

Career Academy of South Bend, Inc.
Minutes of Meeting of Board of Directors
February 28, 2023

Directors Present: John DeSalle, Michael Garatoni, Iris Hammel, Chad Hartzell, Marian Hodges, Nick Swisher, Rachel Savoie

Via Zoom: Larry Garatoni

Staff Attending: Nick Garstka, Becky Bartlett, Maria Reilly, Candy Vanbuskirk, Kim Richardson, Rob Koehler, Vera Jones

A. Call to Order. Mike Garatoni called the meeting to order at 5:00 pm.

B. Approval of Minutes. The minutes of the most recent (December 6) meeting were approved.

C. School Operations

1. Celebrations and Success Stories

a. NASA and Boeing Presentations. Candy explained Jeremy is out at a conference so she's hosting. She introduced Mary Donlon, First Grade teacher at Success, who explained how her class's study of space travel was capped with a 40 minute Zoom call with NASA scientists, with the kids excited and asking lots of questions. The kids also had a call with launches and engineering.

b. Science Alive. Candy described the participation of a team of our students and teachers earlier this month in the "Science Alive" celebration of science education at the South Bend public library. Our kids were using a 3-D printer, showing other kids how that works.

c. Rudy Yakym Finance Presentation. Candy said our CTE Business teacher, Gabby Person, applied for and received a grant from the Securities Industry and Financial Markets Association (SIFMA) for our entrepreneurship to learn about the stock market. Then last week our district's Congressman, Rudy Yakum, who has an undergraduate degree in finance and business administration as well as an MBA, came in to talk to our students about finance and the stock market. His talk was fascinating to the kids. With the SIFMA grant, our 20 students are split into four teams to compete as investors, using \$10,000 from Charles Schwab. The kids don't get to keep the money but the competition is a great motivator, the kids are learning a lot and interest is high.

d. Initiatives. Candy reported that construction is beginning this week on improvements to the Boys and Girls Club building on Sample Street to prepare for the opening of Success Academy at Boys and Girls Club for the 2023-34 school year. Also we've closed on purchase of the Temple Beth El site on Madison Street, which will be the site for a new high school and the Future Lab & the teen center for the Boys and Girls Club.

e. Janet Scott. Candy announced that Janet Scott has agreed to serve as interim principal for Success Academy at Boys and Girls Club. With her 30+ years as a teacher, principal and administrator, and her knowledge of and commitment to our school culture, Janet is a great fit until we find a long term principal. With taking this position, Janet has resigned from the CASB board. Mike called for a motion to approve Janet's resignation from the Board and acceptance of the position of interim principal. The motion was made and approved.

f. Staff Survey. Candy said it's important for the board to know our success with school culture as reflected by the December staff survey results showing that over 75% of our staff feels they are becoming more effective teachers as a result of our ongoing training (professional development through our professional learning communities) and over 90% say they feel valued, supported, and treated with respect. Creating an optimum school culture is a challenging and never-ending task but we've reached a good position and will continue to press forward for our existing and new locations. To help with that and with recruiting, we've hired an HR Director, Emily Mechling, and HR coordinator, Jacqueline Lyles.

g. School Calendar. Candy presented the 2023-24 school calendars for Career and Success. Very similar to this year's calendar but there's an additional day for new teacher training and two extra e-learning days. The first day of school will be August 9. On motion, the calendar was approved.

2. Principals' Reports.

a. Success Academy. Becky Bartlett said the staff survey shows the staff strongly feel supported and consider Success a great place to work. The PLC process is working well for both instruction and in addressing student discipline, there's a lot of training and a therapist has started meeting with students in the Boys and Girls Club after-school program. Mike asked if there's data available as to how we're doing with discipline compared to other schools. Candy said there may be data available at the end of the year since schools are required to submit discipline data, but she doesn't know if it will be published.

b. Career Academy Middle School. Maria Reilly said the middle school has shown great growth in I-READY diagnostic literacy tests from beginning of this school year to mid-year, over 150% of necessary progress to reach grade level. Maria was also very glad to see

that in the staff survey over 2/3 of Middle School staff gave the highest possible rating on the question "is your principal meeting your needs." As to discipline, on an anecdotal basis, from her experience at South Bend Community Schools, we're in far better shape and we're getting better with more training. One aspect of that is we've started weekly meetings with kids who've had disciplinary problems: continued and consistent communications work for discipline as with tutoring. It's a continuing journey but we're making progress.

c. Career Academy High School. Nick said the State has audited our graduation rate for 2021-22 and we came out at 94.19%, an improvement over the prior year.

Comparison:

2022 Graduation Rates

	Total	Black	White	Free/Red	Paid	Gen Ed	Spec Ed
State	86.48	77.52	88.75	83.74	92.28	88.06	76.34
Career Academy	94.19	95.45	92.16	95.35	95.12	98.44	81.82
SBCSC	75.32	68.43	78.31	74.92	83.87	77.39	61.90
Mishawaka	77.39	75.0	78.42	75.84	84.62	80.24	54.76
PHM	96.39	93.02	96.71	94.84	96.87	98.62	80.95

Nick said the students were energized by the visit of Representative Yakym and the stock market challenge, there's a lot of discussion about it.

