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Elm City College Preparatory

Board of Directors

Zoom Meeting

Wednesday, September 29, 2021, 5:30 pm

I. Call to Order and Attendance

The meeting was called to order at 5:33 pm by Dick Ferguson. The following board members, constituting a quorum, and Achievement First staff were in attendance:

Richard Ferguson – Yes

Julia Halberstam – Yes

Laura Saverin – Yes

LaVonta Bryant – Yes

Stephanie Ma – Yes

Nicola Fleischer – Yes

Prish Pierce – Yes

Tina Wright - No

Patric Gregory – Yes

Katie Hagen - Yes

Achievement First staff and Elm City School Leadership: Shanice Adams, Tanesha Forman, Karin Gould, Erin Laskey, Riley Bauling, Sarah Blanton, Neil Shah, Fatimah Barker, Stephanie Keenoy

II. Open session for public comment

There was no public comment.

III. Approve Minutes

RESOLVED, the Elm City College Preparatory Board of Directors hereby approves the meeting minutes from May 25 and August 2, 2021.

Motion by Laura Saverin

Seconded by Julia Halberstam

All in favor

IV. Discussion and Business



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a. Discussion and possible action with ECCP principals

Shanice Adams and Tanesha Forman responded to questions from the board around COVID safety protocol, student culture, and ways to show gratitude to teachers and staff for their hard work.

The board talked about staffing challenges at the middle school. Ms. Forman noted that it is a particularly challenging time to hire teachers. They are also dealing with teacher absences that impact the daily staffing of classrooms.

Principals discussed parent communication and engagement. The schools are using Parent Square to updates families on key information, activities and events.

Riley Bauling, Regional Superintendent, Fatimah Barker, Interim CEO, and Stephanie Keenoy, Superintendent, provided additional context around network-level support for the staffing challenges Elm City Middle School is facing. In particular, Ms. Keenoy shared the strategies and programmatic options that AF is exploring to support the school.

Based on the board's discussion with AF leaders, they were in favor of giving AF authority to explore options and act in support of making temporary adjustments to improve school challenges.

WHEREAS, principals and Achievement First (AF) staff have detailed novel challenges and concerns in light of COVID-19, and the board has considered such challenges and concerns;

RESOLVED, the Elm City College Preparatory Board of Directors hereby authorizes the Superintendent, in collaboration with school principals, to make temporary programmatic and/or structural changes to the instructional model as permitted by law, subject to authorizer approval,



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BE IT FURTHER RESOLVED, Achievement First and its designee are, jointly and severally, authorized and directed, in the name of Elm City College Preparatory, to take any and all actions and/or submit such documents needed to effectuate the foregoing resolution.

Motion by Laura Saverin
Seconded by Julia Halberstam
All in favor

b. Professional Growth Plan (PGP) Review

The board entered executive session at 6:20 pm to discuss the performance of the Elm City Middle School principal with Regional Superintendent, Riley Bauling. Motion by Laura Saverin. Second by Stephanie Ma. All in favor.

The board exited executive session at 6:27 pm. Motion by Prish Pierce. Second by Katie Hagen

c. Joint High School Committee Report

Mr. Dick Ferguson gave a report from the Amistad High School Committee which met on 9/22. Mr. Rod Bowen is the new regional superintendent for Amistad High School and is also serving as the AF Chief of Schools for high school. Mr. Ferguson noted that he was impressed by Mr. Bowen.

Mr. Obas, Amistad High School principal, shared with the Committee at the 9/22 meeting updates on staffing, and student and staff culture. Amistad High School is offering after school clubs and sports. Bussing has been a challenge.

d. Finance Committee Report

Laura Saverin gave the finance committee report giving an overview of the unaudited FY21 balance sheet.



Neil Shah joined the meeting to review AF's ESSER spending strategy, as it aligned to the AF COVID response strategies and reflected in the amended budgets. Principals were given discretion to allocate the grant where it is most needed.

RESOLVED, the Elm City College Preparatory Board of Directors hereby approves the amended budget as recommended by the Finance Committee and prepared by Achievement First for the 2021-22 fiscal year.

Motion by Julia Halberstam

Seconded by Prish Pierce

All in favor

e. Board Chair Report

i. Discussion

Dick Ferguson asked the board if they wanted to talk about any of the elements of the evaluation, especially if they felt AF did not exceed expectations. He will be completing the document and submitting to Sarah Blanton.

Mr. Ferguson requested that all directors sign the conflict of interest disclosure statement and send them to Sarah Blanton.

Dick Ferguson named the individuals who will serve on the different committees.

Sarah Blanton gave an overview of the reasons behind the interim principal resolution below.

ii. Board Business

It was unanimously

RESOLVED: To elect the following leadership slate and committee membership for the 2021-22 fiscal year:

Dick Ferguson, Chair



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Julia Halberstam, Vice Chair

Laura Saverin, Treasurer

Stephanie Ma, Secretary

Amistad High School Joint Committee:

Dick Ferguson, Laura Saverin, Julia Halberstam

Elm City College Preparatory Finance Committee:

Laura Saverin (chair), Dick Ferguson, Patric Gregory, Julia Halberstam

Elm City College Preparatory Personnel Committee:

Julia Halberstam (chair), Laura Saverin, Prish Pierce, Patric Gregory, Stephanie Ma

Elm City College Preparatory Governance Committee:

Stephanie Ma (chair), Dick Ferguson, Laura Saverin, Prish Pierce

Motion by Laura Saverin

Seconded by Prish Pierce

RESOLVED, the Elm City College Preparatory Board of Directors hereby approves the Family Handbook as presented by Achievement First.

Motion by Julia Halberstam

Seconded by Prish Pierce

All in favor

RESOLVED, the Elm City College Preparatory Board of Directors hereby approves the following individuals to serve as interim principal, as needed, for a term not to exceed two weeks, between September 30, 2021 and November 11, 2021.

Oraina Simmons, Elm City College Preparatory Elementary



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Serena Johnson, Elm City College Preparatory Middle

Motion by Laura Saverin

Seconded by Prish Pierce

All in favor

V. Additional Business

There was no additional business.

VI. Adjourn

The meeting was adjourned at 6:56 pm by Dick Ferguson.

Motion by Laura Saverin

Seconded by Julia Halberstam

All in favor



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Recommended Resolutions

Resolution 1:

Resolution 2:

Resolution 3:



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