

**Success Preparatory Academy  
Board Meeting  
July 7, 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**

6:43 p.m. Meeting called to order by Board Chair Sassy Wheeler.

**1. Review Agenda**

Motion by Anderson Baker to accept agenda.

Seconded by Kathy Broussard.

Unanimous.

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

Motion by Anderson Baker to accept minutes.

Seconded by Avery Corenswet.

Corrections:

St. Claire Adriaan: page 3: All Caps – LEAP  
See attached Corrections

Lee Adler: Thursday Night Retreat at SPA not Phelps

Niloy Gangopadhyay: page 4:  
See attached

Avery Corenswet: page 8: Avery Corenswet and Kathy Broussard – 2<sup>nd</sup>  
term not 2<sup>nd</sup> year

### 3. 2011-2012 Governance Committee Appointment

Sassy Wheeler appoints Lee Adler, Avery Corenswet, Anderson Baker and Sassy Wheeler

Board Approves.

Sassy Wheeler moves that Lee Adler, Avery Corenswet, Anderson Baker and Sassy Wheeler be the Governance Committee.

Seconded by Kathy Broussard.

Approved unanimously.

Lee Adler moves to have the Board welcome party on Saturday August 13 from 5-7 pm.

We will not invite spouses.

### 4. School Leaders Report

Suspension

Ben Blanchard: How many teachers in 3<sup>rd</sup> and 4<sup>th</sup>? - 7 out of 8 received a bonus?  
Yes, some received more than others.

St. Claire Adriaan: 8

How many in Kindergarten thru 2<sup>nd</sup>?

Ben Blanchard: Out of 10 teachers, only 4 will get bonuses.

Breakdown of Rubric

We are one school. There are too many differences in evaluating bonuses. It needs to be more consistent. Why are we using different rubric? All evaluations should be the same. Who are non-testing staff?

Tom and Kendall – Academic Director, Director of Finance

Kathy Broussard: Is there a rubric for non-testing staff?

Niloy Gangopadhyay: No.

Sassy Wheeler: We need a rubric. A physical document.

Niloy Gangopadhyay: The final review is tomorrow. One page breakdown narrative about goals, strengths and growths.

Kathy Broussard: The following received bonuses:

100% of non-testing  
90% upper  
Below 50% were lower

That is the problem operating as two schools.

Kathy Broussard: Why is there a point difference? Upper is one point system and lower on another.

Avery Corenswet: We need consistency.

Anderson Baker: The Board wants something better with bonuses. We need to work toward a better bonus system. Needs to be part of the change this summer.

Sassy Wheeler: It must be the same.

Niloy Gangopadhyay: Had money. 25% subject to reviews. Attendance. Other metrics set. Cut off – 75% on metrics. We need to get bonus system approved before heard. Need a separate compensation package.

Anderson Baker: I volunteer to work with both principals to draft bonus system before next meeting.

St. Claire Adriaan: My rubric has been used for past 2 years

Avery Corenswet: Is there a way to add a column of where we ended up on the 2010-2011 Goals Sheet?

Niloy Gangopadhyay: Just sent out Terra Nova results.

Avery Corenswet: We need something that shows where we were before and where we are after.

## **5. Committee Reports**

### **A. Academic Excellence**

Avery Corenswet: Color is a problem – Graph in back and white.

Ben Blanchard: What's the importance of gender?

Sassy Wheeler: Some schools separate by gender because of differences in the way boys and girls learn.

Avione Brown Pichon: Teachers use for differentiation.

Ben Blanchard: Want all graphs for each group of students.

St. Claire Adriaan: Graphs are done this way in response to Ben's questions.

Ben Blanchard: Not apples to apples. Compare. Let's make this constructive.

Nia Davis: Ben, what do you need?

Kathy Broussard: When you take these numbers what do they mean?

Sassy Wheeler: Charts are meaningful. It's more than just numbers.

