

**MINUTES OF THE BOARD OF DIRECTORS MEETING  
BOYS' LATIN OF PHILADELPHIA CHARTER SCHOOL**

Wednesday, October 5, 2016

*The meeting was called to order at 4:18 p.m.*

Board Members in Attendance: Dick Williams, Dave Hardy, Will Kontes, Torch Lytle, Isaac Ewell, Joe Conwell, Sally Randolph, Bill Thorkelson, Wes Wyatt

Board Members Excused: Janice Murdoch, Matthew Schuh, Steve Smith, Cliff Thomas, Marianne Dean, Steve Kempf, Patrick South, Albert Oehrle

Board Nominee in Attendance: Dr. James Diehl

Staff in Attendance: Noah Tennant, Mario Datillo, Colleen Smith, Nicholas Pascale, Joel Witter

Parent Representative in Attendance: Elaine Wells

Guests: Niya Blackwell (Ad Prima CEO), Deborah Smithey (Ad Prima Board Chair)

I. Call to Order: *Dick Williams*

Mr. Williams calls the meeting order. Mr. Hardy introduces the guests, Ms. Blackwell and Ms. Smithey, both from Ad Prima Charter School. Mr. Hardy describes the history of Ad Prima Charter School to the board, which has been in operation since 2005. Mr. Williams shares tips on recruiting effective charter school board members, namely individuals who can get things done and raise money.

There is a motion by Mr. Williams to approve the minutes from the June 8, 2016 meeting, which is seconded by Mr. Thorkelson. The motion passes unanimously.

II. Nomination of New Board Member: *Dick Williams*

Mr. Williams asks board nominee Dr. Diehl to step outside, then directs the board to the literature in their packets concerning Dr. Diehl's nomination. Mr. Williams believes Dr. Diehl will be a strong board member, given his background attending an all-boys school and successful medical career. Mr. Hardy adds that Dr. Diehl visited Boys' Latin, and believes he will be a good fit on the board.

There is a motion by Mr. Williams to approve Dr. Diehl to the board, which is seconded by Mr. Hardy. The motion passes unanimously. Dr. Diehl returns to the board, having been officially approved as a new member.

### III. Deputy CEO Report: Noah Tennant

Dr. Tennant begins by announcing the birth of Ms. Woodward's son, Ethan.

Continuing, Dr. Tennant thanks Ms. Wells and Mr. Pasquale for coordinating the Family Fun Day annual event. Dr. Tennant describes that the intent of the event is to bring families together, and give different families a chance to meet each other and build a network outside of the classroom. During the event, Mr. Pasquale manned the grill and there was a bounce house, voter registration, and games for families to participate in.

Dr. Tennant then directs the board to literature in their packets concerning new faculty. Dr. Tennant references a name not on the list, Mr. Datillo, who is a guest at the meeting tonight. Dr. Tennant thanks Mr. Datillo for his hard work and glowing reviews. Returning to the faculty documentation, ten new faculty members have been added to Boys' Latin for the current academic year. Dr. Tennant is confident with the current faculty in place, where the average length of experience is 5.3 years. Dr. Tennant explains that once every two weeks, faculty coaches observe the classrooms and work with the teachers to help engage the students and modify the curriculum. A discussion follows on the role of faculty coaches.

Dr. Tennant then gives a shout out to the Boys' Latin football team, who started 6-0 for the first time in the school's history. Dr. Tennant is proud of the team, who is currently playoff-bound.

Dr. Tennant adds that sixty colleges are scheduled to visit Boys' Latin this fall to meet with students, and thanks Heidi Bonner for orchestrating the college fair which is scheduled for October 19, 2016.

Continuing, Dr. Tennant states that a new course will be added to the middle school program called "Identity and Society," which is taught by Eric Young, a member of the Boys' Latin class of 2011. The course was designed by Mr. Pasquale, with the intent to have students understand their worth and interactions with the world around them.

Returning to the literature, Dr. Tennant explains that Boys' Latin is in the middle of their charter renewal process. Goals are outlined as a plan or road map for where Boys' Latin wants to aspire to over the next five years. Dr. Tennant believes these ideas are realistic and what Boys' Latin wants to work toward. Dr. Tennant explains that the administrative team will be reviewing these goals over the course of the year to chart their progress. Dr. Tennant directs the board to the timeline for the charter renewal process, and explains that all documentation has been submitted on time. The next phase will be the site visit, scheduled for November 18, 2016. Dr. Tennant is confident in how Boys' Latin will perform before review board. A discussion then follows on the expectations of the review board in evaluating Boys' Latin, and explanation of standardized test scores.

Dr. Tennant then directs the board to a slideshow, which shows photographs of middle school teachers welcoming freshmen to the high school on their first day of school. Dr.

Tennant explains that these students are the class of 2020, which is special because they will be the first class to complete both middle school and high school programs at Boys' Latin.

Dr. Tennant then discusses the transition from Mr. Hardy to himself as CEO of Boys' Latin. Dr. Tennant describes the differences between Mr. Hardy and himself: Mr. Hardy is from North Philadelphia, which has made him a fighter, whereas Dr. Tennant is from Harrisburg, where he was focused on building bridges growing up. Dr. Tennant believes this ability to bring people together will be a valuable skill set at Boys' Latin. Dr. Tennant welcomes the challenges in transitioning to his new role, and looks forward to building a successful team around him, both operationally and philosophically.

