and the minutes were unanimously approved.

Jim Ford reviewed the day's agenda. Celia Sosa shared out the goals of the first part of the meeting: an overview of progress towards the strategic priority: Improving Academic



Performance. The school is focusing on APPR goals, targeted intervention, curriculum frameworks, and data-driven instruction.

Matthew Hittenmark shared out on High School progress towards improving academic performance. After presenting, it was asked what the board could hold him accountable for moving forward. Matt shared that he and the board should look at credit accumulation, Regents performance, and student acclimation/progress in the Pre-AP Curriculum framework. A board member asked if we should track graduation and college persistence rates against the national norms. Everyone agreed that we should look at graduation and college persistence rates against peer groups (socioeconomic status, NYC, etc.)

Ada Garcia shared out on Middle School progress towards improving academic performance. She highlighted Saturday school programming. A question was asked about attendance, and she plans to increase attendance. After presenting, it was asked what the board could hold her accountable for moving forward. Ada shared that she and the board should look at data related to Saturday programming and how that is impacting student achievement, weekly test prep data, and the results of the mock exams taken in March. There was a question about why our math scores are lower than our ELA scores. Ada shared that this trend can be seen across the state, possibly because of remote learning. A board member asked if we need to disaggregate data for students with an IEP. It was decided that we could, but that it might be fruitless as all students are tested (with or without accommodations), and those accommodations are given during mock exams as well.

Christine Moloughney-Froman shared out on Elementary school progress towards improving academic performance. She highlighted the catch-up that especially this year's 2nd graders are doing because of remote learning and the early phonics/ reading foundation program. After presenting, it was asked what the board could hold her accountable for moving forward. Christine shared that she and the board should look at benchmark data, the implementation and data from the reading foundations program, and NWEA data.

The board asked what each division needed from them. Matthew Hittenmark shared that the high school is in the middle of rolling out some bigger initiatives. He needs consistent follow-up on his reporting on metrics, input, and feedback. Ada Garcia shared she also needed consistency to be held accountable for the things she mentioned in her presentation. She also said that facilities at 730 Bryant are an issue because it is hard to bring joy to a space like that. Christine Moloughney-Froman agreed that the facilities at 730 Bryant were an issue because the classroom environments are impacted by the construction going on. She also asked for the board to come and visit the classrooms. All divisions agreed that any opportunities the board can provide to allow students to see the real-world application of what they are learning would be great (field trips, job



visits, speakers, etc.) It was also mentioned that we would like to maintain and/or build the summer program to continue offering year-round programming.

The board asked how confident each division was in achieving its goals. All division leaders said they felt confident that scores would improve and that they would surpass the district scores.

The group dismissed for a 30-minute lunch break at 12:20 pm.

The meeting started again at 1 pm without Matt, Ada, Christine, Keveney, Liz, or Maya.

Celia Sosa and Lex Zain reviewed the Academic Strategic Plan, which was previously shared with the board, and fielded questions. After this, Lex Zain and Stephen Trowbridge left the meeting.

Celia Sosa shared out the progress towards LION's strategic priority of attracting and retaining talent. This included meeting with the retention committee and receiving feedback from them and staff who took a survey about retention initiatives. She reviewed the plan for continued partnership with NYU, TFA, and Relay graduate school. Celia also gave a high-level overview of our tuition reimbursement plan, finance dashboard evolution, Charter Center compensation survey, and marketing plan for career opportunities.

Celia then shared the progress toward LION's third strategic priority of institutionalizing policy and practice. The work done so far is in developing dashboards that will allow us to access, track, and analyze data and information across many key roles, responsibilities, and systems. This includes several manual and policy updates.

Finally, Celia shared the work being done to prepare for revenue shifts and the process the senior leadership team is taking to search for a new Elementary School Director. This includes interviewing and asking for proposals from three educational consultant/search firms. The board gave feedback on each firm based on previous leadership searches they have participated in.

Jim Ford identified key takeaways from the meeting. These include:

1. Board members will individually identify information/reports they would like to receive and/or think the board should regularly or periodically receive and review.
 - A full list of all items identified will be compiled.
 - Then the Board will collectively go through the list and decide (by consensus) what information and reports should be reported or received (including how, when, and to whom):
 - at each regular board meeting



- periodically (such as quarterly academic performance data derived from internal and/or state assessments (once available))
 - first, by committees, and then (to the extent necessary) reported to the board
 - on a restricted access website or data platform that is updated periodically
- The Board will also decide (by consensus) what information and reports should be stored on a restricted access website or data platform and thus be available at will.

2. The Board will discuss which items should be the specific and/or primary focus of board meetings throughout the year (as a first step toward building a board meeting calendar for the 2023-24 school year). For example, specific focus topics might include the shared K-8 facility and the challenges and problems the shared arrangement inherently poses. Another might be tracking the college acceptance and matriculation of LION graduates.

3. The Board's Nominating Committee will start the (formal) process of recommending to the Board for approval of Herb's successor as Board Chair.

The meeting was adjourned at 3:00 pm.

Minutes prepared by Keveney McCrillis and reviewed by Stephen Trowbridge