



AF Bridgeport Academy

Board of Directors

Zoom Video Conference

Thursday, October 28, 2021, 5:30 pm

-Draft minutes-

I. Call to Order

The meeting was called to order at 5:34 pm by Dick Kalt. The following board members, constituting a quorum, and Achievement First Staff were in attendance:

Dick Kalt - Yes

Marlene Macauda - Yes

Debra Hertz - Yes

Kimberly Bruce - Yes

Michael Strambler - No

Ruben Felipe – Yes

Ebrima Jobe – Yes

Rajeev Lakra - Yes

Dewey Loselle - No

Shalia Garnett - Yes

Samantha Lucky, AF School Leadership

Annedrea Coleman, AF School Leadership

Laura Fisher, AF School Leadership

Petrina Hospedales, AF School Leadership

Michael Hendricks, AF Network Support

Kristin Damo, AF Network Support

Sarah Blanton, AF Network Support

Ken Paul, AF Network Support

Stephanie Keenoy, AF Network Support

II. Open Session for Public Comment

There was no public comment.

III. Approve Minutes

RESOLVED, the AF Bridgeport Academy Board of Directors hereby approves the meeting minutes from September 23, 2021.

Motion by Debra Hertz

Seconded by Marlene Macauda

All in favor

IV. Discussion and Business



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Discussion and Possible Action with AF Bridgeport principals, Regional Superintendents and Superintendent

Annedrea Coleman shared an update on AF Bridgeport Middle School and the ways they are trying to bring joy to the school day for students and also for staff. In particular, students are enjoying spirit days and the staff are enjoying food centered events. The purpose is to ensure that students and teachers feel seen, heard and appreciated.

Staffing is a big challenge. Since July, the school has lost 13 staff members but refilled six of those positions. Four of the leadership team members are providing coverage, teaching classes on a daily basis. Ms. Coleman is currently teaching 5th grade science. On a day to day basis, there are 3-4 teacher absences. Deans aren't able to consistently be in classrooms to coach. Teachers don't have time to prep so they have to bring work home. The leadership team is prepping for coverages late at night or before school in the morning.

Many new teachers are not receiving the coaching they normally would. Students are getting acclimated to being in school again and school culture concerns are arising.

The board discussed the reasons for staff departures and whether they were COVID related. Michael Hendricks shared that the middle school has a staffing crisis. It is struggling to operate because there aren't enough adults in the building so teachers who should be teaching three sections, are teaching six. The second major issue is that the leadership team is teaching so new teachers aren't getting feedback and aren't improving. 70% of the staff are new teachers who are teaching the entire day and aren't receiving coaching.

Stephanie Keenoy, Superintendent, shared a proposed resolution that would give the school programmatic flexibility to address the staffing challenges. Currently, the State only allows schools to go remote for COVID related reasons and AF would not go remote unless the State allowed it. AF does not believe going remote is what's best for kids, families or staff. However, it would only be done for the grades or classes where there isn't a teacher for those classes. Students would come back to school as soon as a teacher could be in the building.

One of the potential modifications the school is considering is to increase the number of half days to provide additional professional development. No changes would be made without busing.

The board expressed a desire to receive updates as to any changes made as a result of the resolution below.



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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 AF Bridgeport Academy 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,

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

Motion by Rajeev Lakra
Seconded by Ruben Felipe
All in favor

The board discussed the way interim principals are hired. The board wishes to meet both candidates noted in the resolution below and delegates to the Personnel Committee the responsibility of meeting them and making a recommendation.

RESOLVED, the AF Bridgeport Academy Board of Directors hereby approves the following individuals to serve in the role of interim principal, as needed, for a term not to exceed two weeks, between October 29, 2021 and June 30, 2022.

Lauren D'Addario, AF Bridgeport Elementary
Stephanie Fox, AF Bridgeport Middle

Motion by Rajeev Lakra
Second by Ruben Felipe
All in favor

The board discussed the board manual draft.

RESOLVED, the AF Bridgeport Academy Board of Directors hereby approves the Board Manual as presented by Achievement First.

Motion by Dick Kalt
Seconded by Ebrima Jobe



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All in favor

V. Adjourn

The meeting was adjourned at 7:21 pm by Dick Kalt.

Motion by Ruben Felipe

Seconded by Marlene Macauda

All in favor



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AF Bridgeport Academy
Recommended Resolutions

Resolution 1:

RESOLVED, the AF Bridgeport Academy Board of Directors hereby approves the meeting minutes from May 20, 2021.

Resolution 2:

Resolution 3:



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