



Joint Meeting of the Achievement First School Boards of Directors

**Amistad Academy, Elm City College Preparatory,
AF Bridgeport Academy, AF Hartford Academy,
AF Brooklyn and AF Rhode Island**

Zoom meeting

Monday, August 2, 2021

1:00 – 3:00 pm

- I. Call to Order
- II. Updates
 - a. Ransomware Attack
 - b. ESSER Funding
- III. Leadership Transition and Vision Process
- IV. 2020-21 Review of Academy Performance and COVID Response Strategies
- V. 2021-22 Goals and School Reopening
- VI. Adjourn



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Joint Meeting of the Achievement First School Boards of Directors

**Amistad Academy, Elm City College Preparatory,
AF Bridgeport Academy, AF Hartford Academy,
AF Brooklyn and AF Rhode Island**

Zoom meeting
Monday, August 2, 2021
1:00 – 3:00 pm

I. Call to Order and Attendance

The meeting was called to order at 1:05 pm by Dick Ferguson, Elm City College Preparatory Board Chair. The following board members and Achievement First Staff were in attendance:

Amistad Academy Board Members in Attendance: Carolyn Greenspan, Jane Levin, Yashira Agosto, Priyanka Junankar

Elm City College Preparatory Board Members in Attendance: Dick Ferguson, Laura Saverin, Patric Gregory, Tina Wright, Julia Halberstam, Nicola Fleischer, Stephanie Ma, LaVonta Bryant, Prish Pierce

AF Bridgeport Academy Board Members in Attendance: Mike Strambler, Ebrima Jobe, Kimberly Bruce, Ruben Felipe, Debra Hertz

AF Hartford Academy Board Members in Attendance: Patsy Mundy, Billie Augustin, Lisa Tanen-La Fontaine, Erwin Hurst

AF Rhode Island Board Members in Attendance: Maryellen Butke, Ben Smith, Macky McCleary, Reshma Singh

AF Brooklyn Board Members in Attendance: Deb Shanley, Romy Coquillet, Andy Hubbard, Desiree Dalton, Kevin Miquelon, Warren Young, Chris Lynch, Tamika Bradley

Achievement First Staff: Rich Buery, Steph Keenoy, Fatimah Barker, Sarah Blanton, Neil Shah, Scot Kerr, Ken Paul, Elise Major

Public: Akeem Frett

II. Updates

A. Ransomware Attack

Mr. Rich Buery updated the boards on what happened with the REvil ransomware attack and how AF responded.

B. ESSER Funding

Mr. Neil Shah gave an overview of ESSER funding and how Achievement First and the schools are working on aligning ESSER funds with our COVID response strategies.

III. Leadership Transition and Vision Process

Mr. Rich Buery discussed his transition plans, as Ms. Fatimah Barker, AF's current Chief External Officer, will serve as the Interim CEO. Mr. Buery spoke about the organizational structure and the new positions added.

Mr. Buery then led a discussion about the Vision Process. The board gave feedback on the graduate aims and then reviewed the updated vision and mission Statement. Updating these statements was not originally intended to be part of the Vision Process but as the work towards defining our aspirations, updating the mission statement naturally followed. The board gave feedback on the vision and mission statements.

IV. 2020-21 Review of Academy Performance and COVID Response Strategies

Ms. Stephanie Keenoy, AF's Superintendent, led a discussion about the performance of the AF schools during the 2020-21 school year. During that year, AF's New York schools were remote all year, while the Connecticut and Rhode Island schools operated in a hybrid mode, offering in-person learning for interested students during parts of the year.

Ms. Keenoy reviewed her goals for the 2020-21 school year and outcomes in the categories of student safety, student experience, staff experience, family experience and remote and hybrid programming and academic performance.

She then reviewed the academic performance of the elementary, middle and high schools by discussing the tests administered, procedures for assessments and results. Across all academy levels, Ms. Keenoy discussed reading levels as a separate measure from many of the other assessments administered by AF. The board posed question and engaged in discussions around the results.

Ms. Keenoy reviewed AF's guiding principles which helped AF draft the response strategies.

1. Designing for physical safety.
2. Continuing to prioritize student experience.

3. Adapt curriculum materials based on formative data.
4. Strong reading intervention – with prioritized efforts in grades 5-12.
5. External partnerships – with a focus on summer academy and tutoring programs.

The board asked questions on the strategies presented.

V. 2021-22 Goals and School Reopening

Ms. Keenoy shared the goals for the coming year, as aligned with the COVID strategies, and the ways in which AF intends to measure progress towards those goals. She indicated that the goals represent started targets and that the principals are setting school-specific goals aligned to these network goals.

Ms. Keenoy shared her confidence in the goals and COVID response strategies. The boards will have opportunities to assess progress towards goals throughout the year.

VI. Adjourn

The joint meeting was adjourned at 3:04 pm by Dick Ferguson. Motion by Laura Saverin. Second by Prish Pierce.

**AF Hartford Academy
Board of Directors**
Zoom Video Conference
Monday, September 13, 2021
5:30 pm

- I. Call to Order
- II. Public Comment
- III. Approve Minutes
- IV. Discussion and Business
 - a. Discussion with AFHA principals
 - b. Professional Growth Plan (PGP) Review
 - i. Proposed executive session to discuss the personnel matters related to the PGPs of the AFHA principals
 - c. Finance Committee Report
 - i. Review FY21 balance sheet and FY22 budget amendment
 - ii. Board business
 - 1. Budget amendment
 - d. Board Chair Report
 - i. Discussion
 - 1. CMO evaluation
 - 2. Conflict of interest disclosure statements
 - 3. Board committees
 - 4. Interim principal hiring process
 - ii. Board Business
 - 1. Leadership Slate
 - 2. Committees
 - 3. Family Handbook
 - 4. Interim Principals
- V. Adjourn



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- Draft Minutes -
AF Hartford Academy
Board of Directors
September 13, 2021, 5:30 pm
Zoom Video Conference

I. Call to Order and Attendance

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

Patsy Mundy - Yes	Raven Obas, AFBA School Leadership
Bildade Augustin - Yes	Emily Wojtusik, AFHA School Leadership
Ja Hannah - Yes	Laneka Thomas, AFHA School Leadership
Alice Turner - Yes	Claire Shin, AF Network Support
David Dee - Yes	Michael Hendricks, AF Network Support
Lisa Tanen-LaFontaine - No	Neil Shah, AF Network Support
Celina Whitmore - Yes	Sarah Blanton, AF Network Support
Jessica Glover - Yes	Ken Paul, AF Network Support
Erwin Hurst - Yes	

II. Open Session for Public Comment

There was no public comment.

III. Approve Minutes

RESOLVED, the AF Hartford Academy Board of Directors hereby approves the meeting minutes from May 10, 2021.

Motion by Billie Augustin

Seconded by Erwin Hurst, Sr

All in favor

IV. Discussion and Business

A. Discussion with AFHA principals

Ms. Raven Obas, shared that the start of the school year has been strong, despite challenges around managing the operations and logistics of the COVID safety protocol. Ms. Wojtusik added

that, at the middle school, they have been dealing with changes to staffing, coverage resulting in leaders covering instruction.

The principals each named the individual who they would recommend to serve as interim for a short period of time (less than two week) in the event they had to be out of the building.

The principals talked about parental engagement. Ms. Wojtusik talked about being thoughtful about timing and purpose to ensure that when parents are being asked to come together, they will get something out of it. Ms. Raven Obas talked about how to increase daily communication with families. They use Class Dojo to share videos, photos and quick updates on what the children are doing during the day. Engaging parents with Class Dojo as their kids are away from home during a difficult time helps families feel at ease that their children are safe and happy. Ms. Thomas underscored the importance of varying and extending the timing of engagement opportunities. Parents want to engage so the school must create structures to provide that. She also wants to expand how they think about parent engagement, beyond all school events. How is each teacher engagement with families? How can they leverage communication tools on a small scale?

B. Professional Growth Plan (PGP) Review

The board entered executive session to discuss the personnel matters related to the PGPs of the AFHA principals at 6:04 pm and invited Sarah Blanton, Claire Shin and Michael Hendricks to join. Motion by David Dee. Seconded by Billie Augustin.

The board exited executive session at 6:23 pm. Motion by Ja Hannah. Second by Jessica Glover. All in favor.

C. Finance Committee Report

Neil Shah joined the meeting to present the financial report. AFHA's PPP loan was forgiven in June. The FY21 fiscal year ended strongly.

In May, the board briefly discussed ESSER. Since then, AF engaged in a holistic process to ensure that we can use the money allocated over a multi-year period. This process was aligned to the five AF COVID response strategies putting dollars towards three in particular: design for physical safety, student experience, reading intervention.

Enrollment is strong.

Mr. Shah shared the proposed budgets.

RESOLVED, the AF Hartford Academy 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 Billie Augustin

Seconded by David Dee

All in favor

D. Board Chair Report

1. Discussion

a) CMO evaluation

Ms. Mundy requested that board members submit any feedback by September 27th. She will then submit to Sarah Blanton.

b) COI disclosure statements

Conflict of interest disclosure statements must be completed. Some board members have already done so.

c) Board committees

Ms. Mundy reviewed the board committee appointments.

Personnel Committee: Patsy Mundy, Billie Augustin and David Dee

AF Hartford HS Committee: Patsy Mundy, Alice Turner and Erwin Hurst, Sr.

Finance Committee: Patsy Mundy, Billie Augustin and Lisa Tanen-LaFontaine

d) Interim principal hiring process

The board discussed questions and considerations for adopting a policy for interim principals. Patsy Mundy, Billie Augustin and Erwin Hurst, Sr. will engage in this work between now and the November meeting.

2. Board business

The board briefly discussed each resolution prior to taking a vote.

