

Minutes

Achievement First (AF) Brooklyn Executive Committee Meeting

Tuesday, December 16, 2025, 12:00 PM

Zoom link: <https://achievementfirst.zoom.us/j/86367392750>

Attendees:

Trustees: Brandon Sorlie, Chris Lynch, Paul Cabana, Akeem Frett, Romy Coquillette
AF Staff: Sulafa Bashir

I. Call to Order

Brandon Sorlie called the meeting to order at 12:02 pm.

II. Public Comment

There were no members of the public present.

III. Board Discussion and Business

A. Approval of Previous Meeting Minutes: 10/22/25, 12/5/25

Brandon moved on to the approval of the previous meeting minutes. There being no questions or comments he asked for a motion to approve the minutes. Chris Lynch moved, Paul Cabana seconded, and Romy Coquillette abstained due to not having been present at the meetings in question. All others were in favor, and the meeting minutes for October 22, 2025 and December 5, 2025 were approved.

B. December 9th Meeting Debrief

Committee members discussed the previous board meeting and the idea of bringing back principal presentations tied to the meeting content. There was interest in an annual update on college persistence and Empower program, with request for an invite to the Empower graduation ceremony.

There followed a conversation about the next board meeting topic on teacher retention. Committee members discussed the key questions they wanted to have covered including:

- Current teacher stock: how many teachers at each level of accumulated number of years of experience in the profession and at AF

- Retention data including regrettable and non-regrettable
- Value proposition for teachers joining and staying at AF; long-term career pathways and prospects

There was also a discussion about a future enrollment deep-dive to cover topics such as open enrollment vs. feeder policy for ES to MS matriculation as well as unpacking HS enrollment, which is relatively flat, to understand what percentage from within AF and from outside.

C. Board Cultivation

1. Updated Board Composition
2. Functional Needs Assessment
3. Redundancy Needs Assessment

The committee members discussed the board composition analysis based on the recent survey and the recruitment plan that would be needed in response, specifically around succession planning for key skills needed for the board's core committees, as well as any gaps identified in conjunction with AF leadership. There was also a discussion around the current advocacy climate and the board's community partnership goals.

IV. Adjourn

The meeting was adjourned at 1:01 pm