Thursday, December 20, 2018  
Meeting Began: 12:07  
Meeting Ends: 1:05

Attendance: Ryan, Shan, Maria, Todd, John, Mary Cypress, Tiffany, Yousef, Tizgel  
Phone: Crews

* Approved October Minutes
* Events:
  + Next board meeting: February 21, 2019
  + Dinner with Indira Dammu for teachers of color, February 8, 6pm
* Strategic Planning Update
  + - Four main questions:
      * How do we support principals to be instructional leaders?
      * How do we increase percentage of students on track to exit EL services within three year of enrollment?
      * What does the House system training need to look like to develop SEL and positive identity?
      * How do we collaborate with district to get approval of Crossroads Academy?
    - Metrics Dashboard
      * Failing 2 or more classes: 62.1%, highest concentration in 8th grade
        + Starting Saturday school in January for 30 students/grade and launching RTI programs to bring number down
      * Student achievement: Percentage of students scoring 70% or higher on interims is 52% in ELA. And within 10 points of being on track in math.
      * Teacher satisfaction: Middle school – average for Tennessee charter schools. High School – satisfaction is lower.
      * Teacher retention: Majority in middle school see themselves staying at least 2 more years. In high school, 40% say 2 or more years.
      * EL students failing more than 2 classes: Middle - ~40%; High school – ~85%
      * No data on students returning yet
      * No fall survey so no student culture data
      * No EL growth data yet
    - Major takeaway from data is that school leaders must provide support to EL teachers to coach them on how to support EL students. Additionally high school leadership changes should have impact on high school teacher morale and retention.
* Audit report
  + No findings of concern regarding management
    - Two adjustments to operating lease statements; recommendations around lease payment management
  + Clean opinion on financial statement
    - Total net position: $1,369,539
* AACE
  + De Facto Expulsion Policy
  + Board approved change in language in handbook so that student who has 10 days of out-of-school suspension for conduct shall receive hearing for appeal of defacto expulsion
* Development
  + New commitments from Community foundation, TDOE facilities fund, Blair Wilson
  + Nearing fundraising goal