

**Brooke Board of Directors  
Meeting Minutes: November 15, 2019  
Brooke High School – 200 American Legion Highway**

**Board Members in Attendance:** Scott Oran, Devita McConnell, Trevor Rozier-Byrd, Alex Finkelstein, Merry Boak, Lauren Kushman (by phone)

**Brooke Staff In Attendance:** Kimberly Steadman, Jon Clark, Hagar Berlin, Mark Loring, Yvette Philip

**Unable to Attend:** LaRoy Brantley, Tom O'Rourke

**MINUTES**

- I. Open Meeting Protocol
  - a. Scott O. calls meeting to order
  - b. Mark L records attendance
  - c. Scott O invites public comment from community members present
- II. Mission Moment
  - a. Board debriefs reading, "The Opportunity Myth: What Students Can Show Us About How School Is Letting Them Down – and How to Fix It" from The New Teacher Project.
- III. Board Business
  - a. **Vote** to approve the 9.14.18 Board Minutes
    - i. Alex F motions to approve
    - ii. Devita M seconds
    - iii. All in favor
  - b. Welcome to Merry Boak
    - i. Merry introduces herself and her background
  - c. Review FY18 Audit
    - i. Yvette P notes the audit was completed and accepted by the board (via Finance committee) in October. There were no findings.
    - ii. Jon C further congratulates Yvette and the finance office on the clean audit
  - d. Discuss Board Governance Issues
    - i. Hagar B. updates board that Isabella Cucchi is departing. We are currently interviewing candidates for the position.
    - ii. Board Recruitment Update and Discussion
      1. Hagar B. shares out list of current board prospects and discusses status of candidates in the process. Still looking to get two more new board members.
      2. Scott O. shares some suggestions on people that we could connect with to further develop the prospective member list.
    - iii. Update on Board Self-Assessment Goals and Process
      1. Scott O provides an overview on the board self-assessment initiative being developed by Devita and Hagar.
    - iv. Note recent press developments
      1. Bay State Banner article on Brooke High
      2. Christian Science Monitor article on computer science program
    - v. Davis Leadership Academy – What happened
      1. Jon C provides an overview of the Boston Globe article on Davis Leadership Academy
        - a. Serious concerns with payout of Davis executive director
      2. Jon C discusses how could this have happened and how to prevent it at Brooke

- a. Use of ethical behavior
  - b. Ensure the board and directors are acting in the best interest of the school, not themselves
  - c. Brooke's internal policies
    - i. Cap on C-level salaries
    - ii. No difference in health benefits for any employee group (all qualifying employees get the same)
    - iii. Consistent use of sick and vacation policies; we do not payout unused sick or vacation time
    - iv. Disciplined approach to the use of the annual MCPSA Salary Survey
  - d. Jon C shares OIG recommendations
3. Hagar B shares an example of where she has seen leadership payouts at other organizations

#### IV. MCAS Results Report

- a. Kimberly S. shares MCAS results for the high school
  - i. Kids must take and pass 3 MCAS test in high school to be eligible for a diploma: ELA, math, and science. Brooke students take the biology MCAS in 9<sup>th</sup> grade for science (versus chemistry or physics).
  - ii. Brooke High was the only school were 100% proficient of the 10<sup>th</sup> grand class was proficient or advanced on all three tests.
- b. Kimberly S. compares Brooke High's MCAS results with other schools in the state and in Boston for proficiency rates and advanced rates. Brooke is consistently at or near the top.
- c. Trevor R. asks how do we compare the positive feedback from MCAS results with the data shared in The New Teacher Project report.
  - i. Kimberly shares that these high school MCAS results are based upon tests that reflect old standards that are not as rigorous as needed to assess college and career readiness. Future SAT results will be a better measure to assess college readiness.
- d. Kimberly shares 3-8 results
  - i. These test are aligned to the new standards which are very rigorous.
  - ii. Math results are 86<sup>th</sup> percentile statewide. ELA results are in the 70<sup>th</sup> percentile statewide. Kimberly is not surprised by the difference in the subjects. Brooke has identified reading instruction as a network instructional goal.
  - iii. Math & ELA SGP also increased by ~10 points.

#### V. Fundraising Update

- a. Hagar B. shares an overview of the fundraising goal and how we are doing in our efforts to reach it
- b. To date we have raised 6% of our \$4.2MM goal for the year (not counting a recent gift of \$400K)
- c. Pathway to 1.99MM or 45% of our goal for this fiscal year. Looking to be ~\$2MM short of the overall goal
- d. The current amount of \$9MM raised is the most Brooke has ever raised in a capital campaign
- e. Hagar B. shares upcoming initiatives and asks for board members to share invitees who may want to engage with Brooke through these events
  - i. Science Career Night
  - ii. Hack-a-thon
  - iii. Book Club