

APPROVED



Boston Renaissance Charter Public School

Minutes

Board of Trustees Meeting

Date and Time

Wednesday March 16, 2022 at 8:00 AM

Location

Join Zoom Meeting

<https://zoom.us/j/93778353059?pwd=RzVRZzVUdFhudEdWWGpBS0tsVzMxQT09>

Meeting ID: 937 7835 3059

Passcode: 6RH1A3qa

MISSION

The mission of the Boston Renaissance Charter Public School is to nurture and develop academic, social and emotional competence while building confidence, character and citizenship among its students.

Trustees Present

A. Buckmire (remote), B. Keith (remote), C. Engerman (remote), E. Alphonse (remote), K. Cherry (remote), M. Gardner (remote), R. Clarke Jr. (remote)

Trustees Absent

K. Williamson, S. Dibinga

Guests Present

A. Emery (remote), Aaron Kesler (remote), D. Warwick (remote)

I. Opening Items

A. Record Attendance

B.

Call the Meeting to Order

B. Keith called a meeting of the board of trustees of Boston Renaissance Charter Public School to order on Wednesday Mar 16, 2022 at 8:10 AM.

II. Approve Minutes

A. Approve Minutes

B. Keith made a motion to approve the minutes from Board of Trustees Meeting on 01-19-22.

C. Engerman seconded the motion.

The board **VOTED** to approve the motion.

Roll Call

E. Alphonse	Aye
K. Cherry	Aye
C. Engerman	Aye
R. Clarke Jr.	Aye
S. Dibinga	Absent
M. Gardner	Aye
A. Buckmire	Aye
B. Keith	Aye
K. Williamson	Absent

III. Head of School Update

A. Head of School Update

The mask mandate is still in place for schools in BPS. We will lift our mandate when BPS lifts theirs. It has been advised not to lift the mandate yet due to low vaccination rates with children ages 5-11. There have been a high increase in COVID transmission rates in certain areas. Would like to see it dropped to 1-2% before the mandate is lifted

BRCPS will go mask optional when BPS goes mask optional.

We are allowing students to take down their masks at recess and all students are now eating in the cafeteria. Before we were alternating with half eating in the cafe and half eating in their classrooms.

On Saturday, April 9th, we will be holding a Boston Renaissance Only job fair. The staff has engaged in 1 out of 3 Universal Design of Learning (UDL) professional developments. Some staff has been involved in Coaching specific PDs as well as Academic Specific PDs. There are also 20 teachers who signed up for the UDL Grad Course that was offered.

Teachers have been receptive to the UDL. There have been walk throughs for teachers and this has been improving our instruction. WIN Intervention blocks have been implemented. Three-tiered intervention cycles are all based on data. There have been specific assessments that have been used when developing and changing these tiered groupings. These groupings have been our most intensive using of looking at and using data.

We have been analyzing our curriculum for intervention and looking for more evidence-based interventions.

Our Mentoring Breakfast is back and will be taking place on May 26th.

IV. Finance Update

A.

Finance Update

There are no changes in results for Q2. It is very similar to our forecast. We aren't seeing any major changes. We will be reviewing the proposed new salary schedule.

B. Updated Salary schedule

2018 was the last time that the Board had voted to update the teacher and paraprofessional salary schedule. Ms. Mintor, our HR director, has been working to do an analysis on our salary schedule compared to other Boston Charter Schools and some surrounding districts. 3 proposals were put together. Allie Emery, our CFO, then looked at them, working hard to determine which schedule BRCPS can afford.

We all feel collectively that the salary schedule needs to be raised. We are not competitive with other charter schools. Typically when staff leaves it is because of money.

The Finance Committee was presented the proposal, feedback from the committee was shared. The proposal that is being presented this morning is a revised proposal based on feedback from the Finance Committee.

Proposing for paraprofessionals is to move it up 3 steps, where we are at step 3, we are now proposing to be our very 1st step

Teachers to move 5 steps, where we are at step 5, we are now proposing to be our very 1st step.

