



## Maureen Joy Board Meeting

Minutes for Board Meeting: November 28, 2022

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### Attendance: 6:35pm

Elan Hope	Present
Aliyah Abdur-Rahman	Present
Reginald Johnson	Absent
Tiffany Graves	Present
Mike Martin	Present
Zack Kaplan	Present
Donnell Cannon (ED)	Present
Jeremy Wall (Principal)	Present
Samantha Amaral (DOO)	Present

### Preliminary Matters:

- Today's Agenda Approved (unanimous vote)
- October Meeting Minutes Approved (unanimous vote)
- Public Comment: None

### **I) Executive Director's Report**

#### **a. Focus 1: Academic Achievement (JW)**

- i. Review of IA 1 data: goal vs. actual achievement, 3–8
  - Highlight: 7<sup>th</sup> grade
  - Growth point: math, generally
  - Generally on track: meeting or exceeding goals set after diagnostic exams in September

#### **b. Focus 2: Emotional Growth and Self-Awareness (JW)**

- i. Most recently: student culture check-in at end of Q1
  - Staff: hungry for continued growth opportunities re: restorative practices
  - Concern: Student Support Team is helpful, but not changing behaviors yet

#### **c. Focus 3: Culture of Inclusion, Innovation, and Impact**

- i. DC: Empathy Interview Insights
  - 47 interviews so far with adults (Board, teachers, partners, etc.)

- Big-picture reflections on: student culture, staff culture, structural issues, financing, “what keeps me coming back?”, leadership, and the future of Joy.
- Layups/Dunks:
  - a. Staff Leadership Team
  - b. New vision for student and staff recruitment process
  - c. Role clarity
  - d. Staff Culture gatherings
  - e. Early design inspiration visits
  - f. Focus on student power and parent power
  - g. Revisit school day schedule
  - h. Middle school redesign
- Free Throws:
  - a. Strategic plan for learning experience (3-5 years)
  - b. Temporary space for middle school and support staff
  - c. Resurfacing equity audit recommendations
  - d. Reassess school calendar
  - e. Onboarding additional Board members
  - f. Review and redesign of coaching model
  - g. Clear vision for instruction and leadership
  - h. Creating a fundraising strategy
- Three-pointers
  - a. Permanent middle school space
  - b. Fundraising plan
  - c. School design journey
  - d. Clear DEI goals
  - e. Fully scaled teacher of practice program
- SGA:
  - a. Audit key decisions
  - b. Serve on school design team
  - c. School ambassadors
  - d. Determine school activities and student experiences
  - e. Serve as Board advisor
  - f. Shoutout to Ms. Powell and Ms. Pool for leading this effort!
- Redesign Process: beginning in Spring 2023
- Student experience audits: post-winter break interviews with students and teachers

d. Focus 4: Staff

- e. Focus 5: Enduring School
  - i. Electric busses COA approved! Completion in March 2023, hopefully.
  - ii. ADP – launching in December
  - iii. Proposals for the Board:
    - Safety/Medical Risk Committee
    - Financial Committee
    - Culture Committee

**II) Finance Report (SA)**

- a. 26% through the year; 32% through the budget (due to salary)
  - Recommendation: spending freeze for month of December
    - Dual purpose: some saving, but more importantly give the opportunity to better assess the budget

**III) Governance (EH)**

- a. **Board retreat: Saturday January 14, 2023**
  - Strategic planning; Board recruitment and structure; facilitated
- b. Board member recruitment
- c. MJ 25<sup>th</sup> Anniversary
  - i. Tabled for now
- d. HB/MB Farewell Celebration
  - i. TG and SA to coordinate

**IV) Closed Session**

**Action Items:**

<b>Person</b>	<b>Action Item</b>
Donnell	Google doc for Board questions/comments about Redesign
Sam	Checking in with Reginald re: Finance Committee and December 2022 spending freeze
Tiffany and Sam	HB/MB Farewell Celebration planning

**Next Board Meeting:** December 7, 2022, 6:30pm–7pm

Meeting Adjourned: 8:59pm