RESOLVED, the AF Hartford Academy Board of Directors hereby elects the following leadership slate for the 2020-21 fiscal year:

Patsy Mundy, Chair
Erwin Hurst, Sr., Vice Chair
Bildade Augustin, Treasurer
Ja Hannah, Secretary

Motion by Billie Augustin

Seconded by Ja Hannah

All in favor

RESOLVED, the AF Hartford Academy Board of Directors hereby elects the following Directors to serve on the AF Hartford High School Joint Committee:

Patsy Mundy (Committee Chair)
Erwin Hurst, Sr
Alice Turner

Motion by Ja Hannah

Seconded by Jessica Glover

All in favor

RESOLVED, the AF Hartford Academy Board of Directors hereby elects the following Directors to serve on the AF Hartford Academy Finance Committee:

Bildade Augustin (Committee Chair)
Patsy Mindy
Lisa Tanen-LaFontaine

Motion by Ja Hannah

Seconded by Jessica Glover

All in favor

RESOLVED, the AF Hartford Academy Board of Directors hereby elects the following Directors to serve on the AF Hartford Academy Personnel Committee:

Patsy Mundy (Committee Chair)
David Dee
Bildade Augustin

Motion by Ja Hannah

Seconded by Jessica Glover

All in favor

RESOLVED, the AF Hartford Academy Board of Directors hereby approves the Family Handbook as presented by Achievement First.

Motion by Billie Augustin

Seconded by David Dee

All in favor

RESOLVED, the AF Hartford 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 September 14, 2021 and November 2, 2021

AF Hartford High School: Jahki Manley, Jo-Ann Dominique

AF Hartford Summit Middle School: Rochelle Collins

AF Hartford ES: Sueleidy Cruz

Motion by Billie Augustin

Second by Patsy Mundy

All in favor

V. Additional Business

There was no additional business.

VI. Adjourn

The meeting was adjourned at 7:13 pm by Patsy Mundy.

Motion by Billie Augustin

Seconded by David Dee

All in favor

**Achievement First Hartford Academy
Jumoke Academy
Joint High School Committee**

Monday, September 13, 2021

4:30 – 5:00 pm

Zoom Video Conference

- I. Call to Order
- II. Public Comment
- III. Approve Minutes
- IV. Reports and Discussion
 - A. School Report
 - B. Finance Report
- V. Adjourn



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Recommended Resolutions

Resolution 1: RESOLVED, the Achievement First Hartford Academy Joint High School Committee hereby approves the meeting minutes from May 10, 2021.

Resolution 2: RESOLVED, the Achievement First Hartford Academy Joint High School Committee hereby approves the financial report as presented.



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- DRAFT -

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

September 13, 2021, 4:30 pm

Zoom Video Conference

I. Call to Order & Attendance

The meeting was called to order at 4:34 pm by Patsy Mundy. The following board members, constituting a quorum, were in attendance, along with Jumoke and Achievement First Staff:

Patsy Mundy, AFHA Board - Yes	Laneka Thomas, AF Hartford High School Principal
Alice Turner, AFHA Board - Yes	Sarah Blanton, AF Network Support
Myron Stewart, Jumoke Board - Yes	Ken Paul, AF Network Support
	Troy Monroe, Jumoke Academy
Erwin Hurst, Sr, AFHA Board - Yes	Arnel Hines, Jumoke Academy

II. Open Session for Public Comment

There was no public comment.

III. Approve Meeting Minutes

RESOLVED, the Achievement First Hartford Academy Joint High School Committee hereby approves the meeting minutes from May 10, 2021.

Motion by Myron Stewart

Seconded by Patsy Mundy

All in favor

III. School Report

Ms. Laneka Thomas shared that 100% of students are attending in-person school. She shared that students and teachers are being very resilient but one of the biggest issues is that the school is under staffed. The searches are ongoing and they will fill the positions when they are able.

Ms. Thomas spoke about the school-wide goal of getting all students on grade level for reading. She reviewed strategies and data tracking that the ninth grade team is undertaking.

They are collecting data on a weekly basis. With more frequent assessments and more frequent adjustments, they hope to ensure students are advancing academically.

Students attended summer school this past summer. If they didn't pass classes, they are reenrolled in the class again this year.

Attendance is above 90% and Ms. Thomas said students seem happy to be back in the building. Right now, classes look and feel good and many students are participating.

Ms. Thomas discussed parent engagement and the need for flexibility and creativity with scheduling, activities, events. They have a Parent Leadership Committee (PLC).

IV. Finance Report

Patsy Mundy gave the finance report giving an overview of the way the schools intend to use ESSER funds. The AFHA Board will vote on the proposed amended budgets.

IV. Adjourn

The meeting was adjourned at 5:03 pm by Patsy Mundy.

Motion by Myron Stewart

Seconded by Patsy Mundy

All in favor

**AF Hartford Academy
Personnel Committee**

Zoom Video Conference
Tuesday, October 12, 2021
9:00 am

- I. Call to Order
- II. Discussion of principal performance related to staff complaint at AF Hartford High School
 - a. Proposed Executive Session – Personnel discussion related to principal performance
- III. Adjourn



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**AF Hartford Academy
Personnel Committee**

Zoom Video Conference
Tuesday, October 12, 2021
9:00 am

-Minutes Draft-

I. Call to Order

The meeting was called to order at 9:05 am by Patsy Mundy. The following personnel committee members, constituting a quorum, were in attendance: Patsy Mundy, Billie Augustin, David Dee.

The following Achievement First staff members were in attendance: Sarah Blanton, Christi George, Talia Shaull.

II. Discussion of principal performance related to staff complaint at AF Hartford High School

The personnel committee entered executive session at 9:06 am to discuss a personnel matter involving the high school principal and invited Christi George and Talia Shaull to join. Motion by Billie Augustin. Seconded by Patsy Mundy. All in favor.

The committee exited executive session at 9:39 am. Motion by Patsy Mundy. Seconded by Billie Augustin. All in favor.

Ms. Mundy intends to reconvene for an additional meeting to determine a response to the information discussed during executive session.

III. Adjourn

The meeting was adjourned at 9:40 am by Patsy Mundy. Motion by Patsy Mundy. Seconded by Billie Augustin. All in favor.



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**Achievement First Hartford Academy
Joint High School Committee**

Wednesday, October 13, 2021

5:00 pm

Zoom Video Conference

1. Call to Order
2. Public Comment
3. Approve Minutes
4. Discussion and possible action related to programmatic strategies to address staffing challenges
5. Adjourn



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**Achievement First Hartford Academy
Joint High School Committee**

Wednesday, October 13, 2021

5:00 pm

Zoom Video Conference

1. Call to Order
2. Public Comment
3. Approve Minutes
4. Discussion and possible action related to programmatic strategies to address staffing challenges
5. Adjourn



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- DRAFT -

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

October 13, 2021, 5:00 pm

Zoom Video Conference

I. Call to Order & Attendance

The meeting was called to order at 5:03 pm by Patsy Mundy. The following board members, constituting a quorum, were in attendance, along with Jumoke and Achievement First Staff:

Patsy Mundy, AFHA Board - Yes

Alice Turner, AFHA Board - Yes

Erwin Hurst, Sr, AFHA Board - Yes

Myron Stewart, Jumoke Board - Yes

Sarah Blanton, AF Network Support

Stephanie Keenoy, AF Network Support

II. Open Session for Public Comment

There was no public comment.

III. Approve Meeting Minutes

RESOLVED, the Achievement First Hartford Academy Joint High School Committee hereby approves the meeting minutes from September 13, 2021.

Motion by Myron Stewart

Seconded by Patsy Mundy

All in favor

IV. Discussion and possible action related to programmatic strategies to address staffing challenges.

Ms. Stephanie Blake, AF Superintendent, shared with the Committee the staffing challenges that AF Hartford High School is facing and some proposed strategies for addressing those challenges. The Committee discussed the risks and benefits of the different options while underscoring the difficulty of the situation.

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

RESOLVED, the AF Hartford Academy Joint High School Committee hereby authorizes the Principal, in collaboration with Superintendent, 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 Hartford High School, to take any and all actions and/or submit such documents needed to effectuate the foregoing resolution.

Motion by Myron Stewart

Second by Alice Turner

All in favor

V. Adjourn

The meeting was adjourned at 5:59 pm by Patsy Mundy.

Motion by Alice Turner

Seconded by Erwin Hurst

All in favor

**AF Hartford Academy
Board of Directors**
Zoom Video Conference
Monday, November 1, 2021
5:30 pm

- I. Call to Order
- II. Public Comment
- III. Approve Minutes
- IV. Discussion and Possible Action
 - a. Schools update with AF Hartford Academy principals and Regional Superintendents
 - b. Interim Principal Hiring Process
 - c. AF Hartford Academy Board Manual
- V. Committee Reports
 - d. Finance Committee
 - e. Personnel Committee
 - i. Proposed executive session to discuss a personnel matter related to AFHHS.
- VI. Adjourn



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- Draft Minutes -
AF Hartford Academy
Board of Directors
November 1, 2021, 5:30 pm
Zoom Video Conference

I. Call to Order and Attendance

The meeting was called to order at 5:38 pm by Patsy Mundy. The following board members, constituting a quorum, and Achievement First staff were in attendance:

Patsy Mundy - Yes	Raven Obas, AFBA School Leadership
Bildade Augustin - Yes	Emily Wojtusik, AFHA School Leadership
Ja Hannah - Yes	Laneka Thomas, AFHA School Leadership
Alice Turner - Yes	Claire Shin, AF Network Support
David Dee - No	Michael Hendricks, AF Network Support
Lisa Tanen-LaFontaine - Yes	Neil Shah, AF Network Support
Celina Whitmore - No	Sarah Blanton, AF Network Support
Jessica Glover - Yes	Ken Paul, AF Network Support
Erwin Hurst - Yes	

II. Open Session for Public Comment

There was no public comment.