We are hoping teachers will stay by moving up our larger increase steps to be at year 3 and year 8. Before these increases were seen at year 5 and year 10. The hope is to help maintain teachers

Ms. Buckmire and Allie Emery met with Mr. Kesler, the chair of our Quality of Life Committee, to show him the proposed salary schedule and get some feedback. Mr. Kesler stated that from a teacher's perspective, the feedback is that a change in the salary schedule is impressive and that the increase is being suggested again, especially considering the climate with COVID. It makes a lot of sense especially with the specific increases at the targeted 3rd and 8th years. This definitely increases our competitiveness. Additionally, towards the end, the more veteran teachers get a little bit of a boost. It is a positive and staff will be super appreciative, boosting morale and a pleasant and unexpected surprise.

B. Keith made a motion to approve both paraprofessional and teacher revised salary schedules.

C. Engerman seconded the motion.

The board **VOTED** to approve the motion.

Roll Call

S. Dibinga	Absent
B. Keith	Aye
M. Gardner	Abstain
K. Cherry	Aye
K. Williamson	Absent
A. Buckmire	Abstain
R. Clarke Jr.	Aye
C. Engerman	Aye
E. Alphonse	Aye

V. Committee Updates

A.

Parents of Renaissance

We have a great group of parents who we have reached out and are volunteering. We met for the first time a few weeks back and we will be meeting again next week. We will be developing subcommittees within this committee in areas of fundraising, events, and academics.

The parents on this committee are enthusiastic, excited and bringing a new positive energy to Parents of Renaissance.

B. Academic Excellence

Lower School

In Response to Benchmark data

- K1 and K2 ELA Data
 - academic coaches will be providing teachers with whole group and small group interventions in foundational skills such as letter names, letter sounds, and phonological awareness. Individual classrooms are also being asked to increase intervention time by pulling small groups in the morning.
- Grade 1 Math and ELA:
 - We have deployed more support to two classrooms in particular during core instruction time. We have increased the amount of specialist support both classrooms are receiving and are now pulling a supplemental math small group in the afternoons to provide triple dosing to the six students in Tier 3B
 - Teacher led I-Ready lessons will now be used in addition to Number Worlds as skill based interventions for Tier 3 math. Sounds Abounds will be added to reading intervention options for Tier 3 reading.
 - Format of lesson delivery during core content is being shifted to a shorter whole group and longer small groups, allowing teachers more opportunity to supplement foundational skills even during grade level content.
 - Coaches, Facilitators, and directors have been alerted to classrooms of concern and will continue to monitor those rooms closely.
- Grade 2: I-Ready lessons are now an option for both Math and ELA WIN groups. Focus is on following WIN model with fidelity now that COVID cases have started to drop.

Progress Monitoring

- Students in Tier 2b and 3 students are progress monitored every two weeks using Aimsweb progress monitoring probes. Starting in cycle three, that data will be collected electronically via the Aimsweb system. Students in Tier 2b and 3 are also given Number Worlds assessments as required by the curriculum. This data is used largely to track the impact of the Number Worlds program and is part of implementing Number Worlds with fidelity.

Upper School:

In Response to Benchmark data

- Looking at Student Work meetings - Teams meet w/ coaches biweekly to look at student work together to score, norm scoring practices, and discuss next steps for reviewing or reteaching skills and share best practices
- US Math Weekly meeting - data & assessment coordinator, math facilitator, upper school math lead

- Looking at data - making determinations for pacing in core curriculum; identifying topics to cover in WIN
- Math facilitator meeting with teachers to look at their pacing and lesson delivery
- New WIN cycle starting - teachers have multiple pieces of data to look at (iReady and WIN assessments) to reorganize their groups and identify the specific skill students need to work on for the next 5 week cycle
- Math ALP - after school program just concluded - assessments are still being scored - will be available for analysis March 3
- 5th grade Tier 3 students will use iReady instead of Number Worlds to be more aligned with student needs
- 5th Grade ELA - utilizing the SS block twice a week to focus on Writing - using MCAS released texts and prompts - pacing guide and materials selected by US ELA coach
- 6th graders going to K1 to help with math skills/games

Progress Monitoring

- Teachers are giving pre and post tests for each cycle
- Assessments are based on the skill and curriculum used for each group

C. Governance & Nomination

No update

D. Facility

We have been working with a new project manager, but it is in the early stages.

VI. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 10:00 AM.

Respectfully Submitted,
M. Gardner