



RENAISSANCE ACADEMY CHARTER SCHOOL OF THE ARTS
Board of Trustees Meeting – Monthly Board Meeting
Wednesday, May 17, 2023 4:30 - 6:00 PM
Location: 299 Kirk Road
DRAFT MINUTES

Mission: *The mission of the Renaissance Academy Charter School of the Arts is to provide children an enriched and rigorous education through the humanities and arts integration leading to success in college, careers and life.*

Welcome/Call to Order and Introductions TIME: 4:33 pm

Members Present: Tom Merkel; Mark McDermott; Mike Osborn; Cheryl Hayward; Ann Seigler

Members Absent: Kristian Walker; Steven Morse

Others Present: Dr. Cait Loury; Craig Eichmann; Nan Westervelt

Kudos & Celebrations:

- Ann Seigler recognized Craig Eichmann for providing a newly formed charter school with names from RA's 600 family waitlist.

[Note: Single items can be removed from the list and considered separately at the request of a Board of Trustees member]

❖ Motion #106.3 to approve consent items: 5/17/23 Agenda and #106.4 to approve 4/19/23 Regular and Executive Session Meeting Minutes

- **Motion:** Mark McDermott **Second:** Tom Merkel
- **Discussion:** None
- **Ayes: 5 Nays: 0 Abstentions: 0**

- ❖ **Jill Shahan, Empire Charter Consultants - Presentation** Jill Shahan presented a session focused on reinforcing the role and responsibilities of the Board to self-evaluate the Board's effectiveness (as individuals and a collective). Ms. Shahan encouraged the Board to survey members multiple times a year in addition to its annual self assessment survey. The surveys might consist of a few questions that are aligned with the benchmarks. Ms. Shahan reminded the Board of its role and responsibilities to establish performance expectations and monitor results towards academic, organizational, and financial success. Board self-evaluation several times a year can provide feedback on how it rates itself against the success of the school.

❖ **CEO Report Highlights - Dr. Cait Loury**

- Dr. Loury reported on the in house state test scoring results and reminded the Board that they can access the Academic Dashboard.
- Board members were reminded of several upcoming opportunities for Board member participation (e.g, Social/Emotional Learning Night, spring performances, 6th grade graduation, etc.).
- An offer has been made to a Principal candidate.

❖ **Finance Committee Report - Mr. Tom Merkel**

- Mr. Merkel reviewed the Monthly & YTD Financial Report and Balance Sheet. RA continues to be in a healthy financial condition
- **Motion #106.5 to approve the proposed 2023-24 budget**
 - **Motion:** Mike Osborn **Second:** Mark McDermott
 - **Discussion:** Mr. Merkel reviewed the proposed budget previously presented in draft at the May meeting and the Board discussed the budget and the ways in which it supports student academic performance.

➤ **ROLL CALL VOTE**

➤ Kristian Walker	Yes	N/A	
➤ Cheryl Hayward	Yes	No	Abstention
➤ Ann Seigler	Yes	No	Abstention
➤ Mark McDermott	Yes	No	Abstention
➤ Tom Merkel	Yes	No	
➤ Steven Morse	Yes	N/A	Abstention
➤ Michael Osborn	Yes	No	Abstention

❖ **Academic Committee Report - Mr. Mark McDermott**

- Mr. McDermott reinforced the specific information provided to and discussed by the Board previously relating to: the status of the Corrective Action Plan, RA's data-driven practices, Navigator and Iready resources and internal assessments, the Mission/Key Design elements, and the Board-driven focus on "Bubble Students." He also emphasized that RA is no longer a CSI school.

❖ **Resource Development Committee Report - Mr. Mike Osborn**

- The 2023-24 Budget includes a line item for a full time Resource Development position.
- Kimberly Felton, Family Services Coordinator, was recognized for her efforts to have RA participate in the annual United Way Day of Caring.
- The Reach for the Stars event was a success and the net income is predicted to be approximately \$30,000.

❖ **Governance Committee Report - Mr. Mike Osborn**

- The committee is focused on increasing the number of Board members and has drafted a plan to secure several members by the fall. Several current members have submitted the names of prospects. Additionally, a Board member is approaching the United Way's Leadership Development Program for prospective candidates. (The LDP promotes the placement of African-American, Latinos, and LGBT+ individuals in board and leadership positions.)

❖ **Ad Hoc Strategic Planning Committee Report - Ms. Ann Seigler**

- Ms. Seigler presented a powerpoint presentation on the Renaissance Academy Strategic Framework 2023-2025. The committee, with representatives from all RA stakeholders, met weekly and focused on three broad areas: 1) Brand Awareness (*Clear positioning, framing of the employee experience, and intentional brand building allow us to attract and retain top teachers/coaches and demonstrate our value to funders*); 2) Academic Success (*Students will meet/exceed state proficiency averages because we empower experienced teachers and develop new teachers, and leverage data to implement*

evidence-based curriculum and support student growth.) 3) Organizational Maturity (People and resources dedicated to development and a mature board will position RA for strategic growth (including evaluation of the auditorium and enhanced teacher retirement benefits).

- The plan includes Current Wildly Important Goals: WIG 1: Increase the yearly average staff Employee Net Promoter Score from 15% (baseline) to 20% by January '24 survey results. WIG 2: Increase annual contributions & donations revenue from ~\$50K to \$100K by end of June '24.
- A Board discussion ensued and agreed with the intention of the committee that the plan not be set in stone.

❖ **Human Resources Committee Report - Ms. Ann Seigler**

- The 2023-24 budget includes a DEIB Coordinator. The job description will be drafted by Dr. Loury and sent to the HR committee for review.

❖ **Old Business - None**

❖ **New Business**

➤ **Motion # 106.6 to Approve the Diversity, Equity, Inclusion and Belonging Policy**

- **Motion:** Cheryl Hayward **Second:** Tom Merkel
- **Discussion:** The development of the policy has been developed using the New York State Education Department Framework. A Board discussion ensued.
- **Ayes:** 4 **Nays:** 0 **Abstentions:** 1

➤ **Motion #106.7 to Approve the 2023-2024 School Calendar**

- **Motion:** **Second:**
- **Discussion:**
- **Ayes:** 5 **Nays:** 0 **Abstentions:** 0

❖ **Motion #106.8 to Adjourn.**

- **Motion:** Mark McDermott **Seconded:** Tom Merkel
- **Discussion:** None
- **Ayes:** 5 **Nays:** 0 **Abstentions:** 0

Adjournment - TIME: 6:25 PM