

Gateway Public Schools

Meeting of the Board of Trustees

Wednesday, September 12, 2018 @ 5:00 - 7:00 PM

Minutes

Board Members Present: Therese Arsenault, Beth Berliner, Sapna Boze, Sara Byrne, Elizabeth Colen, Katie Colley, Sharon Gillenwater, Annie Klebahn, Susan Masto, Sharon Olken, Molly Orner, Mary Plant-Thomas, Jackie Quella, Kevin Rafter, Adina Safer, Laura Spivy, Dina To, Valerie Toler, Aaron White, Julie Wise

Board Members Excused: Allison Bhusri, Joyce McMinn, Suzanne Schutte

Also present: Chris Hero, Danielle Ciccarelli, Chanda Guerin

Call to Order, Approval of Minutes from May 16, 2018

Susan called the meeting to order at 5:04.

Susan called for a motion to approve the minutes from May 16, 2018. Laura Spivy motioned and Adina Safer seconded. The minutes were approved unanimously without issue.

Public Forum

Susan opened the floor for public forum. No further discussions or motions were introduced. Jennifer was here for public forum.

Welcome and Announcements

Susan Masto welcomed the trustees and thanked everyone for coming to the first meeting of the 2018/19 school year. We are so excited to introduce Katie Colley to you tonight - we will have a vote to bring her on as a new board member. Akriti will be taking a leave of absence. After joining the board, Akriti's work travel increased so she is not able to be as committed to our board work as she would like. Danielle will be passing around a copy of the trustee contact list so you can update your contact information, as well as conflict of interest forms for you to sign. Over the summer, we welcomed our new GHS Principal, Tony Rogers— Sharon Olken will share more about Tony during her ED report. In your packet, you will find information for various Gateway events - including the luncheon and holiday party— please mark your calendars and plan to attend. Sharon's list of objectives is attached; please review them. At the end of our meeting we will ask the teachers to step out and we will have a closed session that will require a vote.

Committee on Trustees - Approval of New Trustee

Susan gave the floor to Sharon Gillenwater, who spoke about the need to fill some trustee spots this year. Tonight, we will be voting on Katie Colley's board membership. Katie came to us through a connection to Laura Spivy. Katie is interested in being on a working board, and she has a passion for equity in education. Susan asked Laura to say a few words about her friend. Laura said that they have

been friends for years, and Katie has been coming to the luncheon for a number of years. Last spring she came to our college access event and was inspired to join the board. She has a genuine interest, wants to work hard and have an impact. Sharon G. proposed that trustees vote her onto the board. The board voted unanimously to approve her membership. Katie joined the group and was welcomed warmly.

Executive Director's Report

Sharon Olken welcomed everyone back to the 1st board meeting of the year. Today marks the midpoint of the 1st quarter, so summer feels a long way behind us. Today we will do that with the help of our faculty on the board. Sharon asked Elizabeth to lead the board in a get-to-know-you activity.

Sharon asked each of the teachers to share about a book they read this summer. Therese Arsenault started out. First she spoke about her summer experience as one of 15 teachers chosen for an opportunity to work at the Weather Training Center in Kansas City, MO as part of a course titled Project Atmosphere. This course represented a partnership between the American Meteorological Society, NOAA, and California University of Pennsylvania. As a follow-up to this work, she will be facilitating two professional development opportunities during the academic year 2018-19, and is using the experience to create a unit on weather and climate.

Therese then talked about the book, *Culturally Responsive Teaching and the Brain: Promoting Authentic Engagement and Rigor Among Culturally and Linguistically Diverse Students*, by Zaretta Hammond. The book focuses on the neuroscience of learning and how to be a culturally responsive teacher. Therese talked about how stress impacts your ability to learn. Many of our students have stress from outside of school, so they come in with high cortisol levels. The book gives frameworks for how to handle trauma and teach students in this situation. The book challenged her to think about how her identity may create a challenge to building relationships with students. How are you going to build a trusting relationship and a safe environment to learn? How can you help students go from dependent to independent learners? The entire middle school faculty is reading this book.

Mary Plant Thomas spoke about *Rac(e)ing to Class: Confronting Poverty and Race in Schools and Classrooms* by H. Richard Milner IV and Tyrone C. Howard, which she read as part of her membership in the White Anti Racist Teacher (WART) group. WART is a group of teachers working to combat white privilege. The book is focused on how poverty and race influence the education experience of students. Mary is part of the group of Gateway teachers who went to Stanford for the Hollyhock Fellowship. The Hollyhock program is focused on equity, so it aligns with the goals of the book. She also read *The Hidden Life of Trees* by Peter Wohlleben, which deals with how trees communicate with each other. Every summer she reads two books related to biology.

