

Uplift Education Board Meeting Minutes

Tuesday, August 23rd, 2022, at 4:30 p.m.

A meeting of the Board of Uplift Education was held on the date and time listed above.

Called to Order: 4:33 p.m.

Adjourned: 6:16 p.m.

Executive Committee Members Present:

1. Cullum Clark
2. Dr. Lael Melville
3. Dawn Davidson
4. Cameron Johnson
5. John McPherson
6. James Stanton
7. Michael Stack
8. Pilar Davies

<i>TOPIC</i>	<i>DISCUSSION/CONCLUSIONS</i>	<i>ACTIONS</i>
I. Call to Order and Announcements	C. Clark welcomed the Board to the meeting and took attendance. A quorum being present, the meeting was called to order at 4:33 p.m. C. Clark gave an introduction as the new Board Chair and discussed principles of Board governance.	
II. Community Forum	No community members were present to speak during the Community Forum.	
III. Board Minutes	C. Clark introduced the June 21, 2022, minutes for approval. The Board was provided the minutes for review in their pre-read. <u>ACTION ITEM</u> – Consider and take action on approving minutes from the June 21, 2022, Board meeting.	Upon a motion to approve the June 21, 2022, Board meeting minutes, as presented, by L. Melville, and seconded by P. Davies, the Board unanimously approved the motion.
IV. Mission Moment	Y. Bhatia presented on the Mission Moment, which included a video of the first day of school, a review of first week relationship building, and the announcement of a \$439,000.00 gift to Uplift from the Charles Schwab Foundation for RTCC programming.	
V. Finance and Enrollment Update	Y. Bhatia provided a review of scholar enrollment on the day before FDOS, FDOS, current actual, and what Uplift has budgeted. There were over 14% no-shows. J. Jahnke reviewed the Finance dashBoard for the Board and identified important dates. The Board will revisit the budget in October. The Board discussed enrollment strategies and market trends with respect to enrollment.	
VI. Hiring Update	The Hiring Update was presented by A. Erickson as an overview of what the Board will hear at the retreat. As of last Tuesday, Uplift had 144 total teacher, TA, and intervention specialist openings. 308 total have been hired as of last Tuesday and there are 56 offers in process.	

	The Board discussed the national teacher shortage.	
VII. Overview of the Start of the 22-23 School Year and TEA Accountability Ratings for 21-22	<p>Dr. Remy Washington reviewed this agenda item with the Board.</p> <p>The presentation began with a discussion around the following:</p> <ul style="list-style-type: none"> • Nailing the instructional block • Prioritizing the scholar experience • Family Appreciation Week • Community Resource Fair <p>Next, Dr. Washington presented the 2022 state accountability ratings, including the following:</p> <ul style="list-style-type: none"> • Uplift earned an overall accountability grade of B (86) • School ratings included the following; 5 A rated schools, 25 B rated schools, 11 C rated schools, and 2 NR (not rated) schools • A comparison of 2019 and 2022 accountability ratings • A comparison of 2022 district accountability ratings • Overview of next steps <p>The Board discussed accountability and expectations, large districts, rating alignment, and how the accountability ratings are shared with teachers and school leadership.</p>	
VIII. Election of Ricky Garcia to the Executive Committee	<p>Y. Bhatia introduced R. Garcia and recommended he be elected to the Executive Committee as an at-large member. A resume was provided to the Board.</p> <p><u>ACTION ITEM</u> – Consider and take action on electing Ricky Garcia to the Executive Committee as an at-large member.</p>	<p>Upon a motion to elect Ricky Garcia to the Executive Committee as an at-large member, as presented, by D. Davidson, and seconded by L. Melville, the Board unanimously approved the motion.</p>
IX. Administrative Action Items	<ol style="list-style-type: none"> 1. The annual Special Education Policies and Procedures were reviewed by A. Enright, Senior Director of Special Populations. Uplift is required to annually adopt Special Education Policies and Procedures. These policies and procedures identify for parents, staff, and the community such things as ARD meeting and evaluation procedures, including IEP development and implementation. A. Enright also reviewed summer snapshot numbers which provide a look at special education and 504 enrollment. <p><u>ACTION ITEM:</u> Consider and take action on approving annual Special Education Policies and Procedures – Annette Enright, Sr. Director of Special Populations.</p> <ol style="list-style-type: none"> 2. L. Schmidt, Senior Director of Well-Being, reviewed and recommended the 2022-2023 Scholar Code of Conduct. There were only minor changes made to the 22-23 Scholar Code of Conduct from the 21-22 version. Changes made continue to be done from a restorative practice lens and emphasize our wellbeing and SEL work. The Restorative Practices team is continuing to push best practices and will be advising staff and providing on-going trainings throughout the year, with a specific lens on discipline equity. 	<p>Upon a motion to approve the Special Education Policies and Procedures, as presented, by C. Johnson, and seconded by D. Davidson, the Board unanimously approved the motion.</p> <p>Upon a motion to approve the 2022-2023 Scholar Code of Conduct, as presented, by J. McPherson, and seconded by P. Davies, the Board unanimously approved the motion.</p>

	<p><u>ACTION ITEM: Consider and take action on approving the 2022-2023 Scholar Code of Conduct – Lisa Schmidt, Sr. Director of Wellbeing.</u></p> <p>3. In response to the mass teacher shortage and difficulty with recruiting, Uplift is recommending the Board approve a revision to the Teacher Qualifications Policy that will allow Yasmin or a designee to waive the teaching certification and any related licensure requirement. For now, this waiver will only apply to Spanish teachers, given the difficulty filling these role. To the greatest extent possible, Uplift will continue recruiting and hiring certified teachers and this will continue to be the push. The Board requested the waiver be allowed until October 2024.</p> <p><u>ACTION ITEM: Consider and take action on approving updated Teacher Qualifications Policy – Anne Erickson, Chief People Officer.</u></p> <p>4. The Board did not take-up the Pre-K action item.</p> <p><u>ACTION ITEM: Consider and take action on resolution approving Pre-Kindergarten TEA 3-Year Waiver Renewal – Alex Berk, Chief Legal Officer.</u></p>	<p>Upon a motion to approve the update to the Teacher Qualifications Policy, as presented, with the addition that the waiver will only be permitted through October 2024, by J. McPherson, and seconded by L. Melville, the Board unanimously approved the motion.</p>
X. Closed Session	<p>The Board retired to closed session at 6:07 p.m. to conduct a private consultation with its attorney, pursuant to Texas Government Code 551.071; deliberate the purchase, exchange, lease, or value of real property, pursuant to Texas Government Code 551.072; deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee or to hear a complaint or charge against an officer or employee, pursuant to Texas Government Code 551.074; and/or deliberate in a case in which a complaint or charge is brought against a district employee by another employee and the complaint or charge directly results in the need for a hearing, pursuant to Texas Government Code 551.082.</p> <p>The Board returned to open session at 6:16 p.m. The same quorum of the Board was present and it was noted that the Board did not take any action or make any decision(s) on any items during closed session.</p>	
XIII. Adjournment	<p>There being no further business before the before, C. Clark adjourned the meeting at 6:16 p.m.</p>	

Respectfully submitted by Alexander S. Berk, Secretary.