III. Approve Minutes

RESOLVED, the AF Hartford Academy Board of Directors hereby approves the meeting minutes from September 13, 2021.

Motion by Lisa Tanen-LaFontaine

Seconded by Erwin Hurst, Sr.

All in favor

IV. Discussion and Possible Action

- A. Schools update with AF Hartford Academy principals and Regional Superintendents

Each of the principals updated the board on school culture and staffing issues. At the Elementary School, Ms. Raven Obas shared the positive feedback from scholars in a survey

taken by 90% of students. 86% feel positively about being at school. It is the strongest start to the school year they've had. 87% of staff reported feeling positively about working at the school. The goal was 85%.

She updated the board on staffing vacancies but said that she was confident the kids aren't feeling the impact of staffing challenges despite teachers starting to feel burnout.

Ms. Obas shared that she's feeling proud of the staff for rallying and making the school feel positive for the kids.

Ms. Emily Wojtusik shared that on any given day, there are between three and eight staff members who are out for COVID related reasons on top of the five open positions. The vacancies are due to resignations, one anticipated termination due to the vaccine mandate and one internal promotion of a teacher to a leadership position

Ms. Laneka Thomas shared that there are ten unstaffed positions with a minimum of 1-2 absences daily for COVID related reasons (and multiple days that have had 5-8 staff out). Coverage has had a significant impact on staff morale. In response to the staffing challenges, the school moved from a seven to six period day. The seventh period will be an enrichment period and the school will offer chess club, math club, art club, dance and others.

Ms Claire Shin and Mr. Michael Hendricks, regional superintendents, shared their high level view about how well the principals are doing showing up for kids.

Ms. Stephanie Keenoy, AF's Superintendent, talked about the staffing challenges and teacher recruitment efforts going on for this year and next year.

The board considered and voted on the resolution below.

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 Hartford 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 Hartford Academy, to take any and all actions and/or submit such documents needed to effectuate the foregoing resolution.

Motion by Billie Augustin

Seconded by Erwin Hurst, Sr.

All in favor with Alice Turner abstaining

B. Interim Principal Hiring Process

The board discussed the desire to extend the period of approval for short term interim principals, as recommended by the principals and regional superintendents.

RESOLVED, the AF Hartford Academy Board of Directors hereby approves the following individuals to serve in the interim principal role for the schools indicated below, for a time not to exceed four weeks, between November 2, 2021 and June 30, 2022.

AF Hartford High School: Jahki Manley, Jo-Ann Dominique

AF Hartford Summit Middle School: Rochelle Collins

AF Hartford Elementary School: Sueleidy Cruz

Motion by Lisa Tanen-LaFontaine

Seconded by Ja Hannah

All in favor

C. AF Hartford Academy Board Manual

The board members had no questions or comments about the board manual.

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

Motion by Erwin Hurst, Sr

Seconded by Billie Augustin

All in favor

V. Committee Reports

A. Finance Committee

Neil Shah, AF's Chief Financial Officer, gave the finance report noting the year to date financials and balance sheet. Mr. Shah touched upon ESSER spending and the possibility of coming back to the board in January with an update on spending.

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

Motion by Billie Augustin

Seconded by Lisa Tanen-LaFontaine

All in favor

B. Personnel Committee

1. Proposed executive session to discuss a personnel matter related to AFHHS.

The board entered executive session at 7:25 pm. Motion by Billie Augustin. Second by Lisa Tanen-LaFontaine. All in favor.

The board exited executive session at 8:00 pm. Motion by Alice Turner. Seconded by Jessica Glover. All in favor.

VI. Adjourn

The meeting was adjourned at 8:01 pm by Patsy Mundy.

Motion by Alice Turner

Seconded by Patsy Mundy

All in favor

**Achievement First Hartford Academy
Jumoke Academy
Joint High School Committee**

Monday, November 1, 2021

4:30 – 5:00 pm

Zoom Video Conference

- I. Call to Order
- II. Public Comment
- III. Approve Minutes
- IV. Reports and Discussion
 - A. School Report
 - B. Finance Report
- V. Adjourn



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- DRAFT -

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

November 1, 2021, 4:30 pm

Zoom Video Conference

I. Call to Order and Attendance

The meeting was called to order at 4:33 pm by Patsy Mundy. The following board members, constituting a quorum, were in attendance, along with Jumoke and Achievement First Staff:

Patsy Mundy, AFHA Board - Yes	Laneka Thomas, AF Hartford High School Principal
Alice Turner, AFHA Board - Yes	Sarah Blanton, AF Network Support
Erwin Hurst, Sr, AFHA Board - Yes	Troy Monroe, Jumoke Academy
Myron Stewart, Jumoke Board - Yes	Arnel Hines, Jumoke Academy

II. Open Session for Public Comment

There was no public comment.

III. Approve Meeting Minutes

RESOLVED, the Achievement First Hartford Academy Joint High School Committee hereby approves the meeting minutes from October 13, 2021.

Motion by Myron Stewart

Seconded by Erwin Hurst, Sr.

All in favor

III. School Report

Ms. Laneka Thomas spoke about the challenges with staffing. They are understaffed by ten people and on a daily basis, they average 1-2 teachers out for absences. The school has had as many as eight staff members call out sick in a day.

To address the staffing shortages, they have combined the unstaffed classes into large study halls. AP Computer Science and 12th grade Lit have been turned into study halls. They moved from a seven period schedule to a six period model removing the unstaffed classes and study halls.

Wednesday will be the first day with this new schedule. The new schedule will not negatively impact access to classes needed for graduation.

All students are invited to join an enrichment during the seventh period block and Ms. Thomas reviewed some of the options available. The school is trying to engage as many outside organizations as possible while also building out in-school enrichment options.

The board members expressed their support for the difficulty of the work.

IV. Finance Report

Patsy Mundy gave the finance report. She noted that per-pupil revenue is down because enrollment is down. She also spoke about ESSER funding.

RESOLVED, the AF Hartford High School Committee approves the finance report as presented.

Motion by Myron Stewart

Second by Erwin Hurst, Sr

All in favor

IV. Adjourn

The meeting was adjourned at 5:03 pm by Patsy Mundy.

Motion by Myron Stewart

Seconded by Patsy Mundy

All in favor

**Joint Meeting of the Achievement First
School Boards of Directors**

**Amistad Academy, Elm City College Preparatory, AF Bridgeport Academy,
AF Hartford Academy**

**Zoom meeting
Wednesday, January 19, 2022
5:30 – 7:30 pm**

I. Call to Order

II. Presentation by Interim CEO Fatimah Barker

a. Questions

b. Discussion

III. Adjourn



**Amistad Academy
Board of Directors**

Zoom meeting
Wednesday, January 12, 2022
5:30 pm

- I. Call to Order
- II. Public Comment
- III. Approve Minutes
- IV. Discussion and Business
 - Schools Discussion with Regional Superintendents
 - i. Proposed executive session to discuss principal performance
 - Board Chair Report
 - Treasurer Report
 - i. Financial Report
 - ii. Audited Financial Statements
 - iii. Procurement Policy
- V. Adjourn



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- DRAFT -
Amistad Academy Board of Directors
Zoom Video Conference
Wednesday, January 12, 2022
5:30 p.m.

I. Call to Order

The meeting was called to order at 5:37 p.m. by Carolyn Greenspan. The following board members and Achievement First staff were in attendance.

Yashira Agosto - No	Riley Bauling, Regional Superintendent
Jennifer Alexander - Yes	Kristin Damo, Regional Superintendent
Lorraine Gibbons - Yes	Beth Cocuzza, AF Network Support
Carolyn Greenspan - Yes	Elise Major, AF Network Support
Jane Levin - Yes	Connor McGann, AF Network Support
Gayatri Mehra - Yes	Ken Paul, AF Network Support
Tyra Smallwood - Yes	Neil Shah, AF Network Support
Patricia Sweet - Yes	Megan Tokarski, AF Network Support
Ethan Tyminski - Yes	
Shannelle Whyte - Yes	

II. Open Session for Public Comment

There was no public comment.

III. Approve Minutes

RESOLVED, the Amistad Academy Board of Directors hereby approves the meeting minutes from November 3, 2021.

Motion by Tyra Smallwood
Seconded by Jennifer Alexander
All in favor

IV. Discussion and Business

A. Discussion with Regional Superintendents

Riley Bauling gave a Regional Superintendent report about Amistad Academy Middle. The middle school is having a strong year, with some of the highest student, family, and staff investment and satisfaction in the Achievement First network, according to survey results. Anecdotally, Mr. Bauling reported high satisfaction with the performance of Principal Roseann Basile, as well as the school's other leadership team members and teachers. The board engaged in a Q&A and discussion of Mr. Bauling's report:

- Carolyn Greenspan asked if Amistad Academy Middle is experiencing teacher shortages. Mr. Bauling reported that the school has had a handful of teachers out due to illness at any given time, but the leadership team and grade-level chairs have been able to successfully provide coverage for those short-term absences. There are still two open positions, but the school has not received strong candidates for those roles; instead, deans have stepped into teaching roles and/or teachers have taught extra classes as needed. Amistad Academy Middle is currently anticipating strong teacher retention year-over-year, so there should not be significantly more vacancies to fill.
- Jane Levin asked about academics, especially the negative impact of disrupted learning during the pandemic on reading proficiency levels. Mr. Bauling shared that Amistad Academy Middle is using a nationally-normed internal assessment to assess student reading levels and is currently on track to meet its internal growth goals, but the big unknown remains how this will translate to performance on state assessments. The school has doubled down on the amount of in-house intervention provided to students, but it will be a multi-year effort to get students back to grade-level proficiency in reading. Fortunately, as a result of a strong, stable school culture and significant student, family, and staff investment, the school is able to focus on academics and the students who need intervention the most. Ms. Levin suggested leveraging the New Haven area's many colleges and universities for volunteer tutors. Mr. Bauling said this is being piloted at some Achievement First schools now, including Elm City College Preparatory in New Haven, and if it works well, it will likely be rolled out to other schools.
- Carolyn Greenspan inquired if Amistad Academy Middle is able to offer enrichment this year. Mr. Bauling said all students have a daily, one-hour enrichment block, including PE, creative arts and technology, dance, and/or art. On Friday afternoons, students also participate in a choice of clubs (e.g., gaming, debate) for 45 minutes. Patricia Sweet asked if there is an opportunity to partner with New Haven's theater community to offer enrichment. Mr. Bauling said right now, schools are focusing on implementing the "basics" strongly and consistently, but when things reach a more steady state, Amistad Academy Middle can explore opportunities like this. It is something to consider during readiness planning for the 2022-23 school year, which will get underway in a couple months.

