



Advanced Math & Science Academy Charter School

Minutes

Board of Trustees Meeting

Date and Time

Tuesday September 23, 2025 at 6:00 PM

Location

This meeting will be held in the Upper School Cafeteria at AMSA, 199 Forest Street, Marlborough, MA 01752

Trustees Present

Andrea Grych, Bela Gorman, Darren Rose, Dwayne Stanley, Evan Przyborowski, James Carter, Jessica Bowen, Maura Webster, Stephan Richter

Trustees Absent

Mary Swartz

Ex Officio Members Present

Lisa Mobley, Sara Snow

Non Voting Members Present

Lisa Mobley, Sara Snow

Guests Present

Liana McLaren, Marcy Eckel

I. Opening Items

A.

Call the Meeting to Order

Maura Webster called a meeting of the board of trustees of Advanced Math & Science Academy Charter School to order on Tuesday Sep 23, 2025 at 6:02 PM.

B. Record Attendance

II. Public Comment

A. Public Comment

There was no public comment.

III. Consent Agenda

A. Financial Statements

The documents were reviewed by the Finance Committee. There were no questions and no further discussion required.

IV. Votes

A. Approve BOT Meeting Minutes from July 29, 2025

Darren Rose made a motion to approve the minutes from Board of Trustees Meeting on 07-29-25.

Dwayne Stanley seconded the motion.

The board **VOTED** to approve the motion.

Roll Call

Bela Gorman	Abstain
Dwayne Stanley	Aye
Mary Swartz	Absent
James Carter	Abstain
Jessica Bowen	Aye
Darren Rose	Aye
Stephan Richter	Abstain
Evan Przyborowski	Abstain
Maura Webster	Aye
Andrea Grych	Aye

B. Approve IT Policy

The IT Policy will be reviewed at a later date.

V. Updates

A. Fundraising Update

Marcy reported that STEM Week is October 20-24. They are doing a mailing through the Marlborough Chamber to promote the business partners program and will also email AMSA families.

The Golf Tournament in August brought in just under \$10,000. They are looking at new venues for future events and exploring a 9-hole, par 3 tournament for women supporting Girls in STEM.

She is happy to report that we have two new business partners: Coffee Loft and Artermis Veterinary!

They submitted an LOI (letter of Inquiry) for a second round of Cummings Funding.

B. Faculty Representative Update

Jess focused her report on the launch of the school year.

The new building has provided extra space which is greatly appreciated. The hallways are less crowded, and the bathroom issues seem better. Many teachers are scheduled to teach in one room and are traveling less. Even the traffic flow has improved. She said thank you to all who made the difference.

The actual launch was bumpy. Many classrooms were not ready and some of the furniture ordered didn't arrive in time. It was difficult for some teachers to set up their classrooms. Staff felt that there was a lack of communication about room preparation which resulted in confusion and a lot of work to get ready. Staff also reported feeling unsupported in preparing their rooms. There were tech issues in some of the higher-level CS classes due to new legal restrictions.

The other issue was the schedule, which was frustrating. Many students left AMSA at the last minute, which was unusual. The additional testing needed for new students caused disruption.

She wondered if this could have been predicted.

Teachers had concerns about the Open Door event to welcome family. Families wandered around without supervision and teachers felt that there hadn't been enough communication provided about security protocols, which led to an incident of vandalism.

Lisa explained that the number of students who left AMSA over the summer and in the first few weeks of the new school year was unprecedented and not predictable. Out of the 50 plus students who withdrew, about thirty-five students went to Assabet, which is a much larger number than ever before. This led to scheduling issues and a longer enrollment processing window, which includes offering seats, testing, assessing, and

moving students into classes. Students are still being offered seats at AMSA. We have a long wait list, so the number will reach our enrollment cap 966 as soon as students can be processed.

Lisa said they need to make sure they have what the teachers need. Unfortunately, they cannot control back orders. The problems with communication are fixable. She understands that people need to know who to contact when they have issues. For example, questions about anything financial or about facilities should go through Liana.

Lisa has already met with Mike and Amanda about next year's school calendar. This year the teachers will have strong professional development, so next year they can focus on implementing what they learn this year about curriculum and curriculum revision. They are building a staff preparation day into the back-to-school orientation. Teachers will have the option to come to school to prep their rooms or not.

