



**Meeting of the Board of Directors
Wednesday, December 9, 2020 at 4:00pm
Meeting held via Zoom due to COVID-19**

The meeting was called to order at 4:23 p.m.

Board Members in Attendance: Joe Conwell, Amy Guidi, Steve Kempf, Albert Oehrle, Patrick South, Elaine Wells, Kerry Woodward, Wes Wyatt, Paul Yakulis

Board Members Excused: Eric Dobson, Isaac Ewell, Steve Smith, Wally Zimolong

Staff in Attendance: Dave Hardy, Diane Hathaway, Ruth Gonzalez, Ed Koch, Colleen Smith, Dawn Carmichael

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

I. Executive Session

An Executive Session was held to discuss assorted school matters.

II. Call to Order: *Wes Wyatt*

Mr. Wyatt calls the meeting to order, and thanks everyone for attending digitally.

There is a motion to adopt the October 7, 2020 Boys' Latin Board of Directors meeting minutes, which is moved by Ms. Woodward and seconded by Ms. Wells. The motion passes unanimously.

There is a motion to adopt the November 20, 2020 Boys' Latin Board of Directors emergency meeting minutes, which is moved by Mr. Conwell seconded by Ms. Woodward. The motion passes unanimously.

Mr. Wyatt then introduces a potential new board member for Boys' Latin, Paul Yakulis. Mr. Yakulis previously worked for Mainline Health and has recently retired, and is tenured in the education space.

There is motion to appoint Mr. Yakulis to the Boys' Latin Board of Directors, which is moved by Mr. Conwell and seconded by Mr. Kempf. The motion passes unanimously.

The board welcomes Mr. Yakulis, who is excited to join.

III. Interim CEO Report: Dave Hardy

Mr. Hardy begins by introducing the two acting principals this year for Boys' Latin to the board, Ed Koch from the high school and Diane Hathaway from the middle school. Mr. Hardy thanks the principals for their hard work and all that they contribute to the schools.

Mr. Hardy announces that attendance is up to 90 percent, which is usually at 96 percent during an average school year. Boys' Latin is worried about that ten percent, and is working to engage these students. Mr. Hardy explains that students must show evidence that they participated in class, rather than just login, to get attendance credit. Spreading out classes into two-day segments has helped drive up attendance, which also gives teachers more time in individual classes. Mr. Hardy lists additional reasons that attendance has suffered, such as internet issues at home and computer illiteracy. Boys' Latin provides internet hot spots to students so they can maintain a strong connection if multiple students log in at home and flood local internet connections.

A discussion follows on attendance, and how students are accounted for digitally. Mr. Hardy explains that students must submit course work in order to get attendance credit. Mr. Hardy then discusses grade slippage in the first trimester, which was related to attendance issues and student opposition to online learning. Mr. Hardy explains that some high school students resisted online learning, because these guys like coming to school. Students who previously excelled were not logging and getting the work done. Bad grades are a wake-up call for students, and teachers have already noticed a lot more work getting done at the onset of the second trimester.

Mr. Hardy notes that Boys' Latin is drilling down what has to be done for the next school year, and the staff is working hard to setup a course selection which will be informed by assessments made this year. These assessments will help Boys' Latin made decisions on summer programming and re-imagine the next school year to play catch-up for this year.

Mr. Hardy then announces some victories to share, such as college acceptances rolling in for many Boys' Latin students. Mr. Hardy explains that colleges have loosened up their application requirements for this year, and SAT scores will not be required. Boys' Latin's College Fair will be held virtually tonight, and an Alumni Coordinator for Boys' Latin has already begun setting up class meetings with every graduating year starting with the Class of 2020. Sometimes there can be 25-30 former students on these calls, which the guys have enjoyed participating in and catching up with each other. These calls have been informative for Boys' Latin, as more alumni have Masters degrees than previously known, and former students have expressed interest in getting involved with the school. Mr. Hardy adds that one former student is being considered for board membership.

Mr. Hardy then describes Boys' Latin's summer program, which takes promising juniors and gives them mentorship, travel opportunities, and SAT prep. Boys' Latin has had a lot of historical success with this program, and today 20 juniors participated in a virtual call. A recent Boys' Latin graduate participated and shared how this program worked for him, which energized the students. On Monday Boys' Latin will host the monthly parent meeting, where this month parents will be given advice on how to be helpful in an online environment.

Mr. Hardy summarizes that the current school has been a challenge for Boys' Latin, but through the hard work of teachers and management those problem areas have been identified and addressed. Mr. Hardy looks forward to the next trimester and to seeing progress and growth from students.

Mr. Hardy then turns to a presentation on Performance Framework, which informs Boys' Latin on how its students are doing and where problems are within the school. This framework looks at elements such as absenteeism, rigorous coursework, college prep, and GPAs. Mr. Hardy explains that the monthly goal of these progress reports is to capture the health of Boys' Latin and its students. School leadership will help to develop this framework in partnership with the board, keeping Boys' Latin's core mission in mind.

