



CELEBRATING 15 YEARS
Learning Through Service... Reaching for College...

45 Congress Street ■ Salem, MA 01970 ■ 978.744.2105 ■ www.salemacademy.org

Salem Academy Charter School
Minutes of the Monthly Meeting of the Board of Trustees
Wednesday, January 23, 2019 at 6:00 pm, Room 114

Members Present: Nina Cohen, William Henning, Rick Jones, David Pabich, Steve Palmer, Alfonso Perillo, Mekka Smith, Richard Winter, Christine Wynne

Members Absent: Daniel McCaughey, Shelby Morrison, Felicia Pierce

Staff: Kathy Egmont, Stephanie Callahan, Sean Gass, Diego Fellows, Leni De los Santos, Cami Hennekens

Guests: Fawaz Abusharkh

I. Call to Order

The monthly meeting of the Salem Academy Charter School Board of Trustees was called to order on January 23, 2019 at 6:18pm, in Room 114 by Chair, Nina Cohen. Nina welcomed everyone and asked board members to review the Board member contact information sheet included in the packet; to make sure all the information is accurate. If anyone has changes please notify Kathy Egmont.

II. Innovations in Science / Technology Activities

Catherine Hennekens, curriculum team leader of the Science Department and 7th grade science teacher, gave an overview of the Innovations in Science and the Afterschool STEM programs available at SACS. Catherine highlighted this year SACS launched the Robotics and programming competition club for middle school girls, and were able to get robots and a tablet through Donors choose and since then girls have been learning how to program robots. Megan Bowen and she have worked together to expand the programs.

Catherine also shared that this is the third year SACS is offering the Makerspace afterschool program and it continues to grow. This year we are implementing “learn, do, teach”, where students become proficient at a skill and then become the teacher for that skill.

“Technovation” is an app building competition program for high school girls, which involves a lot of computational thinking.. The team is currently working on how to solve the problem of trash accumulation and disposal in the city. The competition will be in March.

The AI Club is another new activity, offered through our after school program. It exposes students to computational thinking and teaches them to solve problem with the assistance of AI.

The school also received a classroom set of Sphero Robots, free from Code FDW and Facebook to give students more access to coding in their core classes.

Catherine explained the team is looking to launch this during the third quarter at the science class and they are looking for donations of smartphones or tablets that people are no longer using.

In addition, Catherine shared two videos of her middle school students where they shared their coding skills, what they have been working on; and expressed how happy they are with these innovative programs. Catherine added she is in the process of scheduling a WISE Speaker Series where women in STEM present to Lower School students. The first WISE speaker is a SACS Alumna and mechanical engineer: Athena Teatum.

III. Approval of the Minutes

The minutes of the December 19, 2018 board meeting were presented for review. Kathy Egmont shared

that a few edits were made to the original version and are highlighted in blue. Rick Jones moved to approve the revised minutes, with the motion seconded by Steve Palmer. The motion passed by unanimous vote.

IV. Public Comment

There was no public comment.

V. SFC Report

Kathy Egmont shared that students raised over \$8,000 in the Winter Calendar Raffle Fundraiser and 100% of the money raised will go to the students' accounts.

VI. New Business

a. Charter Renewal Status

Kathy Egmont reported the school's charter renewal was approved unconditionally. SACS was classified as not requiring assistance or intervention; met 57 percent of its improvement targets; and is performing in the 83rd percentile when compared to other middle/high schools statewide.

Kathy highlighted three main points from the Summary of Review:

- Out of 15 classrooms observed by the inspectors, 14-manifested evidence of SACS school key mission. Site visitors observed clear classroom expectations, well-established routines, effective transitions, positive praise for positive behavior and effort, and REACH tickets earned.
- The message from all the focus groups were consistent and there was a clear understanding of the school's mission to educate Salem's diverse student population through a unique integration of college preparatory classes with service to the community and to graduate informed, articulate, and proactive individuals of strong character.
- The understanding of the school fiscal drop. The change in procedure of holding donations in the foundation accounts caused the School's total assets to decrease. However, the foundation cash account is holding \$429,014 and it will be transferred to the school's account on a quarterly basis. The footnote explaining the change was included in the Summary of Review.

