

**Codman Academy Charter Public School
Board of Trustees**

July 29, 2025

1:00 PM

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

Meeting ID: 345 188 1883

Passcode: board

Attendees: Rick Holden, Derrick Ciesla, Ibrahim Wanu, Regina Campbell Malone, Yves Salomon-Fernandez, Tiana Stephens

Other Attendees: Julia Bott, Elizabeth Reynolds Lupo, Heather Geary, Monet Brathwaite, LaShae Ferguson Ridley

Agenda

- I. Call to Order**
 - Called to order 1:00 PM
 - Action Item: Approve minutes from [June 3, 2025](#)
 - First Regina, Second Ibrahim. No discussion. 100% in favor. Minutes approved.
- II. General Public Comment**
 - No general comments
- III. Board President Report**
 - Head of School Performance Review
 - Rick: Derrick and I are in the process of his review. He has sent his assessment and self reflection and will be refining his goals based on the data and review process. We are continuing to review and refine the recommendations and next steps and will have more on that at the next meeting.
- IV. Head of School Report**
 - Derrick: You would think we were winding down, but actually we are winding up as we get ready for the school year.
 - Thank you to Julia and RL for pushing these reports through the finish line, it was no small task.
 - This year we really got systems and structures in place. We are excited to open the doors for year 25
 - Union negotiations have been challenging but we are on the back nine. We want to pay teachers a fair wage while staying in fiduciary health. Our students win when we have strong teachers in front of them.
 - Enrollment is at 333. The remaining students are in the queue and completing their intake process.

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- Excited to get these reports over the finish line
- Thank you to all of the Board Members for showing up today and helping us get this across the line.

V. Finance Committee Report

- No Report

VI. Academic Committee Report

- No Report

VII. New Business

- Charter Renewal Application Vote

- Rick: the goal is to submit that today before the August 1st deadline
- Derrick: This comprehensive document that we submit every 5 years to see if they are going to renew us. It is heavy in academics, but also showcases the work the school is doing and will continue to do.
- Julia: There are different sections that need to be addressed in the charter application. The majority was around criteria 5 and then also the program delivery section as well as criteria 8 that focuses on leadership development. Because we have an academic condition on the school, DESE made it clear that we needed to be transparent on our current academic information and the steps we are taking to improve the academic achievement. We did an analysis of WIDA, MCAS, and DIBLES. This also included the preliminary 2025 MCAS data. We are pleased with achievement in 3-5 and growth in 9 and 10. Some bright spots that were higher than you would expect, as well as some areas that need improvement. We use ANET to monitor progress throughout the year, we do see some correlation between that ANET and MCAS performance. I was able to use
- RL: The sections that I focused on were around safety and building occupancy, Family engagement and recruitment. We specifically focused on the recruitment and retention, because currently Codman does not reflect our sending district. Rachel, Cindy and I really took time to think about how we can proactively share the resources, supports and opportunities Codman has for MLL students through intentional partnerships with agencies that support immigrant families like Viet Aid.
- Derrick: Operational compliance to be in alignment with federal and state regulations. In an upcoming board meeting I'm excited to share a five year strategic direction grounded in Coherence, culture and sustainability. Everything that we have gathered helped us to guide our next five years of work. We are proud to submit this report and to continue the work over the next five years.
- Regina: I love the job you did to summarize and I appreciate not making

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slides for that. One of the areas that was mentioned is that we do not mirror our sending district.

- **RL:** Codman has had a strong pipeline of student referrals through siblings, family and friends. While this speaks highly of the organization it also leads to us recruiting from a more specific group of families in Boston. Moving forward we aim to build pipelines and referrals through other avenues that might be more similar in make up to the sending district.
- **Julia:** We have out performed the sending district in ACCESS and this is a story that we want to share with the larger community. Codman is a place where MLLs do well.
- **Derrick:** We need to take a deep dive and look into our recruitment process. We want to be known as a school that has support and that is effective with our diverse populations.
- **Regina:** How equipped are we to support students who are both MLL and students with additional learning needs?
- **Derrick:** I came from a school 60% Latinx and 30% Vietnamese and I can say that these students were often over referred. I will say that at Codman we know that we have had some challenges in the area of Special Education. Heather has done a lot of work and a fantastic job getting us cleaned up in both MLL and SPED.
- **Julia:** Students learn language that is deeply rooted in content with attentional design for language acquisition. If these things are in place then it is still easier to weed our language acquisition vs special education needs, still murky but easier. This is multi year work for sure.
- **Vote on renewal application: Proposal Codman Charter School Submit the application on or before August 1. Regina motion to support. Second Tiana Stephens. 100% approval. Motion to submit passes.**
- **Annual Report Vote**
 - **Derrick:** Every year we submit an annual report memorializing what we have been doing. This report builds on what we said we would do the year before. This ensures we are in compliance with what we said we would do.
 - **No questions or discussion**
 - **Proposal to submit the annual report: Yves recommendation to submit, Second Ibrahim. 100% in favor. No discussion. Motion to submit passes.**
- **Student Opportunity Act**
 - **Derrick:** Ensure students have access and opportunity for high needs populations and also supports data for our accountability measures. The report was submitted last year, this is a progress monitoring report that will showcase the progress over the last year.
 - **Regina motion to submit, Tiana second. Vote 100% in favor. Motion to submit passes.**
- **Enrollment Policy Vote**

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- **RL: The updated policy would allow us to backfill seats in the US allowing us to not have to offset the numbers in the lower school. We are seeing lower numbers in the US post COVID. We want to ensure that we are able to fill those seats in the US if students transition out of Codman.**
- **We are proposing that we be amend our enrollment policy to open the enrollment if needed K-12 as opposed to K-9 only**
- **Propose to approve the enrollment policy: Regina first, Yves, Second. No discussion. 100% approval. Motion to approve passes**
- **Officers Vote:**
 - **President - Rick Holden**
 - **Vice President - Sebastian**
 - **Treasurer - Dawn**
 - **Clerk - Yves**
 - **Regina motions to designate the officers as listed above for the coming school year, Tiana second. 100% in favor. Vote of officers passed**
- **Vote for new board member Dr. Fish. Yve moved, Regina second, 100% in favor. No discussion. Motion passed.**

VIII. Adjourn

- **Big thank you to everyone who participated in this meeting and for staying informed as we get ready for back to school. Excited to share a five year strategic vision. Really excited and appreciate your commitment to codman academy. Laying the foundation has been the work of this past year and now we are excited to build on that foundation as we move forward over the next five year**
 - **Motion to adjourn the meeting Yves, Second Tiana adjourn at 1:39 PM**

Enclosures

- **Minutes from [June 3, 2025](#)**
- **[Charter Renewal Application SY25-26](#)**
- **[Annual Report SY25](#)**
- **[Student Opportunity Act Progress Report](#)**
- **[Enrollment Policy](#)**