

**MINUTES OF BOARD MEETING  
HELD JUNE 23, 2010**

Board members present:

- Lee Adler
- Ben Blanchard
- Kathy Broussard
- Avione Brown Pichon
- Jack Carey
- Avery Corenswet
- Nia Davis
- Sassy Wheeler

Board members unable to attend: (arrived at 8pm)

- Anderson Baker

Also attending:

- St. Claire Adriaan
- Niloy Gangopadhyay
- Brittnay Baize
- Adrian Mendez – NSNO
- Maggie Runyan-Shefa – NSNO

#	Agenda Item	Notes
1	Approve agenda and minutes	<p><b>Motion</b> by Avery to add agenda item here regarding appointment of three Board members to be added before agenda item #4 Financial Update</p> <p><b>Second</b>, by Lee</p> <p><b>Motion</b> to approve amended agenda</p> <p><b>Vote</b> – Yes, unanimous</p> <p><b>Motion</b> to approve Minutes, <b>Motion</b> by Ben to Amend - second page second line – add “vice chair”</p> <p><b>Motion</b> by Ben to approve, amended minutes, Ben; <b>Second</b>, Sassy</p> <p><b>Vote</b> – Yes, unanimous</p>
2-3	Results of School Assessments and Discussion of Assessments	Introduction by NSNO

	<p>/ Plans to address identified issues</p>	<p>Reviews of school and assessments  School review process  Strengths – implemented all school recommendations</p> <ul style="list-style-type: none"> <li>- Brittany growth in management skills, reached out throughout year for help</li> <li>- Streamline process, staff aware, clear way to access info</li> <li>- Clarity</li> <li>- Leader of the pack in compliance</li> <li>- Strong internal control</li> <li>- checks-n-balances system</li> </ul> <p><b>Areas of Growth</b></p> <p>Operational Leadership</p> <ul style="list-style-type: none"> <li>- division of leadership – needs more clarity</li> <li>- lack of agenda-driven meetings</li> </ul> <p>Execution of New Rules</p> <ul style="list-style-type: none"> <li>- haphazard</li> <li>- changing too much</li> </ul> <p>School Safety</p> <ul style="list-style-type: none"> <li>- need a more proactive approach</li> <li>- eliminate all liabilities</li> <li>- lingering student, right after wicker incident no adult supervision</li> </ul> <p>Special Ed</p> <ul style="list-style-type: none"> <li>- lack of clarity as to how to identify SPED kids (this has both financial and academic effects)</li> </ul> <p>Scalability</p> <ul style="list-style-type: none"> <li>- lack of systematic school-wide behavior system</li> <li>- morning to afternoon differences systems of behavior</li> </ul> <p><b>Strengths</b></p> <p>Financial Management</p> <ul style="list-style-type: none"> <li>- very impressed</li> <li>- sustainable model</li> <li>- clarify – one piece of paper</li> </ul> <p>Clear delineations on how resources will be allocated  Jack – trends? May  Ben – full report? Yes  Avery – explains purpose of meeting – trends; a lot of depth additional data</p> <p>Maggie Runyan – teaching, leadership and school culture goal – identify and disseminate best practical gives her qualifications</p>
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		<ul style="list-style-type: none"> <li>- school review process</li> </ul> <p><b>Strengths</b></p> <ul style="list-style-type: none"> <li>- inspirational leadership Niloy &amp; St. Clair live value – teachers committed to them</li> <li>- DFO works well!</li> </ul> <p><b>Instruction</b></p> <ul style="list-style-type: none"> <li>+ Step and ANP work well</li> </ul>
		<p><b>Areas of Growth</b></p> <p><b>Main Concern</b></p> <ul style="list-style-type: none"> <li>- co-leadership model</li> <li>- very divided</li> <li>- staff taking sides</li> <li>- mixed messages</li> <li>- tension between upper and lower school and team</li> <li>- don't associate with upper school leaders</li> <li>- inconsistent with "teamwork" values</li> </ul> <p><b>Staffing Issues</b></p> <p>SPED</p> <ul style="list-style-type: none"> <li>- not in compliance</li> <li>- no SPED coordinator</li> <li>- what happens when there is a split, upper and lower school</li> </ul> <p><b>Academic</b></p> <ul style="list-style-type: none"> <li>- started without plan for reading/ ELA</li> <li>- plan – teachers didn't feel supported, abandoned</li> </ul> <p><b>Resources</b></p> <ul style="list-style-type: none"> <li>- more books</li> <li>- not enough resources to ELA <ul style="list-style-type: none"> <li>- time</li> <li>- people</li> <li>- dollars</li> </ul> </li> </ul> <p>Stated values don't equal what's actually happening</p> <ul style="list-style-type: none"> <li>- teachers' expectations too low</li> <li>- no classroom really college prep</li> </ul> <p>Students, staff leadership – values not aligned</p> <ul style="list-style-type: none"> <li>- not objective driven</li> <li>- classroom management – holding teachers back</li> </ul>

