

Brooke Board of Directors
Meeting Minutes: September 12, 2019
Brooke High School-- 200 American Legion Highway

Board Members in Attendance: Merry Boak, LaRoy Brantley, Devita McConnell, Scott Oran,
Tom O' Rourke (By Phone)

Brooke Staff in Attendance: Hagar Berlin, Jon Clark, David Jordan, Mark Loring, Yvette Philip,
Kimberly Steadman

Minutes

- I. Open Meeting Protocol
 - A. Scott O. calls meeting to order.
 - B. Scott O. invites public comment from community members who are present:
Teresa Rodriguez addresses the board.
 1. Intro and History in the Charter world: Teresa is one of the founders of Boston charter movement; she was at Roxbury Prep High School for 12 years, then Milton Academy, and is now at Boston Collegiate Charter School.
 2. Teresa suggests that Brooke consider what has become a BCCS best practice: having current parents on the board of the school to ensure they can influence policy and contribute to the school.

- II. Board Business
 - A. Vote to approve the May 2019 minutes: this vote is tabled because of the lack of quorum; the vote will need to occur at the next board meeting.
 - B. Board terms and recruitment needs:
 1. Recruitment continues to be an urgent need this year.
 2. Scott O.'s term as board chair comes to an end this year - need to identify a new board chair.
 3. Merry B. has collaborated with Hagar B. to review the current pool of board prospects, which is focused on these strategic priorities for FY20:
 - a) Alignment with Brooke values
 - b) Board diversity
 - c) Executive/CEO experience
 - d) Ability to serve as a future board chair
 - e) Strong community ties
 4. LaRoy B. asks if Brooke would consider student family data, professions, etc. in the process of identifying Brooke parents as potential members? Jon C. responded that Brooke does not keep that data.
 5. Tom O. asks about adding to the Board of Ambassadors - are there any candidates in that pipeline? Hagar B. notes that we are considering one former ambassador.

6. Merry B. notes the board should keep Teresa R.'s parent suggestion in mind moving forward.

III. Recent Developments in the Charter World

- A. Massachusetts Education Budget and the availability of Chapter 70 funding and they way it is allocated:
 1. State is underfunding education by around a billion per year.
 2. There is a bill currently up aiming to change this in the next 6 months.
 3. More funding is usually accompanied by education reform (which will not include a lift on the charter cap).
- B. Devita points out false and misleading claim that a large portion of state aid funding is redirected to charter schools. Jon C. adds that while state aid does help fund charter schools, none of the money comes from city funding.

IV. Culture of Achievement at Brooke: Jon C. recaps definitions of Culture of Achievement (drawn from Theresa Perry's *Young, Gifted and Black*) - a "leveling culture" where it's clear that everyone will succeed

- A. "Sink or swim" cultures at schools with competitive, individualistic atmospheres.
- B. What is it not at Brooke: giving everyone a trophy, over-celebrating growth, focusing more on emotional learning and less on achievement, or not holding all students to this expectation.
- C. Over the last year:
 1. Principals have owned the idea in different ways at each campus.
 2. Kimberly and Jon have done culture walk-throughs weekly.
 3. Recognizing and celebrating and valuing achievement - honor roll ceremonies, etc. Jon C. shares that some of Brooke's best assemblies in the last year have been where students view themselves alongside their peers as high achievers.
 4. Focusing on instruction that drives achievement - challenging instruction that puts the thinking on kids.
- D. Devita M. asks what signs are that culture is well-reinforced? Kimberly S. points to a sense of urgency - is class time utilized efficiently? Are all students are engaged in high energy classrooms? Are we creating a culture where it's cool to learn?
- E. Merry B. likens culture of achievement more to collectivism (working to succeed together) than individualism (propelling those with privilege)

V. Observe Brooke High School Classrooms and Debrief Observations

- VI. Jon C. announces need to table the vote to confirm the Finance Committee can approve the upcoming audit. He will consult with Yvette to determine whether we will need an additional convening of the board next month.

- VII. Other Business: Jon C. introduces Brooke's opportunity to secure Community Preservation Act funding for planned athletic fields projects.
- A. State Representative Russell Holmes suggested this to Brooke, as he wants to see more funds allocated to Mattapan
 - B. We have submitted letters of interest for three projects:
 - 1. Brooke Mattapan playground and fields
 - 2. Walking path behind Brooke High (unclear ownership)
 - 3. Four acres of fields at the intersection of Morton Street and American Legion Highway; Jon C. notes that Brooke really needs regulation-size fields, as we compete with other city organizations for public spaces.
 - a) Scott O. asks about whether the field will use regular or synthetic turfing.
 - b) Hagar B. has been getting to know the CPA team and funding restrictions; the money can be used for the field, but funds will NOT cover synthetic turf.
 - c) Devita M. notes that the Morton St. underpass is prone to flooding because of elevation changes.
 - C. LaRoy B. asks if there is a preliminary construction timeline? Hagar B. responds that after the application deadline, decisions aren't made until February at the earliest, followed by receiving funding in May.
- VIII. Opportunities for Ambassadorship
- A. New Brooke website and increased social media: Hagar B. shares that the new website launched publicly last week along with a social media ramp-up has the mission-critical goal of teacher recruitment
 - B. Upcoming events
 - 1. Hackathon - October 22, 6-8pm - most appropriate for volunteers with coding and robotics experience - Alex F. has been helping with this
 - 2. Science Careers Night in March - helping students to begin thinking about the many pathways into science. Over 100 students self-selected to attend last year
 - 3. Book Clubs (dates TBD)
 - 4. High School Community Meetings
- IX. Scott O. Motions to adjourn the board meeting