



## **AF Bridgeport Academy Board Meeting Minutes**

Friday, October 31, 2025 at 8:00 AM to 9:00 AM EDT

Virtual over Zoom: <https://achievementfirst.zoom.us/j/85961134325>

### **Attendees:**

Board Members: Rak Lakra, Marlene Macaуда, Dick Kalt, Jahneel Small, Kelia Lanham, Ruben Felipe

AF Staff: Lisa Margosian, Amy D'Angelo, Michael Rabin, Olivia Levey, Stephanie Fox, Shalia Garnett, Adrienne Minniefield, Sulafa Bashir

### **I. Call to Order**

Board Chair Raj Lakra called the meeting to order at 8:02 am.

### **II. Public Comment**

There were no members of the public present.

### **III. Regionalization Update**

Michael Rabin gave an overview of the phases of work that have been undertaken from codifying the future operating model of split-control to starting the multi-year implementation plan. He went on to discuss the rationale for the regional ED model, highlighting the need for accountability, decision-making authority and focus on community relationships, and to describe the ED's roles and responsibilities. He concluded by stressing the balance of keeping AF's core components the same across the regions while allowing for regional variation.

CEO Lisa Margosian highlighted the importance of keeping alignment with organizational goals while addressing specific needs, particularly in Connecticut, and stated that a considerable amount of time has been devoted to this effort.

### **IV. Dialogue with Regional Executive Director**

Ms. Amy D'Angelo, the new Connecticut Executive Director, introduced herself, sharing her extensive experience within the organization over 17 non-consecutive years. She also introduced Sam Lucky and Liv Levey as the CT regional superintendents who oversee the portfolio of elementary, middle and high schools in the region. Liv Levey briefly described her role and background.

Ms. D'Angelo highlighted a teacher who is an AF alum herself and has achieved exceptional student proficiency gains of 24%, and described how celebrating her as an example would inspire and challenge teachers in the region and set high standards in student achievement.

Ms. D'Angelo then discussed some of the progress made under the new regional model, including hiring new staff, initiating strong team kickoffs, and securing key investments and collaborations with partners like Mind Trust.

Mr. Dick Kalt introduced the Common Circles program, designed to enhance students' self-confidence, self-awareness, and communication skills, especially in dealing with diversity. Mr. Kalt expressed willingness to facilitate connections to explore the program's potential fit, especially for summer school

scenarios and said he would send program information to Amy D'Angelo for further exploration and consideration.

Ms. D'Angelo discussed the decision to implement summer school in all schools, potentially funded by PCLB or employee retention credit refunds. She stated that the schools will partner with the National Summer School Institute for curriculum development and teacher and leader training.

Principals Shalia Garnett and Stephanie Fox shared their excitement about the opportunity to implement a summer school program, recognizing its potential to close instructional gaps and prevent summer learning backslide.

Ms. D'Angelo gave an overview of the ERC funds that the charter has received, and indicated that there would be strategic criteria set for spending, focusing on impactful initiatives, such as summer school. Plans to involve principal inputs in future decisions ensure equitable resource distribution and team-wide recognition for goals achievement through bonuses.

Mr. Lakra inquired about the plans to invest the funds prior to their deployment and received a commitment to get a report back from the interim CFRO on the current handling of these funds in Connecticut.

## **V. Academic Review**

Ms. D'Angelo gave an update on academic performance, highlighting the need for student proficiency improvements in reading and math, and described the benefits of utilizing the Mojo AI platform to aid teachers by providing rapid feedback around differentiated student needs.

There was a discussion around the effectiveness of the new curriculum, which has been in place for almost two years. Principals Garnett and Fox agreed that the curriculum is perceived as high-quality but the implementation by teachers is identified as an area needing improvement.

Mr. Lakra made a request to reinstate principal report-outs in future board meetings, suggesting a 10 to 15-minute slot for these updates.

There was a discussion regarding the difference between internal assessment data and state test results, with an emphasis on the need for additional context in comparing performance data with other schools in the network and in CT.

