

**Achievement First (AF) Brooklyn Charter Schools**  
**Board of Trustees Meeting**  
Monday, August 3, 2020  
Zoom Video Conference

**Board Members in Attendance:** Deb Shanley, Romy Coquillette, Chris Lynch, Andy Hubbard, Amy Arthur Samuels, Kevin Miquelon, Judith Jenkins

**Staff and Guests in Attendance:** Hilary Cymrot, Sarah Blanton, Ken Paul, Katie Rosa Moher, Elise Major, Jasmine Jeffers

Sarah Blanton recorded the minutes. The meeting was called to order at 11:04 pm by Deb Shanley.

NOTE: This was a joint meeting with all Achievement First school boards.

**1. Discussion on Principal Preparation and Placement**

Hilary Cymrot, Senior Director of Principal Placement, gave an overview of the Principal in Residence (PIR) program. The program's goal is to develop a deep, diverse bench of leaders who are truly ready to be principals, whom we can name early, so they can have a long runway to prepare to lead transformational schools.

She explained how her team undertook a learning agenda to identify what makes some principals successful and others not. The process began with identifying principals who did not sustain in their roles, principals who sustained with breakthrough results, and those who sustained with mid-level results. They then interview regional superintendents to assess strengths and liabilities, reviewed 360 feedback as deans then principals, and revised threshold competencies and interview modules based on that learning. The conclusions reveals that the strongest leaders were especially strong in people leadership, school culture, self-awareness and had a track record of success.

Ms. Cymrot then reviewed the growth and evolution of the program, citing data around efficacy, racial diversity and participation rates across the network and by geography.

**2. Adjourn**

The meeting was adjourned at 12:01 pm.