Dr. Tennant then breaks down the goals of Boys' Latin related to academic testing in light of the charter renewal, and looks forward to hearing input from the board on these goals throughout the academic year. Dr. Tennant explains the progress that Boys' Latin has already made, as they have a 12-point higher average on the Keystones than the School District of Philadelphia and are catching up to the Pennsylvania state average in literature. Dr. Tennant states that Boys' Latin has requested 100 additional seats in its charter renewal, despite a slight enrollment decline. A discussion then follows on understanding academic progress, remediation, and reasons for the decline in enrollment.

Dr. Tennant describes the long-term goals for school operations being the transition from inspiration to institution, which includes both student and parent involvement. Dr. Tennant believes it is important to hear voices from both students and parents to know how changes will impact the community.

Returning to his presentation, Dr. Tennant believes it is important to emphasize Boys' Latin's brand being college. Dr. Tennant explains the research of William Barnett from Stanford, which details how non-profits maintain longevity: the first step is to identify a brand. Then when a school fulfills the promise of its brand, it enables status and a purpose to serve. Status brings in more resources, which gives the school a competitive advantage. Dr. Tennant believes Boys' Latin most important mission is to prepare students for college, rather than focusing solely on test scores.

A discussion follows on how Boys' Latin will achieve its mission academically, through the role of its middle school and academic coaches. Moving beyond academics, Dr. Tennant wants to embrace preparing the students both socially and emotionally by redefining what manhood is, as there are many competing interests. Dr. Tennant describes the current social climate for African American male youth, and wants to achieve these progressive social goals by implementing a student judicial panel which defines a code the students must live by, both inside and outside of school.

Dr. Tennant concludes his presentation.

#### IV. Board Committee Reports

##### a. Finance: *Bill Thorkelson*

Mr. Thorkelson begins with an update on the budget for fiscal year 2017, and directs the board to the financial literature in their packets. Mr. Thorkelson states that the budget has been passed and finalized. Mr. Thorkelson describes how previously, Boys' Latin was unsure of its reimbursements from the School District of Philadelphia. However Boys' Latin is running at a \$175,000 surplus. Mr. Thorkelson describes that enrollment has fluctuated: Boys' Latin budgeted for 808 students and 819 are currently enrolled. Mr. Thorkelson describes that Boys' Latin feels it has a well-structured and well-conceived budget, as staying within budget has become a part of Boys' Latin's culture.

Mr. Thorkelson concludes his presentation.

b. Facilities: *Joe Conwell*

Mr. Conwell begins with an update on the field outside the middle school: the seeding has been finished, grass should be growing in three to four weeks, and the field will be ready for use this upcoming Spring of 2017. Mr. Conwell describes two phases in completing the field project: phase one includes erecting a full fence which will be installed in approximately one month, including an irrigation system which has already been put in place. Phase two will include figuring out what the field will be used for and any athletic limitations Boys' Latin might face. Mr. Conwell states that the field could be used for non-athletic events such as graduation ceremonies, science club activities, or a general gathering space down the road. Long term, Mr. Conwell states that Boys' Latin does have a desire to build another building and parking lot.

The board decides that lease discussions will be deferred to the next meeting.

Mr. Conwell concludes his presentation.

c. Governance: *Dick Williams*

Mr. Williams states that Governance is currently working on the gender policy.

Mr. Williams concludes his presentation.

d. Strategic Planning: *Bill Thorkelson*

Mr. Thorkelson states that he and Mr. Williams need to sit down and spend more time working on a draft, then share those ideas with the community.

Mr. Thorkelson concludes his presentation.

e. Charter Renewal: *Cliff Thomas*

*There is no presentation by Mr. Thomas on charter renewal.*

f. Development: *Colleen Smith*

Ms. Smith begins by directing the board to the Development Report in their packets, which states that \$13,500 is still expected to come in from last year's event. Ms. Smith explains that individual giving has become a significantly greater percentage of overall giving. Ms. Smith adds that this year, significant progress has been made towards goals of individual giving, grants and foundations. Ms. Smith states that Boys' Latin has more grant applications and the donor pool has expanded. Ms. Smith has included a prospect list in the packet, and asks the board to follow up with any connections they might have.

Continuing, Ms. Smith describes the upcoming fundraiser scheduled for April 27, 2017. Ms. Smith states that the coed event will host 300-400 guests in a gala-like setting to honor Messrs. Hardy and Williams for all of their hard work over the years. Ms. Dean will be a co-chair on the coed committee. Ms. Smith encourages board members to get involved by joining the committee or sponsoring the event. Ms. Smith states that the venue is tentatively scheduled to take place at the Please Touch Museum.

Mr. Hardy adds that Ms. Smith started with Boys' Latin at the end of last year, and thanks her for all of her hard work.

Ms. Smith concludes her presentation.

*With there being no new business, and no Executive Session needed, the meeting adjourned at 6:03 p.m.*

Respectfully submitted,

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Sally Randolph, Secretary