



DRAFT MINUTES
Achievement First Joint Connecticut
Board of Directors Meeting

Venue: Amistad Academy Middle School, Room 150
130 Edgewood Ave, New Haven, CT 06511

Zoom: <https://achievementfirst.zoom.us/j/83942299731>
Monday, February 6, 2023, 6:30-7:30 pm

I. Call to Order

Each AF CT board chair made a motion to join the joint board meeting at 6:40 PM. The motions were seconded by the board members of each board. All were in favor, no dissenting votes and none obtained from voting.

CT board members present were:

Amistad Academy: Lorraine Gibbons, Jennifer Alexander, Patricia Sweet, Ethan Tyminski, Yashira Agosto

AF Bridgeport Academy: Rajeev Lakra, Michael Strambler, Dewey Loselle, Marlene Macauda, Dick Kalt, Debra Hertz, Ruben Felipe

Elm City College Prep: Dick Ferguson, Laura Saverin, Prish Pierce, Erica Demond, Shashank Ghiria

AF Hartford Academy: Erwin Hurst, Sr., Jessica Alhasnawi, Alice Turner, Charon Smalls

AF Staff members present: Lisa Margosian, Karolyn Belcher, Beth Cocuzza, Blakely Simoneau, Michael Rabin, Christi George, Kate Aufiero, Sulafa Bashir

II. Public Comment

No members of the public were present.

III. Approval of Minutes

IV. Discussion with Achievement First

A. Academic Improvement Plan

Karolyn Belcher, the Interim Superintendent, provided an update on academic improvement and what steps they will be instituting to get students on track



academically. She detailed the key levers for academic improvement - improving student achievement, clarifying our values proposition for scholars and families, and ensuring students feel valued, included, and engaged.

There were questions about the specific curriculum Achievement First currently uses and how those will be changing. Ms. Belcher explained how the new curriculum will address reading fluency and understanding.

Ms. Belcher provided information about the Principal in Residence Program, which is continuing this school year although the group is smaller than in previous years. She also provided information about the professional development that Achievement First will be using to address concerns about the changes in curriculum in order to support teachers.

B. Enrollment Response Plan

Michael Rabin, the Associate Chief of Staff, provided updates on how Achievement First is confronting enrollment problems. He outlined the four levers that have been identified - improve recruitment, decrease attrition, finding flexibility in the model, and analyzing the portfolio of schools. He described the ways we are using each lever to address the problems, including outreach plans at each school.

C. HR & Finance Investments

Lisa Margosian, the Interim CEO, introduced the problem that Achievement First has underinvested in infrastructure in HR and Finance. Kate Aufiero, the Associate Chief of Financial Planning & Analysis, explained the changes that will be made in the finance systems and the timeline for the changes. Christi George, the Associate Chief of Team Talent Operations, explained the changes that will happen in HR and the timeline for the changes. Ms. George detailed how some things will now be centralized to free up time for school staff and to improve the employee experience.

D. Principal Renewal Process

Ms. George provided details on the principal renewal timeline and process, including that there will be a different approach that provides more visibility to the board throughout the school year. Board members expressed concerns around the principal selection process, requesting multiple candidates. Ms. George acknowledged their request.



Ms. Margosian expressed gratitude for the board members' time and for their understanding about rescheduling the meeting. She asked board members to share their questions as part of Achievement First's ongoing accountability to the boards.

V. Board Discussion and Business

The boards entered executive session at 7:37 PM to discuss the Achievement First Network Reimaging and to receive updates on the CEO candidate search.

VI. Adjourn