



NORTH SIDE COMMUNITY SCHOOL
Board Meeting Minutes
September 10, 2019

Present: Board Members: Jim Brigham, Michael Zuccarello, Kathy Anderson, Alison Nash, Byron Francis, Tracee Holmes, Ross Woolsey, Ryan Bumb, Ebony Duncan-Shippy, Lamechia Bradford, Beth Louis, Ken Rinderknecht. School Administrative Staff: Chester Asher, Janine Gorrell, Stella Erondu, Lance Sprenkel, Brian Gross, Deb Cottin. Teachers: Denise Cox, Earl Neal, Mikayla Thompson, Sherrie May, Amanda Shuman, Megan Tosh, Yolanda Jackson, Ben Constantino, Hannah Finfrock, Doel Bailey, Julie Fetsch. Others: Bill Mendelsohn, UMSL

4:50pm Meeting called to order by Jim Brigham.

Minutes of the August 20, 2019 Board meeting were reviewed and approved.

1. Bill Mendelsohn of UMSL gave a presentation/overview of insights on how to be an effective school board.

Bill outlined seven key responsibilities of charter school boards:

(1) Clarify Vision and Mission - ensure the vision informs all governance decisions. This would include determining the school's role in the larger community, whether and when to expand the program, etc. Bill believes North Side is doing well in this area.

(2) Community Building - forging a strong relationship with the community North Side serves. Bill believes it is important to build relationships with teachers and staff and invite and receive feedback from staff and parents. Bill offered numerous suggestions for consideration, including having students make a presentation at a Board meeting or having a breakfast for staff/parents.

(3) School Leader Oversight - the Board's responsibility is to employ, evaluate and hold accountable the Executive Director, the Board's only hire at North Side. Bill believes the Board must have a written policy for developing an annual growth plan for, and means of evaluation of, the Executive Director. Bill stated he is encouraged by the recent Executive Committee memo of September 9, 2019 addressing evaluation and accountability issues.

(4) Delegation of Authority - to the Executive Director to manage the day to day affairs of the school. Bill expressed public school boards sometimes tend to micromanage too much, especially in curriculum areas, but charter school boards sometimes are not involved enough in assessing academic progress. A board needs to determine lines of authority in decision making - how decisions are made and reviewed.

(5) Performance Monitoring - the buck stops with the board in terms of monitoring the school's fiscal and academic performance. Academic performance is related to test results, but not entirely so. Bill believes North Side is doing well in these areas and has been a good steward of the money it receives.

(6) Board Development - the need to take responsibility for itself, through continuous growth, self-evaluation, and, if necessary, external evaluation. Board training and development of governing skills are important. Bill advised annual training (16 hours) is an UMSL requirement for Board members and discussed various means of achieving training.

(7) Financial Position - ensuring the school has the funds necessary to reach its vision. In Bill's opinion, North Side is in the best financial position of all the charter schools under contract with UMSL as its sponsor.

2. Administrative Report: Chester Asher presented an overview of his September Board Report, including the goal to work toward at least 10% improvement in the number of North Side scholars scoring proficient or advanced on MAP. He discussed ways to ensure effectiveness in meeting learning targets with an emphasis on academic growth - where the scholars end up is much more important than where they began.

Janine Gorrell and Stella Erondu both reported on NWEA testing which has begun. NWEA evaluation/testing is done in the Fall, Winter, and Spring and is an important measure of students' growth over the course of the year. It was noted by Bill Mendelsohn last years' MAP testing results are still not available. It was reported Opportunity Trust is helping with math tutoring at the Middle School, and there is a coach from Achievement First.

Asher discussed the curriculum change/transition to Expeditionary Learning (EL). Asher indicated EL is rigorous and challenging. It is experience-based, utilizes high quality materials and involves some character education. EL sets high

standards but does have built in remediation time. EL trainers came in for 2 days this summer for professional development and teacher training. Training and development are extensive and ongoing. Some teachers present expressed concern about the amount of time, pressure and increased responsibilities involved in the training, the prep time and the transition period. Some discussion was held about the impact on teacher morale and the staff's sense of North Side as community. The need to support the financial cost of the extra teacher training was also discussed. It was expressed the Board needs to have a good understanding of how the transition is going. Janine discussed the implementation of Math Stories. She and five teachers received training for Math Stories in June. It is structured, but students get to express what they visualize in learning and how they solve a problem. Janine believes Math Stories fits in well with growth mindset, allowing students to embrace some failure and learn from it. She is seeing a positive difference in the way scholars are thinking about learning.

3. Human Resources/Executive Committee: Michael Zuccarello reviewed elements of the September 9, 2019 Draft Proposal concerning the Executive Committee. An overview of the Proposed Statement of Purpose and Scope of Responsibilities was presented, including what the Executive Committee should do and what it will not do, what should be brought before the full Board, etc. Ebony Duncan-Shippy may be putting together a template for the Executive Director evaluation piece. Some discussion was held regarding the appropriate composition of the Executive Committee and who should be on it. It is felt the current by-laws allow the Board to authorize the Executive Committee without a further change to the by-laws.

4. Finance: Brian Gross discussed the July, 2019 financials, which were reviewed last week by the Finance Committee. The balance sheet shows a change in net assets YTD of \$363,081, with total assets of \$2,380,370. Checks written for greater than \$10,000 were reviewed, and the check register for August, 2019 was reviewed and approved.

A Kindergarten teacher present expressed concern regarding one of her student's need for a para-professional aide at the school, a need outlined in the student's IEP. It was determined the para-professional is to be provided as quickly as possible, and temporary arrangements are to be made immediately to accommodate the student's needs. Asher noted that the position had been posted since August but had not yet been filled. The board discussed and agreed that if necessary a temporary para should be hired as an interim solution prior to filling the position with a permanent employee.

Brian announced he will be leaving to take a position as CFO at City Academy. Brian is willing to be flexible with the timeline of his departure and to help North Side work through this transition period. It was acknowledged by all that Brian will be greatly missed personally, as will the historical knowledge he takes with him. There was discussion that it may be necessary to hire two new people to handle the various responsibilities Brian has been meeting.

5. Parent and Community Engagement: Alison Nash reported the first planning meeting of the Northside Parents Organization will be held this Thursday evening, September 12, 2019 in the gymnasium. Lamechia Bradford is the NPO President, and Alison and Ken Rinderknecht also plan to attend the meeting.

6. Governance: Kathy Anderson reported that for those who would like to attend, the Orientation Meeting/ Training for the North Side Board is being held on September 17, 2019 at the Middle School at 4:00pm.

Board meeting was adjourned at 6:55pm to go into Executive Session to discuss personnel matters, including the approach of how to fill the position of Brian Gross.

Respectfully submitted,

Ken Rinderknecht,