VII. Committee Reports

a. Finance Report

Alfonso Perillo reported overall things are going well. From the Summary Financials sheet, Alfonso highlighted the school's current Net Income is \$256,932 and the total revenue is \$3,915,256. The finance committee has reviewed the monthly financials in detail and there are no significant concerns. The school is being compensated for Full Enrollment, 480 students. The school's Foundation Cash balance is 393,204 and will continue to be drawn quarterly.

b. Facilities Committee

David Pabich shared Mr. Lappin is not willing to jeopardize the potential sale and wants to wait to approve the project to paint the mural outside the Gymnasium. David expressed he is optimistic the new owners will be interested in this plan, as it will integrate them to the school and the community.

c. Governance

Rick Jones reported the governance committee is getting ready for the New Board member Orientation meeting on January 30th from 6-8:30pm. Kathy Egmont said all Board members are invited.

d. Development

Christine Wynne reported the committee is actively focused on the 15th Anniversary Celebration planning. Christine shared that the committee has agreed on ticket pricing, Diego Fellows has created incentivized sponsorship packages so the school can get donations to host the event. The website and all social media outlets, announcing the event went out today. Hardcopy invites will be mailed next week. There is an in-school committee developing a short program and working on decorations, etc. There will be a giving wall, where people can choose to donate to the school. .

Kathy Egmont reported that Christine Wynne will be attending the next Foundation Board Meeting on Monday to formally invite and engage foundation board members to participate and help support the 15th Anniversary Celebration.

Diego Fellows presented trustees and guests the website that was recently updated with the invitation and showed everyone where to go to purchase tickets or be a sponsor.

e. HR Report

Rick Winter reported the next HR Committee meeting will be on February 15th.

VIII. Head of School Report

Stephanie Callahan reported, Quarter II ends on January 25th and the quarter II results will be presented at the February Board meeting. Stephanie shared the ANet 2 results and highlighted ELA is going very well, 6th and 7th graders have been performing either 1st in the network or 2nd in the network which is

very impressive. 8th graders have improved their overall performance from A1 to A2 and improved in the network to the 5th highest score.

In the Math ANet 2, 6th graders have shown some progress and 8th graders are doing well, being the 2nd in the network. Students in grade 7 have been struggling throughout the year. There are several interventions in place in form of tutoring, in class support and teacher coaching. Stephanie shared she will continue monitoring the process closely and adjusting the practices as needed. The next ANet will be coming up in a few weeks.

Sean Gass shared the PSAT results from the exams administered in October 2018. Sean explained the college ready benchmarks, are set by the College Board and are defined as follows: a student with this score has a 75% likelihood of passing all of their classes on the freshman year of college. If a student is meeting both benchmarks in 9th grade, it means there are on track to being prepared for college. Sean reported that 9th, 11th and 12th grade students did well compared to state and nation. 12th grade students performed 8% above the state score. There are some concerning scores with the 10th grade group and there are some interventions in place to support this group of students. Teachers are also assessing how to support their skill development so that by the time they are in 12th grade they are meeting both benchmarks.

Sean shared information on the creation of a “Transition Team” that is working on supporting students in the preparation for the college process, both admissions and beyond. The transition team is working on a curriculum 8-12 which will include college and career awareness program.

Stephanie reported as part of the staffing update that a part time math coach and a full time building substitute were hired.

Stephanie also shared the mid-year survey results administered to the staff. Stephanie highlighted five questions where the scores were very high. All questions scored the same or higher than last year.

IX. Executive Director Report

Kathy Egmont reported that as of today the school has received 208 applications. There are over 20 applicants that are siblings. Kathy shared she is very happy with the number of applications received.

As part of the operations improvements, Kathy reported there will be two technology infrastructure upgrades. New interactive projectors will replace Smartboards, and Xerox printers in the main building and in Albright are replacing the large printers. The Paper Cut software program will also be implemented to waste less paper, and monitor usage.

Kathy also shared Salem Academy is now paying E2E an e-rate firm to manage the school bidding process and the processing of all forms for E- Rate reimbursement. The school has completed all the public bidding period and is selecting vendors.

Kathy congratulated Diego Fellows for his election to the Board of the Salem Chamber of Commerce and Sarah Roy, Lower school counselor for her election to the Board of Spur.

X. Motion to Adjourn

Nina Cohen requested a motion to adjourn the meeting. Bill Henning made a motion to adjourn the meeting with the motion seconded by Steve Palmer. The motion was unanimously approved and the meeting adjourned at 8:00pm.