

Minutes

Achievement First (AF) Brooklyn Executive Committee Meeting

Tuesday, October 22, 2025, 12:00 PM

Zoom link: <https://achievementfirst.zoom.us/j/86367392750>

Attendees:

Committee Members: Brandon Sorlie, Chris Lynch, Paul Cabana

AF Staff: Sulafa Bashir

I. Call to Order

The meeting was called to order by Brandon Sorlie at 12:02 pm.

II. Public Comment

There were no members of the public present.

III. Board Discussion and Business

A. October 7th Meeting Debrief

The meeting began with a discussion about the public comment from Bushwick Middle School staff at the October 7th meeting. Feedback was given on the facilitation of the meeting, with positive remarks on the handling of the public comments. Mr. Sorlie updated the committee members on the steps taken to look into the comments raised during the meeting and the actions previously taken by the network related to the concerns raised.

Mr Sorlie stated that a response was being drafted which would be sent via email to the individuals who made public comment and then would be read into public record at the start of the December board meeting.

It was confirmed during the discussion that there had been no direct request for a meeting with the board from the public commenters, and committee members agreed that the steps taken were appropriate and no further actions are deemed necessary at this time.

There followed a discussion about the topic of teacher retention with a request made by Chris Lynch that a future meeting focus on retention as essential for educational outcomes, with the team presenting a distinct yet cohesive talent strategy, emphasizing the strategies for attracting and retaining teachers, which should be distinct but interconnected

Ms. Sorlie acknowledged the request and committed to discuss with Lisa to determine timing and data requirements and Mr. Lynch and agreed to formulate specific questions offline for clarity.

B. Board Goals from Retreat

Mr. Sorlie moved on to discuss the board goals which were drafted at the board retreat and welcomed the committee members' feedback which highlighted the need for fewer, more achievable goals. There was a conversation about whether an ad-hoc committee was necessary for nominating future board members. It was concluded that a strategic plan should be developed for board composition instead of forming a new committee. It was suggested that the executive committee would analyze board composition using a refreshed survey and analysis that would reflect current states and anticipate future needs such as succession planning and skill gaps. Paul Cabana emphasized waiting for the outcome of the New York City election to inform strategic planning due to potential impacts on the charter school ecosystem.

Mr. Sorlie stated that he will revise the board goals, considering the conversation during the meeting. These revisions will be shared with Lisa before presenting to the full board.

C. Board Cultivation

The conversation revolved around integrating potential candidates in the pipeline into the board, highlighting the next steps in each candidate's process. Committee members discussed the fact that bylaws require a certain number of parent representatives, suggested to be two, which would require the candidate to step in to the role immediately. There was also a discussion about maintaining a strategic approach toward parent rep positions converting to full board members without setting automatic expectations.

IV. Adjourn

Mr. Sorlie summarized the action items from the meeting with confirmation from participants that all action items have been captured accurately. Subsequently, the meeting was adjourned.