Kristin Damo gave a Regional Superintendent report about Amistad Academy Elementary. The elementary school is experiencing very high levels of staff, student, and family investment and satisfaction, according to survey results. The school currently has no teacher vacancies, and while there have been teachers out due to illness or childcare issues, these absences have not risen to substantially impactful numbers. Average daily student attendance is also high at over 90%. Principal Brooke Williams, as well as some other members of the school's leadership team, will be going out on maternity leave this winter and spring. Ms. Williams has been thoughtful and strategic about leave coverage for all critical roles and responsibilities. Ms. Damo reported that Amistad Academy Elementary's mid-year reading assessment cycle begins next week. This will be an opportunity to measure growth since the beginning of the school year. Beginning-of-year reading assessment results showed low reading proficiency levels, and the school has been finding as many opportunities as possible for reading intervention (e.g., students in grades K-2 have two phonics blocks every day), but it will be a multi-year effort to get students back to grade-level proficiency in reading. The board engaged in a Q&A and discussion of Ms. Damo's report:

- Jane Levin asked if the board can see the data from the mid-year reading assessment cycle. Ms. Damo said all data should be available in early February.
- Jennifer Alexander asked how parents reacted to the Achievement First network's decision to switch to remote learning during the first week of January and how they felt about returning to in-person school this week, as well as how the State responded. Both Mr. Bauling and Ms. Damo reported that parents accepted the decision to switch to remote learning, but were not thrilled about it, and welcomed the return to in-person school. Amistad Academy has been a very safe environment so far this school year, and parents feel comfortable sending their children to school given the safety protocols in place. Fatimah Barker, Achievement First's Interim CEO, spoke with CT's Commissioner of Education about the decision to switch to remote learning. The State is counting one day of remote learning, but Amistad Academy will have to make up two days. Ms. Damo reported that Amistad Academy has already adjusted the calendar to replace two teacher Professional Development Days with school days.
- Jane Levin asked if Achievement First is considering a vaccine mandate for students. Ken Paul shared that Achievement First is providing positive encouragement to families to vaccinate eligible children, but are not yet mandating vaccines for students. Shannelle Whyte suggested implementing a lesser quarantine period for vaccinated students, which might motivate more parents to vaccinate.

B. Board Chair Report

Carolyn Greenspan shared the list of AF Amistad High's Early Decision college acceptances so far.

C. Treasurer Report

1. Financial Report

Neil Shah shared Amistad Academy's year-to-date financial statements through November, 30, 2021, as previously presented to the Amistad Academy Finance Committee. He reported that the charter's financials are standard for this point in the fiscal year. Mr. Shah explained a shift in Amistad Academy's ESSER spending plans, namely pushing back some program items, such as tutoring, to Year 2 (2022-23) due to limited staff/capacity. Patricia Sweet asked about the long-term state funding forecast, and Mr. Shah reported that the new Education Cost Sharing (ECS) legislation is positive for charter schools in terms of bridging the gap of free and reduced-price lunch (FRL) and English language learner (ELL) revenue, but it will be a 10-year phase in. There has not been any indication of an increase to the per-pupil allocation for charter schools. Achievement First is continuing to look at how to be more efficient and sustainable in its budgeting.

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

Motion by Carolyn Greenspan

Seconded by Patricia Sweet

All in favor

2. Audited Financial Statements

Neil Shah presented Amistad Academy's Audited Financial Statements for the fiscal year ending June 30, 2021, as previously presented to the Amistad Academy Finance Committee. He reported that Amistad Academy received an "unmodified opinion" from the auditors, indicating no findings and a clean audit.

RESOLVED, the Amistad Academy Board of Directors hereby accepts the report of the independent auditors CohnReznik prepared in relation to the fiscal year ending 6/30/21.

Motion by Patricia Sweet

Seconded by Jane Levin

All in favor

3. Procurement Policy

Neil Shah directed the board to a draft of the updated Achievement First Procurement Policies and talked through a summary of changes.



RESOLVED, the Amistad Academy Board of Directors hereby approves the updated Procurement Policy as presented.

Motion by Tyra Smallwood
Seconded by Lorraine Gibbons
All in favor

V. Adjourn

The meeting was adjourned at 6:38 p.m. by Carolyn Greenspan.

Motion by Patricia Sweet
Seconded by Jane Levin
All in favor

- DRAFT -
Amistad Academy Board of Directors
Zoom Video Conference
Wednesday, January 12, 2022
5:30 p.m.

I. Call to Order

The meeting was called to order at 5:37 p.m. by Carolyn Greenspan. The following board members and Achievement First staff were in attendance.

Yashira Agosto - No	Riley Bauling, Regional Superintendent
Jennifer Alexander - Yes	Kristin Damo, Regional Superintendent
Lorraine Gibbons - Yes	Beth Cocuzza, AF Network Support
Carolyn Greenspan - Yes	Elise Major, AF Network Support
Jane Levin - Yes	Connor McGann, AF Network Support
Gayatri Mehra - Yes	Ken Paul, AF Network Support
Tyra Smallwood - Yes	Neil Shah, AF Network Support
Patricia Sweet - Yes	Megan Tokarski, AF Network Support
Ethan Tyminski - Yes	
Shannelle Whyte - Yes	

II. Open Session for Public Comment

There was no public comment.

III. Approve Minutes

RESOLVED, the Amistad Academy Board of Directors hereby approves the meeting minutes from November 3, 2021.

Motion by Tyra Smallwood
Seconded by Jennifer Alexander
All in favor

IV. Discussion and Business

A. Discussion with Regional Superintendents

Riley Bauling gave a Regional Superintendent report about Amistad Academy Middle. The middle school is having a strong year, with some of the highest student, family, and staff investment and satisfaction in the Achievement First network, according to survey results. Anecdotally, Mr. Bauling reported high satisfaction with the performance of Principal Roseann Basile, as well as the school's other leadership team members and teachers. The board engaged in a Q&A and discussion of Mr. Bauling's report:

- Carolyn Greenspan asked if Amistad Academy Middle is experiencing teacher shortages. Mr. Bauling reported that the school has had a handful of teachers out due to illness at any given time, but the leadership team and grade-level chairs have been able to successfully provide coverage for those short-term absences. There are still two open positions, but the school has not received strong candidates for those roles; instead, deans have stepped into teaching roles and/or teachers have taught extra classes as needed. Amistad Academy Middle is currently anticipating strong teacher retention year-over-year, so there should not be significantly more vacancies to fill.
- Jane Levin asked about academics, especially the negative impact of disrupted learning during the pandemic on reading proficiency levels. Mr. Bauling shared that Amistad Academy Middle is using a nationally-normed internal assessment to assess student reading levels and is currently on track to meet its internal growth goals, but the big unknown remains how this will translate to performance on state assessments. The school has doubled down on the amount of in-house intervention provided to students, but it will be a multi-year effort to get students back to grade-level proficiency in reading. Fortunately, as a result of a strong, stable school culture and significant student, family, and staff investment, the school is able to focus on academics and the students who need intervention the most. Ms. Levin suggested leveraging the New Haven area's many colleges and universities for volunteer tutors. Mr. Bauling said this is being piloted at some Achievement First schools now, including Elm City College Preparatory in New Haven, and if it works well, it will likely be rolled out to other schools.
- Carolyn Greenspan inquired if Amistad Academy Middle is able to offer enrichment this year. Mr. Bauling said all students have a daily, one-hour enrichment block, including PE, creative arts and technology, dance, and/or art. On Friday afternoons, students also participate in a choice of clubs (e.g., gaming, debate) for 45 minutes. Patricia Sweet asked if there is an opportunity to partner with New Haven's theater community to offer enrichment. Mr. Bauling said right now, schools are focusing on implementing the "basics" strongly and consistently, but when things reach a more steady state, Amistad Academy Middle can explore opportunities like this. It is something to consider during readiness planning for the 2022-23 school year, which will get underway in a couple months.

Kristin Damo gave a Regional Superintendent report about Amistad Academy Elementary. The elementary school is experiencing very high levels of staff, student, and family investment and satisfaction, according to survey results. The school currently has no teacher vacancies, and while there have been teachers out due to illness or childcare issues, these absences have not risen to substantially impactful numbers. Average daily student attendance is also high at over 90%. Principal Brooke Williams, as well as some other members of the school's leadership team, will be going out on maternity leave this winter and spring. Ms. Williams has been thoughtful and strategic about leave coverage for all critical roles and responsibilities. Ms. Damo reported that Amistad Academy Elementary's mid-year reading assessment cycle begins next week. This will be an opportunity to measure growth since the beginning of the school year. Beginning-of-year reading assessment results showed low reading proficiency levels, and the school has been finding as many opportunities as possible for reading intervention (e.g., students in grades K-2 have two phonics blocks every day), but it will be a multi-year effort to get students back to grade-level proficiency in reading. The board engaged in a Q&A and discussion of Ms. Damo's report:

- Jane Levin asked if the board can see the data from the mid-year reading assessment cycle. Ms. Damo said all data should be available in early February.
- Jennifer Alexander asked how parents reacted to the Achievement First network's decision to switch to remote learning during the first week of January and how they felt about returning to in-person school this week, as well as how the State responded. Both Mr. Bauling and Ms. Damo reported that parents accepted the decision to switch to remote learning, but were not thrilled about it, and welcomed the return to in-person school. Amistad Academy has been a very safe environment so far this school year, and parents feel comfortable sending their children to school given the safety protocols in place. Fatimah Barker, Achievement First's Interim CEO, spoke with CT's Commissioner of Education about the decision to switch to remote learning. The State is counting one day of remote learning, but Amistad Academy will have to make up two days. Ms. Damo reported that Amistad Academy has already adjusted the calendar to replace two teacher Professional Development Days with school days.
- Jane Levin asked if Achievement First is considering a vaccine mandate for students. Ken Paul shared that Achievement First is providing positive encouragement to families to vaccinate eligible children, but are not yet mandating vaccines for students. Shannelle Whyte suggested implementing a lesser quarantine period for vaccinated students, which might motivate more parents to vaccinate.