Nick reported two of our students finished second in the Trine Innovation One challenge. Their product was "Instant Heat" – a blanket treated with chemical with an airtight seal: when the deal is opened, oxygen reacts with the chemicals to warm the blanket up. An impressive product.

Nick said the high school staff survey showed a strong feeling of support from one another. There's progress being made in staff training and in student discipline, where the major issue is students being tardy to classes.

d. Success Academy At Boys And Girls Club. Janet said she's working with Panzica on furniture and colors. If we order by March 17, the furniture and equipment will be there by July 1. We're starting to interview teachers this week: we need six grade level teachers and an art teacher and music teacher. We're also interviewing for the Youth Development Professional positions, which involves tutoring. Janet's working on professional development plans, a security plan, and project-based learning units for each grade. The schedule for this school will be unique in that every Friday will be a "community day" where students will be out in the community (Boys and Girls Club has vans and will be buying buses). There will be an emphasis on service learning. Third graders will have a year-long gardening project: they are going to grow plants (after deciding what to grow), watch them, water them, harvest them, and try to get a partnership with the farmers market to sell their produce. The funds that they make

will be donated to a charity that the classes pick. Since our weather is kind of crazy here, I put in for a greener planet grant and yesterday we got it. And so we got a hydroponic STEM program grant. We're also going to do beds outside: the guys here at Career are going to build some beds that so that our gardening can happen in the summer.

D. Financial Statements. Kim presented the financial statement for November through January together with the claims (disbursements) report and the credit card detail. Through Mike noted these have previously been seen and discussed by the Finance Committee. On motion, the disbursements report was approved. Turning to the financial statements, Kim said as of the end of January we are \$240,000 over budget in revenue and under budget for expense by \$360,000. This is an unusually large variance, partly because we budgeted revenue on enrollment projections that were exceeded by actual enrollment. On motion,, the credit card detail and financial statements were approved.

E. Enrollment. Rob reported applications are being received at a higher rate than in previous years. There are a lot of school tours being given, and the reaction to seeing the buildings is very positive: most tours result in enrollments. Website traffic is also up, and we're going to do billboards. Success Academy at Boys and Girls Club will be a challenge with the building under construction, so we need to be able to show how it will look. We have signs near the building and QR codes on the entry door.

G. Trine Report. Emily Gaskill reported that she'd spent the day at Success and observed 22 classrooms, including general education, special education, and E.L. and leveled literacy intervention. The school received a rating of meets standard for instruction. In today's visit and in her visits to Career High and Career Middle in January, she saw a lot of evidence of quality curriculum implementation, it's being done well. The quality of student discussion, including at the elementary level, was excellent. Students are being instructed on the basis of data and engagement is high. From Trine's perspective, they've collected enough evidence over this year to suspend visits for the remainder of the year.

One area of concern is attendance, which is averaging 93%. Trine and the State want to see 95%. It's understood this is still not fully recovered from pandemic mode but progress requires kids in seats. Kindergarten is consistently the lowest, which may be related to kindergarten being optional in Indiana.

A new data point this year is graduations on track: how many students in each grade have taken and passed all courses necessary by the time-frame to graduate. As of now, 78.1% of Career High students are on track to graduate. It's not possible to compare this with last year since is a new measure. The gap between the 78.1% and last year's graduation rate of 94.19% is not as great as one might think, however, since it's common for students to on a

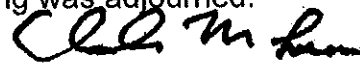
push, even over the summer after their senior year, to catch up the necessary credits to graduate.

Reviewing diagnostic test data, Emily said Success and Career Middle are not meeting standard at this point but there has been significant improvement since the beginning of the year. It's understood on a national basis that the pandemic created significant learning loss, especially for students of low socioeconomic standing, and it's expected to take at least a year, quite possibly two years, to recover to pre-pandemic levels. So all the more emphasis on growth. As Maria said, the middle school is on track for growth targets in both reading and math. So is the elementary.

Vera Jones noted that while the improvement in I-READY scores suggests that I-LEARN scores will be up at year-end, there is an important difference between them: writing is a major component of I-LEARN but is not part of I-READY. We have internal assessments for writing and see significant improvement but I-READY alone is a limited predictor.

Emily expressed Trine's thanks for our participation in Trine's stakeholder survey, which had a participation rate of 82% and satisfaction rate of 98%. Trine is looking for ways to improve and opportunities to collaborate and support schools. Lindsay will follow up on that. As a reminder, Emily said, Career's self-assessment is due April 15.

There being no further business, the meeting was adjourned.



Charles M. Loeser, Secretary