

Codman Academy Charter Public School
Board of Trustees

Tuesday, October 8, 2024
5:00pm

[Virtual Only, join us via Zoom:](#)

Meeting ID: 816 2055 4214

Passcode: board

Attendees: Rick Holden, Derrick Ciesla, Sebastian Hamilton, Dawn Leanness, Yves Salomon-F, Ibrahim Wanu, Regina Campbell-Malone, Bill Walczak, Tiana Stephens, Regina Campbell-Malone

Other Attendees: Elizabeth Reynolds Lupo, Julia Bott, Soyica Jackson, Heather Geary, Monet Brathwaite, Kimberly Williams, Kate Funderburk, Judith Grant, Emily, Nichole Reilly (Audit Team), Ariana Reid

Agenda

I. Call to Order

- 5:00PM call to order
- Action Item: Approve minutes from [September 17, 2024](#)
Minutes approved motion Yev, Secon Sebastian, Discussion none, one abstain rest yes, Approved

II. General Public Comment

- Ariana Reid: I am a staff member at Codman and union member and would like to make a brief statement from the BTU. We the BTU. Codman was a place filled with joy now we dread coming to work. 4 members have been placed on leave and one resigned. The administration has made at least 7 unilateral moves including changing work times, increasing workload and decreasing prep times. Instead of hiring additional staff members we are currently out of compliance for ESL and SPED services. We ask the board the work with the union to negotiate some changes around implement just cause and progressive discipline, work to reverse decision and ask that we reverse the decisions by October 11th
- Rick Holden: We will take this under advisement but there is a process that should be followed including bringing them to the Head of School prior to bringing it to the board. Please follow up with Derrick and he will share the process. Thank you for your time and consideration.
- Judy Grant: Despite being in negotiation their are serious issues going on at Codman and we would prefer to deal with them internally but if that is not possible we will take the necessary steps
- Rick Holden The process of submitting documents starts with the head of school if the review is not satisfactory then the

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board could be included in the process if it is not satisfactorily resolved.

- Judy Grant: if you are not willing to step in we will take whatever measures legally and publicly that we need
- Rick Holden: We have engaged legal representation and they have and will continue to negotiate in good faith. That process is underway so those steps can be taken and under early discussion. It would be best for you to follow that process.

III. Finance Committee Report

- Nichole Reilly (Audit Team) AAF
- Results and summary of financial audit
- We found no significant weaknesses and resulted in a clean letter to DESE.
- With that will be a clean audit as well
- We follow both DESE audit guide as well as the federal guidelines
- This was also the last year of the ESSER
- All of the back end of the report is also clean
- This year the audit does look different then it has in previous years because of the realty corp changes.
- The year was a good year. We have an increase in the pupil cost and that was strictly on the reimbursement rate
- Government grants decreased largely because of ESSER
- We did have a decrease in expenses due to an active process this past year to see where we can decrease spending. We are better off from a reserves position as we head into 2024-2025.
- We also issued a board report for your review
- We did make a recommendation to be sure that the leases are updated to be clear that the leases are updated to reflect the market.
- Dawn Leanness: Big thank you to the AAF team and Derrick and his team. This was no small task and especially challenging during a transition
- Regina Campbell-Malone motion to approve, Sebastian Hamilton seconds. All those in favor 100%, Decision Audit approved.

IV. Board President Report - Rick Holden

- Everyone should have received the list of dates
- Please reach out to RL with updated phone, email and mailing address to be sure that we can get ahold
- December 31st is not very far away, we would like to have the board at 100% participation in donation and support at any size. We appreciate anything that each board member can do.
- Bill is not here tonight because he has had a back operation that was pretty significant. He is still recovering from this

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surgery.

V. Head of School Report

- Derrick Ciesla: A couple of weeks ago I want to acknowledge Monet and RI for pulling together our curriculum night and block party. I'm going to put them on the spot to share about what it took to put this together as well as Ms. Jackson and the event at her school
- Monet Brathwaite: On September 25 we had curriculum night and block party and it was at Wainwright park. We partnered with a handful of community businesses that provided food and entertainment for our students and families including a 360 photo booth and moonbounces. It was a great turn out, and we got some great photos and had a nice opportunity to have the two buildings be in the same space.
- Principal Jackson - Good evening everyone. Curriculum night had a large turnout, one of the largest in history. It was a long day and teachers stayed late to share about curriculum and expectations for the year. Families were really appreciative of the opportunity. Kids were so excited to share what their life is like at Codman every day and share what they are learning. The block party allowed us to experience the joy of being a child and have some time to come together. We have gotten a lot of positive feedback from staff, students and families.
- It is our goal that as students matriculate through our school we want to ensure that the conditions are right for students both SEL and academically. It was a great turn out at the lower school.