B. Board Chair Report

Carolyn Greenspan shared the list of AF Amistad High's Early Decision college acceptances so far.

C. Treasurer Report

1. Financial Report

Neil Shah shared Amistad Academy's year-to-date financial statements through November, 30, 2021, as previously presented to the Amistad Academy Finance Committee. He reported that the charter's financials are standard for this point in the fiscal year. Mr. Shah explained a shift in Amistad Academy's ESSER spending plans, namely pushing back some program items, such as tutoring, to Year 2 (2022-23) due to limited staff/capacity. Patricia Sweet asked about the long-term state funding forecast, and Mr. Shah reported that the new Education Cost Sharing (ECS) legislation is positive for charter schools in terms of bridging the gap of free and reduced-price lunch (FRL) and English language learner (ELL) revenue, but it will be a 10-year phase in. There has not been any indication of an increase to the per-pupil allocation for charter schools. Achievement First is continuing to look at how to be more efficient and sustainable in its budgeting.

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

Motion by Carolyn Greenspan

Seconded by Patricia Sweet

All in favor

2. Audited Financial Statements

Neil Shah presented Amistad Academy's Audited Financial Statements for the fiscal year ending June 30, 2021, as previously presented to the Amistad Academy Finance Committee. He reported that Amistad Academy received an "unmodified opinion" from the auditors, indicating no findings and a clean audit.

RESOLVED, the Amistad Academy Board of Directors hereby accepts the report of the independent auditors CohnReznik prepared in relation to the fiscal year ending 6/30/21.

Motion by Patricia Sweet

Seconded by Jane Levin

All in favor

3. Procurement Policy

Neil Shah directed the board to a draft of the updated Achievement First Procurement Policies and talked through a summary of changes.



RESOLVED, the Amistad Academy Board of Directors hereby approves the updated Procurement Policy as presented.

Motion by Tyra Smallwood
Seconded by Lorraine Gibbons
All in favor

V. Adjourn

The meeting was adjourned at 6:38 p.m. by Carolyn Greenspan.

Motion by Patricia Sweet
Seconded by Jane Levin
All in favor

**Elm City College Preparatory
Board of Directors**

Zoom meeting

Wednesday, February 2, 2022

5:30 pm

- I. Call to Order
- II. Public Comment
- III. Approve Minutes
- IV. Discussion and Business
 - Schools Discussion with Regional Superintendents
 - i. Proposed executive session to discuss principal performance
 - Board Chair Report
 - Facilities Update
 - Treasurer Report
 - i. Financial Report
 - ii. Audited Financial Statements
 - iii. Procurement Policy

- DRAFT -

Elm City College Preparatory Board of Directors

Zoom Video Conference

Wednesday, February 2, 2022

5:30 p.m.

I. Call to Order

The meeting was called to order at 5:40 p.m. by Dick Ferguson. The following board members, constituting a quorum, and Achievement First staff were in attendance.

LaVonta Bryant - Yes	Fatimah Barker, Interim CEO
Dick Ferguson - Yes	Stephanie Keenoy, Superintendent
Nicola Fleischer - Yes	Jesse Balis-Harris, Chief of Schools - Elementary School
Patric Gregory - No	Riley Bauling, Regional Superintendent
Katie Hagen - Yes	Tanesha Forman, Academic Dean
Julia Halberstam - Yes	Beth Cocuzza, AF Network Support
Stephanie Ma - Yes	Ketki Harale, AF Network Support
Prish Pierce - Yes	Xanthe Jory, AF Network Support
Laura Saverin - Yes	Naoko Kudo, AF Network Support
	Elise Major, AF Network Support
	Connor McGann, AF Network Support
	Ken Paul, AF Network Support
	Amanda Pinto, AF Network Support
	Neil Shah, AF Network Support
	Megan Tokarski, AF Network Support

Public: Haneen Hamdan

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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 December 15, 2021.

Motion by Laura Saverin

Seconded by Julia Halberstam

All in favor

IV. Discussion and Business

A. Schools Discussion with Superintendent and Regional Superintendents

The board entered Executive Session at 5:42 p.m. and invited the following members of the Achievement First staff to join: Fatimah Barker, Stephanie, Keenoy, Jesse Balis-Harris, and Riley Bauling. Motion by Julia Halberstam. Seconded by Laura Saverin.

The board exited Executive Session at 6:58 p.m.

B. Board Chair Report

Dick Ferguson shared that Yale SOM Board Fellow Nicola Fleischer's term ends in June 2022. At the next board meeting, currently scheduled for March 9, 2022, a new Yale SOM Board Fellow is expected to join and overlap with Ms. Fleischer through the end of her term.

C. Facilities Update

There was no Facilities Update.

D. Treasurer Report

1. Financial Report

Neil Shah shared Elm City College Preparatory's year-to-date financial statements through November 30, 2021, as previously presented to the board's Finance Committee. He reported that the charter's financials are standard for this point in the fiscal year.

Mr. Shah explained a shift in Elm City College Preparatory's ESSER spending plan, namely pushing back some program spending, such as tutoring, to Year 2 (2022-23) due to limited staff/capacity and allocating more Year 1 (2021-22) funds to operations and staff retention efforts.

RESOLVED, the Elm City College Preparatory Board of Directors hereby approves the financial report as presented.

Motion by Julia Halberstam

Seconded by Prish Pierce

All in favor

2. Audited Financial Statements

Neil Shah presented Elm City College Preparatory's Audited Financial Statements for the fiscal year ending June 30, 2021, as previously reviewed by the board's Finance Committee. He reported that Elm City College Preparatory received an "unmodified opinion" from the auditors, indicating no findings and a clean audit.

Laura Saverin added that the Finance Committee had a good meeting with the auditors, where they reviewed the audit report in detail. The auditors were complimentary of Achievement First's and Elm City College Preparatory's financial management and operations.

RESOLVED, the Elm City College Preparatory Board of Directors hereby accepts the report of the independent auditors CohnReznik prepared in relation to the fiscal year ending 6/30/21.

Motion by Prish Pierce

Seconded by Julia Halberstam

All in favor

3. Procurement Policy

Neil Shah directed the board to a draft of the updated Achievement First Procurement Policies and reviewed the summary of changes.

RESOLVED, the Elm City College Preparatory Board of Directors hereby approves the updated Procurement Policy as presented.

Motion by Prish Pierce

Seconded by Laura Saverin achievementfirst.org



All in favor

V. Adjourn

The meeting was adjourned at 7:15 p.m. by Dick Ferguson.

Motion by Laura Saverin

Seconded by Prish Pierce

All in favor

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370 James Street, Suite 404
New Haven, CT 06513
203 773 3223

370 Hartford Avenue
Providence, RI 02909
401 347 1106 ext. 30610

AF Hartford Academy
Joint High School Committee Meeting
Zoom Video Conference
Monday, March 7, 2022
4:30 pm

- I. Call to Order**
- II. Public Comment**
- III. Approve Meeting Minutes**
- IV. Discussion and Possible Action**
 - School Report
 - Financial Report
- V. Adjourn**

- 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

**AF Hartford Academy
Board of Directors**

Zoom meeting
March 7, 2022 5:30 pm

I. Call to Order

II. Public Comment

III. Board Business

- a. Approve Minutes
- b. Principal Reports
- b. Approve Financial Report

IV. Discussion and Additional Business

- a. Joint High School Committee Report
- b. Proposed Executive Session: Personnel discussion regarding principal performance
- c. Board Chair Report

V. Adjourn

**Achievement First Hartford Academy
Treasurer Call**

Zoom Link: <https://achievementfirst.zoom.us/j/4765121702?from=addon>
May 5, 2022
9:30am

Call to Order

Discussion

- FY21 P&L
- FY21 Balance Sheet
- FY22 Budget
- FY21 990 Tax Return

Adjourn

**Achievement First
Hartford Academy
Finance Committee Meeting
MINUTES
May 5, 2022
9:30am**

I. Call to Order

The meeting was called to order at 9:31 am by Neil Shah. The following board members, representing a quorum, were in attendance: Patsy Mundy and Lisa Tanen-LaFontaine.

The following Achievement First staff were in attendance: Neil Shah, Kate Aufiero, Devin Devanney, Jen Parkinson, Ariana Rosa; along with Sima Wolfson from CohnReznick.

II. Discussion

Mr. Neil Shah reviewed the FY21 Balance Sheet.

Ms. Kate Aufiero reviewed the FY21 P&L. Overall, the AF Hartford Charter is seeing a \$37,000 surplus. Ms. Aufiero discussed being able to reduce reliance on private philanthropy.

Ms. Aufiero then discussed the FY22 Budget plan. With a disclaimer, Mrs. Aufiero discussed that due to staffing challenges in the FY21-22 Academic year, Achievement First academic teams are working on a revised schedule and staffing plans. The current budget as presented does not fully reflect all of the new plans.

Ms. Aufiero discussed the overall increase in revenue and overall increase being expected in personnel and non personnel at our schools.

