



**Meeting of the Board of Directors
Wednesday, December 5th, 2018 at 4pm
339 North 63rd Street, Philadelphia, PA 19139**

The meeting was called to order at 4:06 p.m.

Board Members in Attendance: Rebecca Davis, Jim Diehl, Albert Oehrle, Sally Randolph, Steve Smith, Patrick South, Noah Tennant, Bill Thorkelson, Steve Ujifusa, Elaine Wells

Board Members Excused: Eric Dobson, Will Kontes, Steve Kempf, Andrew Addis, Joe Conwell, Matt Schuh, Wes Wyatt, Wally Zimolong

Board Members Joined by Phone: Isaac Ewell

Staff in Attendance: Ruth Gonzalez, RJ McDaniel, Brian Meadows, Colleen Smith

Guests: Mike Whisman (Charter Choices), Jenna Smalley (Kleinbard LLC)

I. Call to Order: *Bill Thorkelson*

Mr. Thorkelson calls the meeting to order.

There is a motion to approve the minutes of the October 3, 2018 board meeting, which is moved by Dr. Randolph and seconded by Mr. Smith. The motion passes unanimously.

II. CEO Report: *Noah Tennant*

Dr. Tennant begins by directing the board to a resolution pertaining to Boys' Latin's practical operations with the Pennsylvania Department of Education. Dr. Tennant explains that Boys' Latin received a grant thanks to the hard work of Ms. Smith, and in order to accept the grant Boys' Latin must approve him to sign electronically for documents in the Department of Education's system.

There is a motion to approve the resolution wherein Dr. Tennant will be approved to sign electronically for grants on behalf of Boys' Latin in the Pennsylvania Department of Education system, which is moved by Mr. Smith and seconded by Mr. Diehl. The motion passes unanimously.

Continuing, Dr. Tennant discusses a conference entitled “A Dream Deferred: The Future of African American Education.” Dr. Tennant discusses a national forum of learning, teaching, and data collection for how to best serve students of color. A group of Boys’ Latin faculty members who work on the school’s Warhood Initiatives Program submitted a proposal and were invited to go out to California to give a presentation this March of 2019. Boys’ Latin is happy that its teachers’ hard work is being recognized as a national model, which is in the line with the school’s vision and strategic plan.

Dr. Tennant is pleased to announce that Mohamed Diawara is the first senior accepted into college from the Class of 2018. Mr. Diawara has received multiple offers and Dr. Tennant extends a congratulations to the senior.

In the spirit of giving thanks, Dr. Tennant commends the board for their hard work, fundraising, and giving throughout the year. Dr. Tennant describes how Mr. Ewell has been spending time working on student issues at the school on a monthly basis, and thanks Mr. Ujifusa for his recent visit to Boys’ Latin to talk with the students about his career as a writer. Dr. Tennant explains that Mr. Ujifusa not only spoke about writing and the writing process, but also shared a lot about how he handles obstacles and shared valuable life lessons with the students.

Dr. Tennant then segues to a presentation on the importance of fostering emotional intelligence, and how it has become part of Boys’ Latin’s mission. Dr. Tennant introduces RJ McDaniel and Dr. Brian Meadows to the board, the high school and middle school principals, respectively. Dr. Tennant commends the principals for taking the reins and moving forward with outstanding emotional intelligence programming at both campuses.

Dr. Meadows begins by describing to the board the new emphasis and new schedule at Boys’ Latin’s middle school. Every Wednesday, students receive 45 minutes of emotional intelligence education which includes lessons tailored to the needs of the students. There are trimester award summits which highlight one student in each grade who embodies those core values. The middle school has amended its disciplinary practices into a tiered protocol—if a student is disciplined, he must first complete a reflection sheet which identifies what he did wrong and why he acted that way in an effort to reflect on how to change the behavior. If the behavior persists, the student will participate in the “circle back” program which mends relationships between students and teachers. Dr. Meadows then describes the CITRS program, which addresses a new character theme each month such as integrity and perseverance to align core values. Another program used is SPARK, which ties in emotional intelligence by getting students out in the work field to help them acquire on-the-site job skills and social skills in a work setting.

Mr. McDaniel then addresses the changes made at the Boys’ Latin high school to incorporate emotional intelligence into the curriculum. This school year students participate in over 2 hours of emotional intelligence and soft skills programming.

Homeroom was eliminated, which has helped save more time throughout the day for such programming. Mr. McDaniel adds that in past years, only 25 minutes per month were spent on emotional intelligence with select special assemblies. In addition to new changes this year, every Wednesday morning students either participate in seminar groups consisting of 12-14 students or attend a summit as a whole grade. In the seminar groups, students have watched the ESPN special on mental health in the NBA, addressed anger management issues, academic goal setting, and practiced meditation, relaxation, and self-care. Seminars have also addressed how men can have respectful interactions with women. Summits have consisted of discussing ways to address mental health, consent, and STI awareness as a preparation for new social structures in college. Mr. McDaniel adds that students attend panels where 9th graders can sit down with 11th graders to ask questions about the Boys' Latin experience. An honor council was created where students who violate the core value of integrity are tried by a group of their peers. A peer mediation program, where students sit down together with a peer mediator to address a conflict with no teachers or adults in the room, was also started this school year. A student acts as a trained peer mediator to help implement conflict resolutions skills and demonstrate how to work through interpersonal problems.

There is a discussion on how students have received these new programs, and how the programs emphasize respect for women. Dr. Tennant adds that peer mediators used their own free time for their training. Mr. McDaniel describes the progress he's seen through an anecdote where one 9th grade student was using homophobic language and another student calmly explained how using that language is not necessary to get a point across. Mr. McDaniel adds that students believe they have a voice in a school which belongs to them, which makes a major impact. Dr. Meadows describes how he has seen middle schoolers embrace these ideas by catching themselves and apologizing if a mistake is made. Ms. Wells notes that it is beneficial for the students to have other voices teaching them respect for women, as opposed to just the students' mothers.