Mr. Wyatt adds that the Boys' Latin Board of Directors will revive the Education Committee, which will be staffed by current board members and will be the vehicle for this academic component. Mr. Hardy notes that the goal is to have the Education Committee staffed by the next board meeting, as next year is a charter renewal year and Boys' Latin needs all board member to be abreast of the health of the school.

A discussion follows on the school progress report data. Mr. Hardy states that SAT prep is not currently prioritized by Boys' Latin because colleges are not requiring it.

Mr. Hardy then discusses the SY2021 Measures of School Health Progress Report, which measures the progress of Boys' Latin's goals in categories such as academics, attendance, college, enrollment, faculty, financial health, and parent engagement. Mr. Hardy notes that teacher certification will be boosted to over 70 percent by the end of the year.

Mr. Hardy mentions that Boys' Latin has room in its budget to address these issues, as major expenditures such as transportation and extra-curriculars free up considerable funds. Boys' Latin will use these resources to redo the curriculum and run analytics. Boys' Latin is a college preparatory school, and the school want to restore that mission.

Mr. Hardy describes how Boys' Latin individually met with every senior who has grade problems, and the parents were so appreciative that the school reached out. Boys' Latin believes that reaching out to individual students is the only way to see change, and acknowledges this takes time. Boys' Latin has also started recruitment for next year, with the help of a former Boys' Latin student on social media and parent information sessions. Hearing from alumni has a meaningful impact on potential students.

Mr. Hardy concludes his presentation.

IV. Parent Liaison Report: Elaine Wells

Ms. Wells begins by stating that she is interested in attending the monthly parent meeting on Monday to identify the challenges parents are facing and potentially offer resources or support. Ms. Wells acknowledges that this is a challenging time for parents and would like to help.

Mr. Hardy thanks Ms. Wells for coming down to speak at a press conference for schools led by African American charter leaders. Ms. Wells talked about why charters were important for community, and did a fantastic job. The event was covered by *The Inquirer*.

Ms. Wells concludes her presentation.

V. Board Committee Reports

a. Finance: *Kerry Woodward*

Ms. Woodward begins by directing the board to the previously circulated draft audit. Mr. Woodward explains that the finance committee received a full presentation from auditors who walked the committee through draft statements and recommendations for improving Boys' Latin's practices. Mr. Woodward states that minor process improvements were recommended that Boys' Latin will implement going forward. Ms. Woodward notes that the audit must be submitted to the Charter School Office by December 31, 2020, and that the finance committee recommends approving this draft to be final for the school.

There is a motion to approve the draft audit as final for fiscal year 2020 for the Boys' Latin Charter School, which is moved by Mr. Oehrle and seconded by Mr. Conwell. The motion passes unanimously.

Moving on to the October Financial Report, Ms. Woodward reports that Boys' Latin is in very good shape on the revenue side which is driven by strong development work and trending over-budget with enrollment numbers, causing a positive revenue adjustment. The finance committee feels as though the school is in a good financial position, and end of year projections will be shared at the next board meeting.

Ms. Woodward concludes her presentation.

b. Development: *Pat South*

Mr. South begins by announcing that Boys' Latin has received over \$1 million in cash donations, and thanks Mr. Hardy, Ms. Smith, and the board for everyone's support. Mr. South notes that Boys' Latin is almost halfway through the year and is 94 percent of the way towards reaching its budgeted development goal and 76 percent of the way towards reaching its \$1.4 million goal. Mr. South states that development is in good shape, and the committee is currently looking at previous donors to focus on a bigger appeal in the February-March time-frame. Mr. South adds that the school has received a substantial EITC donation from Meridien Bank, and states that with mail delays Boys' Latin has implemented an electronic donation system. Ms. Smith adds that when more EITC donations come in Boys' Latin should hit the \$1.4 million development goal.

Mr. South concludes his presentation.

VI. Approval of New Committees

Mr. Wyatt begins with the Education Committee, which Boys' Latin will staff in the future after discussing who would be the best chair.

Mr. Wyatt states that the CEO Search Committee has been formed, which consists of several board members, a faculty member, and three staff members. Boys' Latin aims to have a candidate selected and accepted by May 2021. The CEO Search Committee will keep the board posted on its progress in the interim.

Mr. Yakulis adds that Boys' Latin has received an engagement letter from Diversified, a company that will help Boys' Latin in the CEO search. Diversified will help the school draft a document which captures information about the school, identify where the issues are, and define the competencies the school is looking for. Boys' Latin will use this document externally to market the job and internally as a selection tool to help measure candidates.

Mr. Wyatt thanks everyone for attending and appreciates everyone's time and commitment to the school.

The meeting adjourns at 5:24 p.m.

Respectfully submitted,

Patrick South, Secretary