Miss Sima Wolfson from CohnReznick reviewed the FY21 990 Tax Return.

III. Adjourned at 10:09am

- DRAFT -

**Amistad Academy, Elm City College Preparatory, AF Bridgeport Academy,
AF Hartford Academy**

Joint Meeting of the School Boards of Directors

Zoom Video Conference

Wednesday, January 19, 2022

5:30 p.m.

I. Call to Order

The meeting was called to order at 5:33 p.m. by Carolyn Greenspan, Amistad Academy Board Chair. The following board members and Achievement First staff were in attendance.

Amistad Academy Board Members in Attendance: Yashira Agosto, Jennifer Alexander, Carolyn Greenspan, Jane Levin, Gayatri Mehra, Tyra Smallwood, Patricia Sweet, Shannelle Whyte

Elm City College Preparatory Board Members in Attendance: LaVonta Bryant, Dick Ferguson, Nicola Fleischer, Stephanie Ma, Laura Saverin

AF Bridgeport Academy Board Members in Attendance: Dick Kalt, Shalia Garnett, Raj Lakra, Marlene Macaуда

AF Hartford Academy Board Members in Attendance: Billie Augustin, Jessica Glover, Erwin Hurst Sr., Patsy Mundy, Lisa Tanen

Achievement First Staff: Fatimah Barker, Beth Cocuzza, Patricia Granda-Malaver, Elise Major, Connor McGann, Ken Paul, Neil Shah, Megan Tokarski

II. Open Session for Public Comment

There was no public comment.

III. Presentation by Interim CEO Fatimah Barker

Fatimah Barker began her presentation by sharing gratitude for all the adults currently working in AF schools. Remote learning last year was not easy, but in-person school is

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challenging right now too. However, Ms. Barker emphasized the importance of in-person school for students and reviewed AF's COVID response plan.

Ms. Barker shared highlights and updates from the first half of the school year, including Early Decision college acceptances and several facilities projects and improvements across AF's CT schools. She also reviewed student enrollment and attendance, days in school, and staffing data.

Looking ahead to the remainder of the school year, Ms. Barker said the focus will be on keeping schools fully and safely open, including preparing for the possibility of a state and/or district vaccine mandate for students.

A. Questions and Discussion

Billie Augustin prompted a review by Ms. Barker and Neil Shah of how AF schools are using ESSER dollars to support staff recruitment and retention in both the short and long term. Ms. Augustin also reiterated her belief that AF schools need to take steps to become more community-based, including better leveraging community resources and partnering with community organizations to benefit students. She suggested ESSER dollars could be used for this purpose.

Patricia Sweet asked if there is an opportunity for AF to pilot cutting-edge solutions to the issues of staff recruitment/retention and student mental health in ways that could be exported for the benefit of the education sector more broadly. Ms. Barker agreed that the way things have previously been done in schools is insufficient for the current situation and the road ahead. She is in conversations with other CEOs in the education sector and also with consultants about ways to reimagine school going forward.

Dick Ferguson and Patsy Mundy asked about the current and future status of student vaccinations. Ms. Barker said a voluntary survey will go out to families at the beginning of February to begin collecting student vaccination information. She is also creating a video message for families emphasizing the importance of vaccinating students against COVID in order to stabilize and normalize AF schools.

IV. Adjourn

The meeting was adjourned at 6:33 p.m. by Carolyn Greenspan.

Motion by Patricia Sweet

Seconded by Dick Ferguson

All in favor

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- DRAFT -

AF Hartford Academy Board of Directors

Zoom Video Conference

Monday, January 24, 2022

5:30 p.m.

I. Call to Order

The meeting was called to order at 5:36 p.m. by Patsy Mundy. The following board members, constituting a quorum, and Achievement First staff were in attendance.

Billie Augustin - Yes	Stephanie Keenoy, Superintendent
David Dee - No	Michael Hendricks, Regional Superintendent
Jessica Glover - Yes	Claire Shin, Regional Superintendent
Ja Hannah - Yes	Beth Cocuzza, AF Network Support
Erwin T. Hurst, Sr. - Yes	Elise Major, AF Network Support
Patsy Mundy - Yes	Connor McGann, AF Network Support
Lisa Tanen - Yes	Ken Paul, AF Network Support
Alice Turner - Yes	Neil Shah, AF Network Support
Celina Whitmore - No	Megan Tokarski, AF Network Support

II. Open Session for Public Comment

There was no public comment.

III. Approve Minutes

RESOLVED, the AF Hartford Academy Board of Directors hereby approves the meeting minutes from November 1, 2021.

Motion by Lisa Tanen

Seconded by Erwin T. Hurst, Sr.

All in favor

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IV. Discussion and Business

A. Schools Discussion with Superintendent and Regional Superintendents

The board entered Executive Session at 5:38 p.m. and invited the following members of the Achievement First staff to join: Beth Cocuzza, Michael Hendricks, Stephanie Keenoy, Elise Major, Ken Paul, and Claire Shin. Motion by Lisa Tanen. Seconded by Erwin T. Hurst, Sr.

The board exited Executive Session at 6:10 p.m.

B. Board Chair Report

Patsy Mundy talked about the board's interest in finding ways for AF's Hartford schools to become more community-based, including better leveraging community resources and partnering with community organizations to benefit students. Billie Augustin is scheduling time to speak with Fatimah Barker, AF's Interim CEO, about this.

C. Treasurer Report

1. Financial Report

Neil Shah shared AF Hartford Academy's year-to-date financial statements through November 30, 2021, as previously presented to the AF Hartford Academy Finance Committee. He reported that the charter's financials are standard for this point in the fiscal year.

Mr. Shah explained a shift in AF Hartford Academy's ESSER spending plan, namely pushing back some program spending, such as tutoring, to Year 2 (2022-23) due to limited staff/capacity and allocating more Year 1 (2021-22) funds to operations and staff retention efforts.

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

Motion by Billie Augustin

Seconded by Lisa Tanen

All in favor

2. Audited Financial Statements

Neil Shah presented AF Hartford Academy's Audited Financial Statements for the fiscal year ending June 30, 2021, as previously reviewed by the AF Hartford Academy Financial Committee. He reported that AF Hartford Academy received an "unmodified opinion" from the auditors, indicating no findings and a clean audit.

RESOLVED, the AF Hartford Academy Board of Directors hereby accepts the report of the independent auditors CohnReznik prepared in relation to the fiscal year ending 6/30/21.

Motion by Billie Augustin

Seconded by Lisa Tanen

All in favor

3. Procurement Policy

Neil Shah directed the board to a draft of the updated Achievement First Procurement Policies and reviewed the summary of changes.

RESOLVED, the AF Hartford Academy Board of Directors hereby approves the updated Procurement Policy as presented.

Motion by Billie Augustin

Seconded by Erwin T. Hurst, Sr.

All in favor

V. Adjourn

The meeting was adjourned at 6:29 p.m. by Patsy Mundy.

Motion by Billie Augustin

Seconded by Lisa Tanen

All in favor

AF Hartford Academy
Joint High School Committee Meeting
Zoom Video Conference
Monday, January 24, 2022
4:30 pm

Call to Order

Public Comment

Approve Meeting Minutes

Discussion and Possible Action

- School Report
- Financial Report

Adjourn

- DRAFT -

AF Hartford Academy
Joint High School Committee Meeting
Zoom Video Conference
Monday, January 24, 2022
5:30 p.m.

I. Call to Order

The meeting was called to order at 4:36 p.m. by Patsy Mundy. The following board members, constituting a quorum, and Achievement First staff were in attendance.

Patsy Mundy, AFHA Board - Yes	Laneka Thomas, AF Hartford High School
Erwin Hurst Sr., AFHA Board - Yes	Principal
Alice Turner, AFHA Board - Yes	Claire Shin, Regional Superintendent
Myron Stewart, Jumoke Board - Yes	Elise Major, AF Network Support
Troy Monroe, Jumoke Academy - Yes	Connor McGann, AF Network Support
Arnel Hines, Jumoke Academy - Yes	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 November 1, 2021.

Motion by Erwin Hurst Sr.
Seconded by Alice Turner
All in favor

IV. School Report

Patsy Mundy asked Claire Shin to introduce herself. Ms. Shin was the founding principal of the high school. She was thanked for her attendance.

Ms. Laneka Thomas discussed staffing issues at the high school, which have stabilized thanks to substitutes and incentives for staff to step in and provide coverage. While there are still open positions, they now have permanent solutions to address these vacancies.

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Ms. Thomas expressed that navigating COVID-19 after winter break has been challenging. Staff are required to be fully vaccinated. Exposure still requires groups of students to be quarantined.

Ms. Thomas reported that early decision results for the school have been favorable. The school has a Questbridge scholar accepted to Dartmouth University. Early decision applications saw a slight decline in the current school year, due to inability to visit campuses in-person

Ms. Thomas reported in terms of academic success that the majority of students are passing all of their classes. Students are also struggling with mental health due to the pandemic, but are communicative with the school. The school incorporates community time into the school week, including zoom calls that engage the student body on ways to make them more excited for school.

Ms. Thomas opened the floor to questions.

- Ken Paul asked Ms. Thomas about attendance. Attendance is stable and exceeding the school's goal for the year.
- Erwin Hurst Sr. asked what support the school offers to encourage student interest in college. Ms. Thomas indicated that the senior class is not experiencing waning excitement for the college process, just for specific schools, as they could not visit and invest in them. Ms. Thomas will speak with the junior class as early as possible to cultivate their interest. She thinks they need to talk to the junior class as early as possible to cultivate their interest.

Myron Stewart communicated that he and Dr. Monroe are affiliated with an organization that provides scholarships for four-year universities to high-achieving students. Mr. Stewart indicated high-achieving students at the high school may qualify.

Ms. Thomas discussed student enrollment. She indicated that student attrition this year remains typical, primarily families moving out of the area.