VI. Action Items

- Approval of Head of School Goals

Dawn Leanness - Derrick received a list of tasks about two months ago. We broke it down into three buckets.

- a) High quality team
- b) Teaching and learning
- c) Fundraising and financial health of the organization

Derrick Ciesla: Big thank you to Dawn and my staff for going a little more granular on the goals. Diana did a great job of getting her thoughts down and what improvements needed to be made to help us achieve our goals. I thought it would be helpful to align the goals with a rubric, we used the DESE rubric to support this. The Primary goal is to provide an outstanding transformative

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education for all students and ensure we can open without conditions in the future.

The goal over the next three years is to ensure teachers meet state aligned standards. We want to retain our staff and recruit the biggest and brightest professionals to be in front of our students.

We also want to ensure that all the materials we put in front of students are High Quality and culturally affirming for our students and that they are aligned with the needs of our students.

We want to be sure that we are above 50% student growth percentage.

Maintain and manage the fiduciary health of the organization

Regina Campbell-Malone: You mentioned hoping that you would like to have the conditions removed. Is that calendar or school?

Derrick Ciesla: Right now it is calendar

Rick Holden: thank you to the team that worked closely to put these together.

Motion to approve Dawn Leanness, seconded by Regina Campbell-Malone all those in favor of approving the goals for Derrick 100% in agreement. Decision goals pass.

Enrollment:

Derrick Ceisla: The state takes a snapshot of enrollment in October. As of October 1 we are fully enrolled and actually over by 1. Big thank you to Melita, Rachel, and Dominique. Due to their persistence and staying on top of the numbers we were able to hit our number

Hiring: Updates social worker just accepted, we have two finalists for the senior leadership assistant position.

We have a skeleton crew right now because the entire of our HS are at Merrowvista.

MCAS Summary

One thing we are really going to work on is getting kids to school.

Discussion we should see a big pay off this year

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Regina Campbell-Malone: there is a 25% increase from grade 8 to grade 10. From grade 7 to grade 8 from 0 to 16%

Reviewed MCAS growth and achievement over the last three years. Specifically dove into trends and areas of strength and growth. This is our baseline, this is what we have inherited. When we look at the two schools a lot of the meet or exceed expectations scores are at the High School whereas the lower school has more need. The LS experienced a lot of turnover but it's like a blank slate with many new green teachers.

Regina Campbell-Malone: When Diana presented last year I was surprised by the trends in the grade 5. It was largely attributed to one specific teacher.

Derrick Ciesla: We had quite a few teachers transition out before we started and three of four after. We want to be a space where educators grow and become experts in the field, that doesn't mean it won't be without bumps and bruises and it will take time. Over time we will make the adaptive changes needed for our students.

Dawn Leanness - how did the results align with your expectations coming in?

Derrick Ciesla - We did have some embargoed data and the HS showed some real bright spots. I was hoping for better results at the Lower School, but we are where we are so now it is important to put in support and establish a system, putting procedures in place as well as the need for things we do not have. In order for us to meet this the conditions need to be set for learning, including student management, when students are thoughtfully engaged in high quality instruction it will result in decrease in off task behavior. In addition to that we will implement MTSS and tiered supports to ensure all students are getting what they need. To answer your question we were a little disappointed in the lower school scores, but we have a principal who is no nonsense and puts student learning first so we expect this report will look different next year.

VII. Finance Committee Report

- Dawn Leanness: We had a really great meeting with Derrick, Elizabeth and Derrick's team. They are considering what adjustments need to be made and we will start working with his

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team to rectify the changes.

- VIII. New Business
- No new business

- IX. Adjourn
- Adjourned at 6:17pm

Enclosures

- [Minutes from September 17, 2024](#)
- [Head of School Report October 8, 2024](#)
- [MCAS Summary Report](#)
- [Board and Committee Meeting Dates FY25](#)
- [Finance Packet](#)
- [Head of School Goals Re-Draft](#)
- [RSVP for A Visionary Future Reception](#)