Nia Davis: I have a suggestion. When we give stats, can we include executive summary? Should not be longer than 2 pages to make the results more palpable. School leaders should draft an executive summary.

St. Claire Adriaan: Not happy with 3<sup>rd</sup> grade. 10% growth is great but overall 36% is bad. Science needs more attention in school and across state. Wicker was the lowest of 4 transformed schools. We are now higher than all 3 schools. Growth in 4<sup>th</sup> grade to be acknowledged, not celebrated.

Ben Blanchard: Who should we compare ourselves to? To demonstrate success.

St. Claire Adriaan: Mays, Pride, Arise

Ben Blanchard: Should we compare to peers or excellent schools? This is too average.

Sean Singleton: We agree. It's a work in progress.

Avery Corenswet: We need multiple comparison. Question: What can we learn from other schools going through the same things we are going through?

Niloy Gangopadhyay: We're on the right track.

Avery Corenswet: We are open enrollment.

St. Claire Adriaan: I refuse to run a school that is not open.

Kathy Broussard: Question, we still are being educated on this. We need selling points. That is why we're grilling.

Avery Corenswet: We need two goals: Big audacious goal and smaller motivating goals.

Sassy Wheeler: For board retreat. We will get a narrative on interpreting data.

Niloy Gangopadhyay: There is a sense of urgency. This is our critical year. We are getting a report card. We need the board to focus on strategic planning.

Avery Corenswet: Can we get a one page narrative before the scores come out to manage messaging to the public and sponsors?

Kathy Broussard: Sassy Wheeler is the liaison between the school leaders and the board.

Development:

- 90% to development goal
- Dan O'Connell has done a lot toward goals in Kindergarten
- Other races

Ben Blanchard: Classroom Sponsorship Date is Labor Day.

Sean Singleton: Use the letter.

#### **UNIVERSITIES ON BOARD:**

- University of North Carolina
- Rhodes
- Air Force
- UVA
- University of Chicago
- University of Tennessee
- UC Berkeley
- Louisiana State University
- FSU
- Washington University
- Tulane University

**ACTION ITEMS:**

- **Need Narrative before Report Cards.**
- **Board Survey.**
- **Lee Adler sent out topic test.**
- **Need names of Board Members.**
- **Sean Singleton will send a strategic plan.**

**B. Community Outreach**

No Report.

**C. Development**

No Report.

**D. Facilities**

See Report.

The premium went up a little, which is related to head count. RFP is out for maintenance. We should have responses soon.

Avery Corenswet: Is there anything we should be doing in connection with the new master plan. When is the district meeting?

Niloy Gangopadhyay: We are behind in places.

Niloy Gangopadhyay: Back to the plan for growth.

- (1) Invest in modulars (our cost)
- (2) Approve RSD / Alcove / Modify Blueprint
- (3) Cap School – K-6  
Count/Charter

**E. Finance**

- Include May actuals and June projections
- See Attached
- Property insurance finalized, only \$55 per student. That is much better than expected.
- Closing out the fiscal year
- Budget approved-moving to obligate funds

St. Claire Adriaan: Look at satellite locations for additional students. I don't want to cap enrollment at K-6.

Nia Davis: I have a subscription to Survey Monkey. We can put the Board Survey in Survey Monkey.

Lee Adler: I agree.

**Deadline – July 17 to do Survey**

Lee Adler: What should we focus on? Strategic v. Operational.

Anderson Baker: Should not be spending time on bonus allocation. Table interpretation.

Niloy Gangopadhyay: What is the timeline for what information we need to present?

Lee Adler: Shortly after July 17.

**F. Governance**

**G. Organizational Planning & Effectiveness**

**H. Wellness**

**6. Open Discussion**

Sassy Wheeler: Strategic plan to be discussed at retreat.

Sean Singleton: We will get out framework for plan out.

**7. Action Items Review**

**Adjournment**

Next meeting will be held on August 4, 2011

Nia Davis moved to adjourn. Seconded by Sassy Wheeler.

Meeting adjourned at 8:28 p.m.