Dr. Tennant and the principals concludes their presentations.

III. Board Committee Reports

a. Parent Liaison Report: *Elaine Wells*

In lieu of a parent liaison report, Dr. Tennant announces that the Black Boy Experience program is launching at Boys' Latin this coming January, thanks to the suggestion of Ms. Wells at a prior board meeting.

b. Finance: *Mike Whisman*

Mr. Whisman begins by summarizing the school's financial report for the board. Mr. Whisman states that as of October 31, cash balances have gone down since the end of last fiscal year. Mr. Whisman explains that this is due to various capital projects over

the summer, such as facility repair and implementing new retirement plans. Boys' Latin continues to be in good shape with cash on hand. Mr. Whisman adds that state receivables have yet to come in, as there is usually a delay at the state level, but Boys' Latin expects to collect. Mr. Whisman notes that federal receivables have come in, and Boys' Latin is in good shape.

Continuing, Mr. Whisman addresses the metrics of the audit report and states that Boys' Latin appears to be in good shape in most all fields. Revenues are projected to be higher than budgeted, the net income looks good. Mr. Whisman notes that Boys' Latin is still early in the school year, and therefore reconciling enrollment figures. Mr. Whisman adds that Boys' Latin is in good standing with its cash on hand.

There is a discussion surrounding the reimbursement rates, which according to Mr. Whisman are usually adjusted in the spring, and the school's new auditing firm.

Mr. Whisman concludes his presentation.

c. Development: Pat South & Colleen Smith

Mr. South begins by describing to the board how Boys' Latin is off to a strong fundraising start, thanks to Ms. Smith and her team. Mr. South describes the target in total giving and contributions is \$1 million, and as of today they are already 60 percent of the way towards meeting their goal. Mr. South explains that the majority of these funds come from individual giving, grants, and other distributions from foundations. Boys' Latin just sent its year-end annual appeal mailing to over 1,000 donors and potential donors. In the past, the annual appeal has raised approximately \$100,000. Between the annual appeal and pending EITC contributions, Mr. South notes that Boys' Latin expects to reach its fundraising goal by the end of this calendar year.

Ms. Smith then gives the board an update on the fundraising gala, as Boys' Latin is happy to announce that the school will be honoring the McNabbs who have generously supported the school since it was founded. Ms. Smith notes that their contributions have allowed Boys' Latin to have a crew program. The gala will take place on Friday, April 26, 2019 though the location and time will be determined by the end of the year.

Continuing, Ms. Smith announces that College Day (previously Alumni Day) will be held on Friday, January 11, 2019. At this event, alumni who are currently in college or who have graduated come back to Boys' Latin to speak with current students on a variety of topics, such as applying to college, being at college, or advice on future careers. Ms. Smith strongly encourages the board to attend, and to bring their networks of people as a way to showcase the school and its mission.

Ms. Smith adds that Boys' Latin will be endeavoring down a new road in attempt to accept grants from individuals. Ms. Smith explains how the EITC program allows

approved companies to make donations to schools and receive a tax benefit as a result. Boys' Latin participates as an "education improvement organization" and with changes to the tax law, individuals are interested in participating in EITC and getting a personal tax benefit. Ms. Smith explains how no such organizations exist for charter schools, so Boys' Latin is teaming up with three other charters to see how they can set up such an organization. Ms. Smith notes that this will be a challenging road, but worthwhile so that the school does not have to turn away donors.

A discussion follows on the process of creating such an organization, what will be required, and how individual programs work. The board then discusses the importance of selecting an honoree in relation to a strong donor base.

Mr. South and Ms. Smith conclude their presentation.

d. Facilities: *Dr. Tennant*

Dr. Tennant begins by updating the board on Boys' Latin's goal to build a science lab in the high school. Dr. Tennant notes that flooring and concrete projects from the summer crept into the school year, so the committee wants to get a head start on developing the science lab. The committee has already begun to explore and research the project, and a company Noor will be visiting in a few weeks to deliver construction plan documents. Dr. Tennant describes the committee's ultimate goal is to have cost projections ready for board review by the next February 2019 board meeting. If the board approves, construction can begin in early May.

A discussion follows on the timeframe, and how Boys' Latin is faring in catching up on deferred maintenance. Dr. Tennant notes that the school has hired a new building engineer, who is providing a clearer sense of the scope of such projects.

Dr. Tennant concludes his presentation.

e. Strategic Plan: *Mr. Thorkelson*

Mr. Thorkelson begins by addressing Boys' Latin's goal to have a strategic plan adopted by the board. Mr. Thorkelson directs the board to a draft strategic plan distributed the night before, listing six key goals. Mr. Thorkelson asks the board if they are comfortable with adopting these six goals, and asks if anyone has any additional goals. If the board is okay with these six goals, Mr. Thorkelson will ask the board to ratify these goals as the "meat and bones" of Boys' Latin's strategic plan.

The board then discusses the goals, who the goals belong to, and any implications related to ratifying these goals. Mr. Thorkelson notes that these goals can eventually be printed on a pamphlet, or get posted on the school's website. The board discusses one of the goals listed in the strategic plan, teacher compensation, and the benefits of hiring experienced teachers.

There is motion to ratify the strategic plan, which is moved by Dr. Randolph and seconded by Mr. Ujifusa. The motion passes unanimously.

Mr. Thorkelson thanks the board for their commitment to the school, and concludes his presentation.

With there being no need for Executive Session, the meeting adjourned at 5:35 p.m.

Respectfully submitted,

Sally Randolph, Secretary