V. Financial Report

Patsy Mundy gave the finance report. She noted that a gratitude bonus was given to Achievement First employees to maintain staff morale.

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

Motion by Alice Turner

Seconded by Erwin Hurst Sr.

All in favor

VI. Adjourn

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

Motion by Alice Turner

Seconded by Patsy Mundy

All in favor

**AF Hartford Academy
Finance Committee Meeting**

Zoom Link: <https://achievementfirst.zoom.us/j/4765121702?from=addon>

March 3rd, 2022

2:00pm

Call to Order

Discussion

- FY22 YTD Balance Sheet
- FY22 YTD P/L Forecast

Adjourn

**Achievement First (AF) Hartford Academy
Finance Committee Meeting**

Zoom Link: <https://achievementfirst.zoom.us/j/4765121702?from=addon>

March 3rd, 2022

2:00pm

I. Call to Order

The meeting was called to order at 2:03pm. The following Committee Members, representing a quorum, and AF Staff were in attendance.

Committee Members: Bildade Augustin, Lisa Tanen-LaFontaine

AF Staff: Kate Aufiero, Devin Devanney, Ariana Rosa, Billie, Lisa Tanen

II. Discussion

Kate Aufiero, VP of Finance, reported on the FY22 YTD balance sheet and P&L forecast, noting the charter increase by \$22k, current vacancies, increased enrollment at the Elementary and Middle Schools, and decreased enrollment at the High School

Ms. Aufiero entertained follow-up questions from the Committee on the balance sheet and forecast.

III. Adjourn

There being no further business, the Committee Meeting adjourned at 2:18pm.

**AF Elm City College Preparatory
Finance Committee Meeting**

Zoom Link: <https://achievementfirst.zoom.us/j/4765121702?from=addon>

March 7th, 2022

12:30pm

Call to Order at 12:32pm

Attendees: Laura Saverin, Kate Aufiero, Devin Devaney, Neil Shah, Patrick Gregory, Karin Gould, Erin Laskey, Richard Ferguson

Discussion

- FY22 YTD Balance Sheet
 - Increase in cash and decrease in liability
 - Reflects sale of the Dixwell building
- FY22 YTD P/L Forecast
 - Over \$10K surplus this period
 - Public revenue increase

Adjourn at 12:46pm



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New Haven, CT 06513
203 773 3223

370 Hartford Avenue
Providence, RI 02909
401 347 1106 ext. 30610

- 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

**Achievement First Hartford Academy
Board of Directors Meeting
MINUTES**
Monday, May 16, 2022
5:30 pm

I. Call to Order

The meeting was called to order at 5:38 p.m. by Patsy Mundy. The following board members, constituting a quorum, and Achievement First (AF) staff and guest were in attendance:

Directors: Patsy Mundy, Erwin Hurst, Jessica Glover, Celina Whitmore, Alice Turner, Lisa Tanen-LaFontaine, Ja Hannah

AF Staff: Fatimah Barker, Lisa Margosian, Beth Cocuzza, Steph Keenoy, De-Lea Deane-Allen, Neil Shah, Xanthe Jory, Ken Paul, Kate Aufiero, Isabel Tañedo, Elise Major, Connor McGann, Rod Bowen, Claire Shin, Michael Hendricks, Laneka Thomas, Raven Obas, Emily Wojtusik, Nakia Hall

Guest: Francoise Deristel Leger

Isabel Tañedo recorded the minutes.

II. Public Comment

There was no public comment.

Patsy Mundy, Board Chair, invited Fatimah Barker, current AF interim CEO, and Lisa Margosian, incoming AF interim CEO, to address the group. Ms. Mundy also acknowledged the attendance of Ms. Francoise Deristel-Leger, Hartford BOE appointee to the Hartford Board, who would formally be elected to the Board in this meeting.

III. Approval of Minutes

RESOLVED, the AF Hartford Academy Board of Directors hereby approves the meeting minutes from March 7, 2022.

Motion by Lisa Tanen-Lafontaine

Seconded by Erwin Hurst

All in favor.

IV. Board Business and Discussion

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A. Principal reports

Laneka Thoma delivered Amistad Academy High School updates, beginning with student academic data, efforts to support student social-emotional health and Team College's work with seniors. The second part of Ms. Thomas' report focused on staff and challenges they are facing: teacher and leadership team retention and positions that still need to be filled. Finally, Ms. Thomas reported on end of year priorities: staff retention and recruitment, staff support, and continued investment in student academics and social-emotional learning, including hiring a new social worker focused on student group work (e.g. conflict resolution, peer mediation).

Ms. Thomas entertained questions from the Board on pre-pandemic academic data, alumni updates, and the impact of bonuses on staff retention.

Emily Wojtusik, Middle School principal, presented student updates, highlighting Spring events, as well as student attendance and academic results from recent testing. Ms. Wojtusik also shared results from the Spring Org Health Survey results. She closed out her report with updates on staffing and recruitment.

Ms. Wojtuski entertained questions from the Board on staff morale, staffing plans, planning considerations for next school year and summer programs for students. Ms. Mundy thanked Ms. Wojtuski for her service, noting for the Board that Ms. Wojtuski would not be returning to Achievement First next year.

Raven Obas delivered the final principal report on the Elementary School. She began with enrollment updates and discussed efforts to develop connections within the Hartford community. She then reported on positive Org Health Data, including strong adult culture, as well as student and family experience. Ms. Obas also identified challenges the school is facing, including student and staff attendance, low reading proficiency and lagging foundational math skills. She and her team are focused on identifying ways to close the academic gaps, including incentivizing student completion of summer work and parent-teacher conferences.

Ms. Obas entertained questions from the Board on how to support student learning.

B. Executive session: Personnel discussion regarding principal renewal offers

The board entered Executive Session at 6:28 p.m. and invited the following members of the Achievement First staff to join: Stephanie Keenoy, Rod Bowen, Elise Major, Claire Shin, Isabel Tañedo.

Motion by Lisa Tanen-LaFontaine

Seconded by Erwin Hurst

The board exited Executive Session at 6:51 p.m.

Motion by Lisa Tanen-LaFontaine

Seconded by Ja Hannah

BE IT RESOLVED, that the AF Hartford Academy Board of Directors has discussed the performance of the following principals intending to return for the 2022-23 school year, and the compensation packages as proposed by Achievement First, and hereby approves their offer renewals, with a final compensation package as incorporated in the FY22-23 budget.

Raven Obas, AF Hartford Academy Elementary School Principal

Laneka Thomas, AF Hartford Academy High School Principal

Motion by Lisa Tanen-LaFontaine

Second by Jay Hannah

All in favor.

C. COO Report

Xanthe Jory, AF Chief Operating Officer, presented enrollment and COVID-related updates. On enrollment, Ms. Jory shared that AF's Network Support team recently recruited a new person entirely focused on strengthening enrollment, including by fomenting relationships with daycares in Hartford. Ms. Jory added that she anticipates two full Kindergarten classes, but noted that this is not close to the goal of three full sections. On COVID safety, Ms. Jory reported on the increase in positive cases in Hartford. While there are no changes to safety policies at the district level, AF continues to encourage masking for students, staff and families.

Ms. Jory entertained follow-up questions from the Board on vaccination campaigns and recent vaccination data.

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D. Treasurer report

Neil Shah, AF Chief Financial Officer, reported on financial statements through March 31, and draft budgets for 2022-2023 school year. Mr. Shah entertained questions from the Board on staffing models referenced in the budget, as well as the effectiveness of retention bonuses.

WHEREAS, the Board has heard the financial statements and draft budget, be it

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

Motion by Erwin Hurst

Seconded by Lisa Tanen-LaFontaine

All in favor

RESOLVED, the AF Hartford Academy Board of Directors hereby approves the financial budget as prepared by Achievement First for the 2022-23 fiscal year.

Motion by Erwin Hurst

Seconded by Lisa Tanen-LaFontaine

All in favor

V. Other Business

A. Re-appointment of auditors

RESOLVED, the AF Hartford Academy Board of Directors hereby ratifies the re-appointment of CohnReznick to perform the financial audit of the 2021-22 fiscal year and prepare the IRS Form 990s.

Motion by Lisa Tanen-LaFontaine

Second by Ja Hannah

All in favor.

B. Re-election of Director

RESOLVED, the AF Hartford Academy Board of Directors hereby ratifies the re-election of Lisa Tanen-LaFontaine for another 3-year term, ending June 30, 2025.

Motion by Erwin Hurst

Second by Ja Hanna

All in favor.

C. Elect new Director

RESOLVED, the AF Hartford Academy Board of Directors elects Ms. Francoise Deristel-Leger to the Board as ex-officio Director for a 2-year term, ending June 30, 2024.

Motion by Erwin Hurst

Second by Ja Hannah

RESOLVED, pursuant to Article IV, Section 2 of the AF Hartford Academy Bylaws, the AF Hartford Academy Board of Directors hereby does, effective May 16, 2022, set the number of members of the Board of Directors at eight (8).

Motion by Lisa Tanen-LaFontaine

Second by Ja Hannah

All in favor

D. Leadership Slate

WHEREAS, Bildade Agusin, Director and Treasurer submitted her resignation effective May 3, 2022, be it

RESOLVED, the AF Hartford Academy Board of Directors hereby elects Erwin Hurst to serve as Treasurer and Chair of the Finance Committee through the end of the current school year.

Motion by Lisa Tanen-LaFontaine

Second by Jay Hannah

All in favor.

VI. Adjourn

The meeting was adjourned at 7:17 p.m. by Patsy Mundy.

Motion by Lisa Tanen-LaFontaine

Seconded by Ja Hannah

All in favor.