		<p>Math Better!</p> <p>SAT-10 Nationally normal standardized test</p> <p>SPA going to Terra Nova next year</p>
		<p>More Areas of Growth = School Culture!</p> <p>Teachers need HELP!</p> <p>Clear consequences and rewards for students</p> <p>No growth from fall to spring</p> <p>Questions</p> <p>Sassy – Do you all have any recommendations? (No)</p> <p>Avery – Do you recommend separate schools? (No)</p> <p>Kathy – Are these presented to board at NSNO? (No)</p> <p>Big problem – co-leadership</p> <p><b>Suggestion:</b></p> <p>Possible divisions</p> <p>Meet weekly</p> <p>Academic/Operations</p> <p>Upper/Lower</p> <p>1<sup>st</sup>/2<sup>nd</sup></p>
	<b>Break 7:02ish</b>	
		<p>Question from the floor</p> <p>Re co-leadership</p> <p>Curriculum</p> <p>SPED</p> <p>Co-leader</p> <p>Teachers!</p> <p>Safety</p> <p>Take Away (Niloy &amp; St. Clair) [See Addendum]</p> <p>Concrete to</p> <ul style="list-style-type: none"> <li>- core challenges</li> <li>- roles and responsibility</li> <li>rationales – who’s stronger? Why?</li> <li>- look at NSNO Rubric</li> <li>Evaluate based on Rubric results</li> <li>- establish bench marks – add dates</li> </ul>
<b>4</b>	<b>Financial/Budget Update</b>	<p>Lee – Nominated for second term board members:</p> <p>Sassy</p>

		<p>Ben Nia Kathy – Second Kathy – recommend we approve financial budgeting, Brittany explains extra money in budget</p> <p><b>Issues:</b> Marci? Reconsidering New money we can use? How? Motion by Ben to approve budget with Kathy’s recommendation Jack – Second</p>
5	<b>School Leader Job Descriptions</b>	Defer job description until next Board meeting, Wednesday, July 14, 2010 @ 6:30pm
6	<b>Facilities Update</b>	<p>Facilities lagniappe</p> <p>Niloy report update Joe Daschbach Didn’t want to be at SPA Modulars? 800 month lease Fencing? Dealers June 30<sup>th</sup> RSD to Lagniappe Joe invited on Thursday board meeting July 1</p> <p>NSNO</p> <p>Postponing Board meeting July 6<sup>th</sup> at 6:30</p>
7	<b>Fundraising Update</b>	<p>Fundraising responses</p> <p>Ben – end of July meet &amp; greets - sample presentation for getting people to give Kathy – direction of charters in NOLA - be more competitive</p>
8	<b>Open Discussion</b>	None
9	<b>Action items review/meeting check</b>	None
	<b>Motion to adjourn</b>	Sassy
	<b>Second</b>	Avione

## ADDENDUM

St. Claire and Niloy,

Per our discussion at last night's Board Retreat, here are the four areas within which the Board expects some definitive, cohesive response from you both. I think it goes without saying that this should be one document that reflects the common intent of both principals. And, this response should be ready for presentation at the next Board meeting, Tuesday, July 6th.

1) Roles & Responsibilities - Some clear delineation of who will do what: whether you will choose to divide the work into an Academic Principal and an Operations Principal, a Lower School Principal and an Upper School Principal, or a Principal and Vice Principal and a rationale for whatever you choose. A common job description that demonstrates clearly who does what is a likely output. Further, please indicate how this proposed arrangement allows each individual to capitalize on individual strengths.

2) Decision Rights - On the major points, who has the right to make a decision? Who needs to decide, as opposed to who needs to be consulted or merely informed?

3) Norms – These are the norms of behavior that will govern how you two will continue to co-exist and cooperate in a more positive and productive way, including a new communication plan. For instance, one norm that we heard from Brittany might be, ‘When a decision is made, the entire leadership team will convey support for that decision in a unified way.’

4) Feedback Mechanism - How you would like to receive feedback? Who you would like to receive feedback from? How often would feedback be helpful, and what feedback mechanism do you want to use?

Niloy, can you please forward to the rest of the board? Let them know that Jack and I worked on it together. Also there is a sample decision rights matrix attached. Thank you, Avione