Jess added that students walking from building to building are able to get to their classes on time and having a movement break can actually be beneficial. In general things are better.

When asked about feedback from new teachers, Jess said that the new staff feel welcomed and supported. Whether fresh out of college or from another educational environment, they are impressed with our students.

C. Parent Representative Update

Dwayne is serving as the liaison for parent feedback until the PTO finds a parent rep. Dwayne reported that he received no parent feedback.

D. Executive Director Report

Lisa provided her September Report.

DESE wants to see a record of her sharing academic data with board. To provide evidence, she will send the board a survey to fill out.

Report Highlights

What are Student Growth Percentiles?

Definition: SGPs measure a student's academic progress compared to other students **statewide** who had similar prior test scores.

Purpose: Instead of just looking at proficiency levels (like Meeting or Exceeding), SGPs show **how much growth** a student has made from one year to the next.

Lisa explained how the SGPs are calculated and how they are interpreted.

What Happens as Student Exceed Proficiency?

Ceiling Effects: The MCAS has a maximum scaled score. Once students approach that ceiling, it becomes harder to post very large score gains.

Peer Group Expectations: Even among high achievers, SGP compares each student to peers with similar high scores. To earn a high SGP at the top end, a student needs to make greater-than-typical gains compared to other high scorers.

Instructional Focus: School often focus interventions on students below or near proficiency. This can lead to faster gains for those students, while high-achieving students make steadier but less dramatic progress.

What Does This Mean for Schools?

High proficiency + average growth is common in high-performing schools. It doesn't necessarily mean students are stagnating; rather they are sustaining excellence.

Lisa reviewed All Students SGP and our High Needs Students SGP to our core towns. However, when you compare our High Needs Students' percentage of Meeting and Exceeding Expectations to our core towns, our students score significantly higher in grades 8 and 10.

Ideas to Increase Growth

New Evidenced Based Reading Program

New Academic Support

Enhanced Math Intervention Program

Re-Evaluation/Strengthening of Reading and Writing Workshops Program

The academic support is a class during school day. Students may have academic support instead of Art or Latin. This is not a pullout. No specific grade, but it is heavy now with 7th and 8th grade students. Referrals come directly from the teachers. Mike will be communicating with teachers about how to refer to SST (Student Support Team).

The Math intervention is a program after school. They work with families if a student is unable to attend after school, it may be during DS. AMSA ran a summer program when we got a big grant, but there was no significant improvement. Summer is always a hard time.

The Director of Development is submitting for a Moderna grant, and this may be a compelling way to ask for funding.

Lisa presented her proposed 2025-2026 Executive Director Goals.

Goal 1: Building Board Capacity Through Data

By June 30, 2026, design and deliver at least four high-impact data focused training sessions for the Board of Trustees that build their capacity to interpret student

achievement and growth data, use key performance indicators to guide strategic decisions, and monitor progress toward organizational goals.

Goal 2: Five Year Plan Maintenance

Monthly, review and update AMSA's five-year capital improvement plan to ensure it remains current, comprehensive, and aligned with organizational strategic priorities.

Goals 3: Empowered by Sustainability:

By June 2026, AMSA will strengthen its financial sustainability by achieving a 2% annual increase in giving, expanding business partnerships by 40%, maintaining 100% Board giving, and continuing to strive toward doubling alumni giving, and by writing and submitting a minimum of two budget-relieving grant applications.

Goal 4: Build a Culture Rooted in Excellence for ALL

By June 2026, AMSA will build a culture of excellence for all by ensuring that 100% of Instructional staff participate in professional learning on continuous improvement science and by overseeing the work of all PLCs. Each PLC will set at least one measurable student learning goal per semester, use data to monitor progress, and document instructional adjustments. Evidence of implementation and outcomes will be reviewed by school leadership twice annually to track progress and ensure alignment with AMSA's mission of equity and excellence.

VI. Chair Business

A. Board/Committee Meeting Dates for the 2025-2026 School Year

Maura asked the committees to send in their meeting dates.
All the Board Dates should be in BoardOnTrack

Action: Set up a Google Calendar just for Board of Trustees meetings and events.

B. Charter Association Update - Legislation

Marua reported there are a number of legislative actions relating to caps to school funding, enrollment, the number of charter schools, etc.