Ms. D'Angelo referenced the 3-year turnaround initiative for Connecticut, with measurable indicators each year, and shared the goals for this school year around achievement, attendance and teacher retention.

Mr. Lakra inquired about feedback from the recent charter renewal site visit and Ms. D'Angelo responded that the feedback was positive, highlighting a well-planned and effective day, and appreciating the hard work of the principals and regional superintendents. The state recognized improvements in attendance and academics, while teacher certification remained a challenge and further progress was needed in teacher goals-setting and evaluation. Ms. D'Angelo encouraged board members to attend the upcoming public hearing, sharing how effective these have been in the past in fostering engagement and support for the school through impactful testimonials.

Ms. D’Angelo wrapped up by discussing plans for a Connecticut-wide holiday party scheduled for December 12th at the boathouse in New Haven from 6 to 9 p.m. The event is intended to unite staff, board members, and community partners under one roof. She stated that a fundraising campaign was in place to support covering costs for the event, and that board contributions sought from each of the four CT boards.

**VI. Board Business**

Mr. Lakra moved on to the vote on the consent agenda that was in the board package and presented on the screen. He asked if there were any questions. Seeing none, Mr. Lakra requested a motion to approve the consent agenda. A motion was made by Marlene Macaуда, was seconded by Dick Kalt and all were in favor. The consent agenda passed unanimously.

Consent Agenda:

1. BE IT RESOLVED, the AF Bridgeport Academy Board of Directors hereby approves the meeting minutes from May 22, 2025.
2. BE IT RESOLVED, that the AF Bridgeport Academy Board of Directors reelects Raj Lakra to the Board for a 3-year term, ending June 30, 2028.
3. BE IT RESOLVED, that the AF Bridgeport Academy Board of Directors reelects Dewey Loselle to the Board for a 3-year term, ending June 30, 2028.
4. BE IT RESOLVED, that the AF Bridgeport Academy Board of Directors reelects Marlene Macaуда to the Board for a 3-year term, ending June 30, 2028.
5. BE IT RESOLVED, that the AF Bridgeport Academy Board of Directors reelects Dick Kalt to the Board for a 3-year term, ending June 30, 2028.
6. BE IT RESOLVED, that the AF Bridgeport Academy Board of Directors reelects Ebrima Jobe to the Board as a parent representative for a 3-year term, ending June 30, 2027.
7. BE IT RESOLVED, that the AF Bridgeport Academy Board of Directors hereby elects the following leadership slate for the 2025-2026 fiscal year:
  - Raj Lakra, Chair
  - Dewey Loselle, Treasurer
  - Marlene Macaуда, Secretary
8. BE IT RESOLVED, that the AF Bridgeport Academy Board of Directors hereby appoints the following committee members:
  - Finance Committee: Dewey Loselle (Chair), Rajeev Lakra, Dick Kalt, Ebrima Jobe
  - Personnel Committee: Marlene Macaуда (Chair), Rajeev Lakra, Jahneel Small, Kelia Lanham
  - AF Joint Amistad Committee: Dick Kalt, Ruben Felipe
9. BE IT RESOLVED that the AF Bridgeport Academy Board of Directors hereby approves the following individuals to serve as interim principal, as needed through October 30, 2026, for a period of time not to exceed sixteen weeks, based on the recommendations by Achievement First.

School	Interim Principal 1	Interim Principal 2
AF Bridgeport ES	Adrienne Minniefield	Lakendra Thompson

AF Bridgeport MS	Laura Fisher	N/A
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10. BE IT RESOLVED, that the AF Bridgeport Academy Board of Directors hereby approves the 2025-2026 AF Family Handbook.

**VII. Adjourn**

Prior to adjourning, Mr. Lakra reminded the directors that they were required to submit an annual Conflict of Interest form and to be on the lookout for an email with instructions on how and when to complete this task and requested their timely compliance.

With no further business, Mr. Lakra requested a motion to adjourn the meeting. Marlene Macaуда so moved, seconded by Dick Kalt and all were in favor.

The meeting was adjourned at 8:57 am