

- DRAFT -

**AF Hartford Academy
Joint High School Committee Meeting**

Zoom Video Conference

Monday, March 7, 2022

4:30 p.m.

I. Call to Order

The meeting was called to order at 4:30 p.m. by Patsy Mundy. The following board members, constituting a quorum, and Achievement First staff were in attendance.

Patsy Mundy, AFHA Board - Yes
Erwin Hurst Sr., AFHA Board - Yes
Alice Turner, AFHA Board - No
Myron Stewart, Jumoke Board - Yes
Troy Monroe, Jumoke Academy - Yes
Arnel Hines, Jumoke Academy - No

Claire Shin, Regional Superintendent
Rod Bowen, AF Network Support
Elise Major, AF Network Support
Ken Paul, AF Network Support

II. Open Session for Public Comment

There was no public comment.

III. Approve Minutes

RESOLVED, the Achievement First Hartford Academy Joint High School Committee hereby approves the meeting minutes from January 24, 2022.

Motion by Erwin

Seconded by Myron

All in favor

IV. School Report

Patsy Mundy reported that Ms. Laneka Thomas is not in attendance due illness. Patsy thanked Claire Shin for attending and introduced Rod Bowen. Rod explained that AF Hartford HS is experiencing difficult times due to the pandemic. Claire Shin reported that several things are going well.

Regular classroom observations are ongoing and providing feedback. The challenge is holding people accountable, but overall things are going well. Student attendance is close to goal at 88%. Key challenges are staffing shortages. Lost a 10th grade literature teacher filled in by Claire and a dean. A number of positions are open. The Intent to return survey to date has indicated a low return rate. Student discipline issues were described as well. The team is trying to respond as best as possible. Erwin Hurst asked about the low response rate in staff returning. Claire described a plan to encourage staff to return and to begin interviewing new candidates. Rod added that the supports are being boosted in order to address some concerns about those considering departing. Myron Stewart asked what is a typical return rate? Claire answered that it varies from school to school. 70% and below. The great resignation is affecting AF, Hartford at the highest level across AF. Now 40% are committed to returning. A suggestion was made to attend college recruiting fairs. Troy asked where those departing are going. Rod reported that many are leaving the field altogether or going into other roles in education, but not leaving for another school or graduate school.

Patsy asked in terms of a pipeline, can AF assist with certification to increase opportunities? Part of the challenge, Rod reports, is getting people to come to Hartford. A discussion about the challenge of attracting young people to Hartford that would create a viable pool. Rod mentioned AF's relationship with Relay to support pathway to certification. Ken Paul mentioned that the TIR program has helped with this issue and the challenges of certification in CT. That is changing now due to more stringent requirements by the state.

Patsy asked about salary considerations as a retention incentive. Rod reported on the 4% increase for all teachers. No other plan is known at this time, but some additional incentives are needed. Shorter school day is something that is a variable that might be another incentive. Could also draw some people to AF. Ken explained that many options are being considered. The cabinet and FSB have been working on this.

V. Financial Report

Patsy Mundy gave the finance report. Patsy reported on enrollment challenges. There are some anticipated shortages as a result. Philanthropic giving is under discussion and was discussed in the finance committee meeting. Patsy will be talking with Ken about this further.

RESOLVED, the AF Hartford Academy Board of Directors hereby approves the financial report as presented.

Motion by Erwin Hurst Sr
Seconded by Myron Stewart
All in favor

VI. Adjourn

The meeting was adjourned at 4:59 p.m. by Patsy Mundy.

Motion by Erwin Hurst Sr.
Seconded by Myron Stewart
All in favor