Maura will send updates. sp please read them. Stay on top of these events. Any board member is encouraged to drive to Boston with Lisa to make your opinions known.

C. Next meeting: Strategic Plan Progress Report

Maura wants to begin working on the Strategic planning meeting in the spring. She hopes to have a progress status report related to the work done at last year's strategic planning sessions.

D.

Committee Updates

Maura invited Stephan to join the ED Support Group. This group checks in with the ED and provides support. Stephan accepted the invitation.

VII. Committee Reports

A. Development

Evan reported that the committee is working on finding new members and they are finalizing a policy for the donor recognition. AMSA alumni outreach is a major focus.

The Alumni President (Maddy) stepped down in the spring. The Alumni Association is looking for another president. Lisa will reach out to Mark Vital for information.

Development has developed a large alumni email list and database, so they have the ability to reach out.

B. Finance

Bela reported that the Finance Committee has met twice since the July bot meeting. They worked on staff bonuses, reviewed the final financials and Capital reserves. They plan to continue the discussion at the next meeting. They will review the audit at the October BOT meeting.

Please add to the October agenda:

Capital Plan

Audit Report

They are developing protocols for voting on expenses. They will bring the policy to the board for a vote.

Darren asked if the audit was complete. Yes, it is! There will be a vote in Finance Committee, a review at the October BOT meeting, and then it will be posted on the AMSA website.

C. Governance

Darren reported that Governance has resumed their work on revising the bylaws. He hopes to bring the revised bylaws to the board this calendar year.

He is also focusing on building a board member prospect pipeline.

He hopes to build a network of interested people and have them serve on committees, and then consider them for the board.

D. Education - Staff and Family Survey Results

Stephan reported that the staff and surveys will be ready for review in October. The US news and World report is no longer using the same criteria for their rankings. The rubric metrics are different now. Those rankings are based during COVID scores. AMSA scores were lower but still higher than state.

Stephan is working on AMSA's High school profile, He wants to get this done in May. He wants to create a support letter that will go to the admissions office at each school with the names of applicants from AMSA. Focus on letting colleges know about AMSA. He hopes to get AMSA alumni at these schools to help.

He said the Education Committee is not doing enough oversight of academic data. He plans to get better at this and report out. He is looking for juicy topics for community discussion. For example, discussion about AI.

Jess mentioned that teachers feel that the Board only cares about US News rankings and college acceptances. She knows that is not true, but she wants to know how the board can demonstrate to the teachers that the Board cares about them and what they do. More about recognition from colleges that our kids want to go to. He is building a diverse Education Committee, bringing together all voices to discuss serving all students. He believes the attention has been on the low and high achievers, but more can be done to accelerate the progress of the middle 50-60 percent of the student population.

A parent asked if the Social and Emotional learning falls under a committee? Maura responded that committees work with policy not operations. The board provides oversight and discussion not management.

Evan asked if we consider post secondary plans and careers in our alumni data. Lisa said yes, in a general way, but our alumni don't always let us know. It was suggested that AMSA conduct a more extensive exit interview with seniors. Lisa said that we do celebrate our students who share their plans to join the military.

VIII. Review Action Items

A. Action Items from Previous Meetings

Staff and Family Survey results moved to October.
Bylaws review is in progress.
CD Policy and Data and Privacy IT Policy moved to October.
2025-2026 calendar for vote.

Audit review October.

B. New Action Items and Agenda Topics for October Meeting

Agenda Topics for October:

Approval of competency determination policy

Approval of data privacy policy for Employee Handbook

Approval of 2026-2027 Calendar

Capital Improvement Plan

Questions from Lisa's presentation

ED Goals

Acceptance of Audit

Parent and Staff Survey reports

Action: Create Google Calendar for Board meetings and events.

Staff Chorus

Jess invites board members to join the staff chorus for AMSA's Winter Concert. 1 rehearsal and performance on January 28. (Lower School Cafeteria from 6:00pm-8:00pm)

IX. Closing Items

A. Adjourn Meeting

Stephan Richter made a motion to adjourn.

Andrea Grych seconded the motion.

The board **VOTED** to approve the motion.

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 7:45 PM.

Respectfully Submitted,
Sara Snow

Documents used during the meeting

- 6.30.25 AMSA Financial Statements.xlsx
- September 2025 (1).pdf