

**Success Preparatory Academy  
Board Meeting  
June 2, 2011**

**Board Members in Attendance**

Avione Brown Pichon, Sean Singleton, Sassy Wheeler, Avery Corenswet, Kathy Broussard, Nia Davis, Ben Blanchard, Anderson Baker, Lee Adler

**Unable to Attend**

Jack Carey

**Also in Attendance**

St. Claire Adriaan, Niloy Gangopadhyay, Kendall Wolfson

**Call to Order**

6:34 p.m. Meeting called to order by Board Chair Sassy Wheeler.

**1. Review Agenda**

No Additions or corrections.

Motion by Anderson Baker to accept agenda as is.

Seconded by Avery Corenswet.

**2. Review Meeting Minutes: May 2011**

Corrected by Kendall Wolfson: Yes, we are tiering.

Motion by Anderson Baker to accept minutes as corrected.

Seconded by Avery Corenswet.

Ben Blanchard asks "Did we receive NSNO report?"

Niloy Gangopadhyay replies, "Not yet – June or early July." We sent information a month ago (page 5).

**3. 2011-2012 Budget**

Any questions or comments?

Ben Blanchard: We need to make it clear that 2% across the board raise for teachers is not set in stone. It's NOT precedent.

Sassy Wheeler: Had conference call with School Leaders and it was clearly states that parameters for next year will be send out in July.

St. Claire Adriaan: We need one on one meetings.

Niloy Gangopadhyay: We are setting up metric in July.

St. Claire Adriaan: Very few teachers have been here 2 years.

Sassy Wheeler: Metrics that will be in development will need Board feedback. School Leaders will draft what they think it should be, then Board will edit based on how we are evaluated.

The retreat will be held at the end of July. (Will review metrics then.)

Niloy Gangopadhyay: A draft of metrics will be ready the week of the 14<sup>th</sup>, 2 weeks before the retreat.

Sassy Wheeler: There will be a mid-year review with teachers. Need help/support.

St. Claire Adriaan: I review teachers quarterly.

Niloy Gangopadhyay: To be clear, we have evaluations, it's just not tied to merit-pay system/composition now.

## **Budget**

Kendall Wolfson: There are no changes.

Ben Blanchard: Should we decrease in expenses on salary? (See attached #1 – has the most up to date numbers)

Niloy Gangopadhyay: The recruitment numbers are ahead of where we were last year. The teachers have a better pulse and we are taking that into consideration. We are in the best place since we opened. The goal is to get kindergarten open before professional development.

St. Claire Adriaan: No amendment necessary to the charter based on numbers. We need to establish protocol for accepting students throughout the year. Should we establish cut-off date for accepting students?

Ben Blanchard: We should have open enrollment. Let's take students whenever.

Sassy Wheeler: I agree.

Kathy Broussard moves to accept budget.

Seconded by Ben Blanchard.

Vote: All unanimous. Approve.

#### 4. School Leaders Report

St. Claire Adriaan needs to clarify terms in report. (See No. 2)

Vertical Planning

- Lesson, curriculum planning across subject matter-so incoming teacher knows what we have accomplished the previous year.

St. Claire Adriaan: There is still an opportunity for 29 students to still pass Leap in Leap class for summer..

#### *Achievement Network*

ANet = data network, analyzed data

St. Claire Adriaan: Students not adequately prepared for iLeap. NSNO was informed of our issues with program. The math and English Language Arts will be changed and now will be modeled after Leap.

Niloy Gangopadhyay: ANet is not a good indicator of how a student will perform on iLeap.

Kathy Broussard: Is this valuable at \$20,000? Especially if we are not getting what we want out of it.

Avery Corenswet: Is there something better?

St. Claire Adriaan: No.

Niloy Gangopadhyay: It is helpful for planning. It is hard to do this work without any data. Some schools surprised us as far as quota.

St. Claire Adriaan: Initially it was Boston based, but now Louisiana was 20% higher in math but 15% lower in English Language Arts.

Lee Adler: Need to check back into whether we got our value out of this.

Niloy Gangopadhyay: We need interims. When an outside company does prep – they force their academic schedule.

St. Claire Adriaan: In the 4<sup>th</sup> grade, there are 29 required students who need remediation. 8 passed but qualified.

St. Claire Adriaan is fine with 2 teachers.

Ben Blanchard suggests that we speed up the process.

St. Claire Adriaan: As far as Special Education, we need to transition from Sarah to Beth. 200% more has been done this year. We are putting together entire new team. Trying to implement model of my old school to Beth.

Ben Blanchard: Need a date when structure will be in place.

Sassy Wheeler: Can't give a date without knowing all SPED faculty, because we may need to train.

Anderson Baker: When are we hiring?

St. Claire Adriaan: Also need a person trained in autism.

Ben Blanchard: Does the new SPED Leader have a SPED background?

St. Claire Adriaan: Yes, she does.

Ben Blanchard: I don't know the background but we want to make sure we have the best qualified.

St. Claire Adriaan: Outside contractors are the evaluators.

Kathy Broussard: Do any board members interview employees?

Ben Blanchard: What date can we expect full SPED compliance?

Niloy Gangopadhyay: By the end of the 1<sup>st</sup> quarter, we will be in shape.  
\_\_\_\_\_ /constant communication.