Elizabeth Colen works closely with Facing History. GMS is the first middle school invited to belong to their partnership network. She and Lucy Hilarides are part of the teacher leader team. This summer, she presented at a conference called "Teaching in a Turbulent Time". Elizabeth read *Why Are All the Black Kids Sitting Together in the Cafeteria: And Other Conversations About Race* by Beverly Daniel Tatum, Ph.D. The book describes racism as a kind of smog that can be breathed in and internalized. The book asks "What, so What, Now What?" Now what do we do about it?

Molly Orner spoke about *Total Participation Techniques: Making Every Student an Active Learner* by Pésida Himmele and William Himmele. The book connects to the *Culturally Responsive Teaching and the Brain*. It challenges how we approach engagement, and presents a model which encourages high cognition and high participation. Molly's other summer reading was *1984* by George Orwell. Molly noted that she is now back to teaching full time and is teaching AP Literature. She attended an AP summer institute, where she had to do sample writing essays just as the students do. This put her in their shoes, in their seats. Molly recognizes that there is range of skills in class, but we are all welcome, belong and will do well.

Sharon welcomed everyone to Gateway's 20th anniversary year. We have accomplished much, are in a stable place and have the necessary systems and structures in place. We have a fun year of celebrations planned. Today our annual report went out, *20 Years of Impact*. We have new 20th anniversary posters up in the schools to make sure our kids understand that this is about them. Our first Conversations for Impact event is coming up, and an invitation is going out, soon.

Sharon recalled that, when we met in May, we had reopened the search for a Principal. We are so lucky that we found Tony Rodgers, who comes to Gateway after being an educator for 20 years. We are really happy to have him.

Susan gave the floor to Chanda for the Development Report.

Development Update

Chanda passed out steward lists, and mentioned that luncheon invitations are going out in a couple weeks. If anyone would like to write a personal note to someone on the list, Chanda is passing out notecards for this purpose. This year's luncheon is featuring students and graduates as the speakers.

In board packet, there is an income report and a grant report. The income report is broken down to show how much we have raised, our goals, and what is left to raise. If you have a foundation that you would like to recommend, you can see our research into which foundations are a good fit.

Chanda noted that the Impact Campaign is winding down, and will become Major Donor Initiatives.

Everyone thanked Chanda, and Sapna gave the floor to Annie Klebahn and Mary Plant Thomas for the Faculty Affairs Committee update.

Faculty Affairs Committee Update Update on Career Stages Model Implementation

Annie spoke about the work that was done over the summer on the Career Stages Model, and presented slides to illustrate. Much work was done around design and how to communicate the stages to faculty. Every presentation reminds us and our faculty of what the goals are. She asked Sharon O. to talk about the work that happened this summer.

Sharon said that, when the board met in April, it approved compensation line items. In our work revolutionizing teacher compensation, we eliminated the salary scale, and implemented an across the board raise. Over the summer, the CSM team worked on better defining key standards and areas of expertise. They developed the framework and tools to determine career stages. About a third of faculty and staff participated. We are completely changing the way teachers are compensated, and we have to do that well. The process needs to be collaborative, transparent, and has to answer people's questions.

Mary continued. The support that Gateway gives teachers looks different across stages. Gateway will support you to help you reach your goals. In August we shared with teachers, to update them and get feedback. There will be another feedback point in January. Teachers are in the process of being matched with supervisors, and the goal is that everyone will meet by December 1st. All of this work is leading up to issuing faculty contracts in April.

Annie thanked everyone who helped over the summer. Everyone thanked the FAC and Annie and Mary for all of their work. Sapna Boze gave the floor to Chris Hero and Laura Spivy for the finance update.

Finance Update


Chris Hero discussed the documents titled *FY19 Financial Overview* and *FY19 Major Forecast Adjustments*. He reminded the board that, when they approved the budget last spring, there were two possible scenarios, one if prop G was implemented and one if it wasn't. Prop G passed, so we will receive an estimated \$340,00 in revenue from the parcel tax. This enables us to implement the 10% teacher salary increase, in accordance with how we voted last spring, and reduced our board designated draw.

How does four forecast match reality? We anticipate more health care upside, we hope to see an upside related to our attendance contingency, and there could be state revenue upside mid-year.

Closed Session

The board convened a closed session at 6:50pm.

The meeting adjourned at 7:10pm

Signed: _____  _____ Date: _____ 10/17/18 _____

Sharon Gillenwater, Board Secretary