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

Monday, May 16, 2022

4:00 pm

Zoom: <https://achievementfirst.zoom.us/j/3152462942>

In-person: [Hartford Academy Middle School](#), 3rd floor lecture hall

- I. Call to Order**
- II. Public Comment**
- III. Approve Meeting Minutes**
- IV. Discussion and Possible Action**
 - School Report
 - Financial Report
- V. Adjourn**

**Achievement First (AF)
Hartford Academy
Board of Directors Special Meeting
DRAFT AGENDA**

Zoom: <https://achievementfirst.zoom.us/j/8959180848>
Thursday, June 7, 2022, 12:00 pm

- I. Call to Order**
- II. Public Comment**
- III. Board Business**
 - A. Proposed executive session to discuss AF Hartford Summit Middle School Principal candidate
 - B. SY 2022-2023 Board Officers
- IV. Adjourn**

DRAFT MINUTES
Achievement First (AF)
Hartford Academy
Board of Directors Meeting
Zoom: <https://achievementfirst.zoom.us/j/8959180848>
Thursday, June 7, 2022, 12:00 pm

I. Call to Order

Patsy Mundy called the meeting to order at 12:22 pm.

The following Board Members, constituting a quorum, and AF staff were in attendance.

Board Members: Patsy Mundy, Erwin Hurst, Lisa Tanen-La Fontaine, Jessica Glover, Alice Turner

AF Staff: De-Lea Deane-Allen, Jesse Balis-Harris, Isabel Tañedo

Isabel Tañedo recorded the minutes.

II. Public Comment

There was no public comment.

III. Board Business

A. Executive session

The Board entered into executive session at 12:22 pm to discuss the credentials of the candidate for AF Hartford Summit Middle School. De-Lea Deane-Allen, Jesse Balis-Harris and Isabel Tañedo were invited to join the session.

Motion by Lisa Tanen-La Fontaine

Seconded by Erwin Hurst

All in favor.

The Board exited executive session at 12:24 pm.

Motion by Lisa Tanen-La Fontaine

Seconded by Erwin Hurst

All in favor.

BE IT RESOLVED, that the AF Hartford Academy Board of Directors hereby approves Oraina Simmons to serve as Hartford Summit Middle School principal for school year 2022-2023.

Motion by Erwin Hurst

Seconded by Lisa Tanen-La Fontaine

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All in favor.

B. SY 2022-2023 Board Officers

The Board also elected a new slate of officers for the school year 2022-2023, effective July 1, 2022.

BE IT RESOLVED, that the AF Hartford Academy Board of Directors hereby elects the following leadership slate for fiscal year 2022-2023, effective July 1, 2022:

Erwin Hurst, Chair

Jessica Glover, Vice Chair

Ja Jannah, Secretary

The Board is working on identifying a Treasurer for next school year, as Mr. Hurst, elected to serve Treasurer through the remainder of the 2021-2022 fiscal year at the May 16 meeting, cannot serve concurrently as Chair and Treasurer.

IV. Adjourn

The meeting was adjourned at 12:26 pm

Motion by Lisa Tanen-La Fontaine

Second by Alice Turner

All in favor.

DRAFT AGENDA

**Achievement First (AF) Hartford Academy
Board of Directors Special Meeting**

Zoom: <https://achievementfirst.zoom.us/j/8959180848>

Thursday, June 23, 2022, 9:00 am

- I. Call to Order**
- II. Public Comment**
- III. Discussion and Business**
 - A. Retaining legal services
 - B. Achievement First Hartford Academy Inc - Jumoke Academy Inc Cooperative Arrangement Agreement
- IV. Adjourn**

DRAFT MINUTES

Achievement First (AF) Hartford Academy
Board of Directors Special Meeting
Zoom: <https://achievementfirst.zoom.us/j/8959180848>
Thursday, June 23, 2022, 9:00 am

I. Call to Order

The meeting was called to order at 9:04am by Patsy Mundy.

The following board members constituting a quorum and AF staff, were in attendance:

Board members: Patsy Mundy, Erwin Hurst, Lisa Tanen-La Fontaine, Celina Whitmore, Alice Monroe, Francoise Deristel-Leger

AF Staff: Isabel Tañedo

Isabel Tañedo recorded the minutes.

II. Public Comment

There was no public comment.

III. Discussion and Business

A. Retaining legal services

Ms. Mundy explained that issues may arise that necessitate the Board consulting its own legal counsel. Accordingly, Ms. Mundy proposed that the Board retain the services of Pullman & Comely, LLC and authorize the Board Chair to sign an engagement letter on behalf of the Board.

Alice Turner raised a question on retainer fees. Ms. Mundy confirmed there are none.

BE IT RESOLVED, that the Board of Directors retain the services of Pullman & Comley, LLC as the Board's legal counsel and that the Board Chair be authorized to execute an engagement agreement with Pullman & Comley on behalf of Achievement First Hartford Academy, Inc.

Motion by Erwin Hurst

Seconded by Alice Turner, with the above follow-up question on retainer fees.

All in favor.

**B. Achievement First Hartford Academy Inc - Jumoke Academy Inc
Cooperative Arrangement Agreement**

Ms. Mundy presented an overview of the arrangement between Hartford Academy and Jumoke Academy, which is set to expire on June 30, 2022. Ms. Mundy also noted that

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it had been some time since the terms of the arrangement were reviewed closely and recommended that the Board vote to extend the arrangement for 1 year. Ms. Mundy added that if the Board did not vote to extend the arrangement, it is unclear what the repercussions would be. Accordingly, Ms. Mundy also proposed that the Board take time in the upcoming school year to evaluate the purpose, necessity and benefits of renewing the agreement.

Board members sought clarity on the history and purpose of the arrangement and what has changed since then. Questions included: what is the relationship between both academies? How many Jumoke scholars enroll into Hartford High School? What kind of work is done to draw enrollment of Jumoke scholars to Hartford High School?

Ms. Deriste-Leger proposed shortening the extension period to six months, or looking to enter into a different kind of agreement. Mr. Hurst noted that the agreement specifically laid out 1-year extensions and not less than that, and that the Jumoke Board has, in principle, agreed to that extension as well. Mr. Hurst instead proposed that the Board, in the coming school year, evaluate the agreement with legal counsel before deciding how to move forward. Ms. Mundy, Ms. Tanen-LaFontaine and Ms. Turner expressed support for this recommendation.

BE IT RESOLVED, that the Achievement First Hartford Academy Board of Directors hereby agrees to enter into a 1-year extension of the Cooperative Arrangement Agreement between Achievement First Hartford Academy, Inc. and Jumoke Academy, Inc., and authorizes the Board Chair to execute such a 1-year extension Agreement on the Board's behalf subject to any necessary legal review.

Motion by Lisa Tanen-La Fontaine

Seconded by Alice Turner

In favor: Patsy Mundy, Erwin Hurst, Lisa Tanen-La Fontaine, Alice Turner, Celina Whitmore

In opposition: Francoise Deriste-Leger.

Resolution passed: 5-1.

IV. Adjourn

Before adjourning, Mr. Hurst noted that this meeting was Ms. Mundy's last one. He and Ms. Tanen-LaFontaine extended their gratitude to Ms. Mundy for her leadership.

There being no other business, Ms. Mundy entertained a motion to adjourn the meeting.

Motion by Erwin Hurst

Seconded by Francoise Deristel-Leger.

All in favor.

DRAFT AGENDA

Amistad Academy

Board of Directors Special Meeting

Zoom: <https://achievementfirst.zoom.us/j/8959180848>

Wednesday, June 29, 2022, 9:00 am

- I. Call to Order**
- II. Public Comment**
- III. Board Discussion and Business**
 - A. Proposed Executive Session to discuss interim principal arrangements at Amistad Academy Elementary and Middle Schools
 - B. Other Business
- IV. Adjourn**

DRAFT MINUTES

Amistad Academy

Board of Directors Special Meeting

Zoom: <https://achievementfirst.zoom.us/j/8959180848>

Wednesday, June 29, 2022, 9:00 am

I. Call to Order

The meeting was called to order at 9:08 am by Lorraine Gibbons. The following board members constituting a quorum and Achievement First (AF) staff were in attendance.

Board members: Lorraine Gibbons, Yashira Agosto, Ethan Tyminski, Jen Alexander, Pat Sweet

AF staff: Jesse Balis-Harris, Kristin Damo, Isabel Tañedo

II. Public Comment

There was no public comment

III. Board Discussion and Business

- A. Proposed Executive Session to discuss interim principal arrangements at Amistad Academy Elementary and Middle Schools

The Board entered into executive session at 9:09am to discuss interim principal arrangements at the Amistad Academy Elementary and Middle Schools, inviting the Achievement First staff present: Jesse Balis Harris, Kristin Damo and Isabel Tañedo.

Motioned by Jen Alexander
Seconded by Ethan Tyminski
All in favor.

The Board exited executive session at 9:15 am.

Motioned by Pat Sweet
Seconded by Ethan Tyminski
All in favor.

It was

RESOLVED, that the Amistad Academy Board of Directors hereby approves the extension of Lauren Raimondi's assignment as interim principal of the Amistad Academy Elementary School through September 30, 2022, or until such time that a permanent principal is named. achievementfirst.org

Motioned by Pat Sweet
Seconded by Yashira Agosto
All in favor.

RESOLVED, that the Amistad Academy Board of Directors hereby approves the extension of Jasmine Watt's assignment as interim principal of the Amistad Academy Middle School through September 30, 2022.

Motioned by Pat Sweet
Seconded by Jen Alexander
All in favor.

B. Other Business

Ms. Gibbons alerted the Board to communication from Isabel Tañedo regarding upcoming meeting dates.

Ms. Gibbons acknowledged that the Board currently does not have a full slate of officers and shared her interest in stepping in as Chair of the Board in the next school year. She welcomed interest from other board members interested in officer positions.

IV. Adjourn

There being no further business, the meeting was adjourned at 9:19 am.

Motioned by Pat Sweet
Seconded by Ethan Tyminski
All in favor.