Lee Adler: How much has the school spent on trips? \$600.00 compared to the East Coast \$3,000.

Kendall Wolfson: HPSI is \$15,000. (A grant which specifically funds this kind of professional development.)

Niloy Gangopadhyay: It's the best professional development.

Sean Singleton: Share visit experience.

Niloy Gangopadhyay: Going to be a higher level performing school.

Nia Davis on Niloy Gangopadhyay: What I want to see is the following:

- Need to revamp the hard book. Need tighter language and expectation.
- Need to expect more from families. NOT MONEY – PARTICIPATION IN THE PROCESS.
- Need to evaluate successful schools.

Avery Corenswet: What happened to the concept of the home visit? Every family every year.

Niloy Gangopadhyay: We have done 5 or 6 to date, not enough built in professional development time. Maybe only when there is a problem. It's not practical. Every kindergarten student is getting a home visit.

Avery Corenswet: What is the reasons for lack of involvement of families?

St. Claire Adriaan: We need parent empowering strategies/opportunities.

Kathy Broussard: Are teachers required to read any particular books?

St. Claire Adriaan: Teachers need to read about New Orleans and teaching children who live in poverty. Many teachers from out of state need to understand these issues.

Kathy Broussard: New Orleans schools are at 26%. We need a higher standard to measure by.

Avery Corenswet: How do we move students higher academically without becoming an elitist school?

Niloy Gangopadhyay: Year 3 is critical. What are our non negotiable?

## 5. Committee Reports

### A. Academic Excellence

Lee Adler: Curious why other peer schools are not in. They don't even have a 4<sup>th</sup> grade.

Anderson Baker: Am I correct in comparing the bottom charts? There is a huge jump. (See Attachment)

34 out of the 68 new students are in the 3<sup>rd</sup> grade.

**ACTION ITEM:**

**St. Claire Adriaan will send the number of students starting RTI.**

Ben Blanchard would like to see progress of the students that merge with us the years before (1,2).

Our goals are 60% - English Language Arts and 70% Math.

Ben Blanchard: We are not even close.

St. Claire Adriaan feels that goals are not realistic.

Niloy Gangopadhyay: Step 8 means the student can read.

Ben Blanchard: La-1 and La-2 are the most important – score and educating. We need to be able to get this information quicker.

**B. Community Outreach**

No Report.

**C. Development**

Ben Blanchard: Is the classroom sponsorship ready to launch?

**ACTION ITEM:**

**Add Sean Singleton to email list.**

Ben Blanchard recommends meeting in person, not just sending a letter.

Sean Singleton suggests individually.

**ACTION ITEM:**

**Sean Singleton will get a letter in Word format.**

Niloy Gangapadhyay asks what if there are more than 17 schools? What if it's the same schools?

Sean Singleton suggests a mapping exercise. (See # \_\_\_\_\_)

Niloy Gangapadhyay has a question: Open v. Elite  
Standard v. Elite

How do we articulate?

Kathy Broussard: Are we?

Sassy Wheeler: What does this have to do with Development?

Sean Singleton: It ties in with operational objectives.

Sassy Wheeler: What is business plan for?

Sean Singleton: Plan explains outside of Development.

Sassy Wheeler: Like a marketing tool?

Avery Corenswet: Charter is the main document required to do.

Sassy Wheeler: What do you need?

Sean Singleton: We should use this as an element. We will use the charter.

Kathy Broussard: It's too big. We need a realistic dollar amount. There is no strategic plan, or vision. The charter is outdated.

**ACTION ITEM:**

**Kathy Broussard challenges each Board Member to email Lee Adler one or two of the greatest challenges in serving on Board.**

Sean Singleton: Who would like to Chair of the Strategic Planning committee?

Sassy Wheeler: Lee and I will talk about a new committee.

**D. Facilities**

No report.

**E. Finance**

Kendall Wolfson is pushing HPSI fund to next school year. We overestimated the summer school stipend, counselor and bonus pool.

Grants 85%, 90%

Operating costs - \$958,000.00

Saving/Investing - \$615,000.00

**F. Governance**

We need to build tradition of an artistic Success Fest Poster, year by year,  
We need to elect Board Members and Officers.

Kathy Broussard, Jack Carey and Avery Corenswet are ending their 2<sup>nd</sup> year.

Nominate for 3<sup>rd</sup> term.

Lee Adler, Avione Brown Pichon and Anderson Baker is ending their 1<sup>st</sup> term.

Nominate for 2<sup>nd</sup> term.

Motion by Kathy Broussard.

Seconded by Sassy Wheeler.

Passed unanimously.

Proposed Slate:

Sassy Wheeler: Chair  
Anderson Baker: Vice Chair  
Kathy Broussard: Treasurer  
Avione Brown Pichon: Secretary

Ben Blanchard would not like to be chair.

Anderson Baker Accepts.

Motion by Lee Adler.  
Seconded by Avery Corenswet.

Passed Unanimously.

Self assessment will be out by the end of the month.

How have we performed?

What can we do to improve going forward?

**G. Organizational Planning & Effectiveness**

No questions for Academic Excellence.

No questions for Community Outreach.

Lee Adler: Marci's questions were too rigid, not enough flexibility. The same questions are not relevant.