

Career Academy of South Bend, Inc.
Minutes of Meeting of Board of Directors
April 25, 2023

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

Staff Attending: Jeremy Lugbill, Andrew Hoyt, Nick Garstka, Becky Bartlett, Maria Reilly, Candy Vanbuskirk, Kim Richardson, Rob Koehler, Dave Ebersol

- A. Call to Order. Larry Garatoni called the meeting to order at 5:15 pm.
- B. Announcement. Janet announced that Jeremy has been named as one of the Michiana "40 Under 40" young professionals recognized by the Chamber of Commerce for achievement and contribution to the community.
- C. Approval of Minutes. The minutes of the most recent (February 28) meeting were approved.
- D. Organizational Updates.

- 1. Celebrations and Success Stories.

- a. Robotics. Jeremy congratulated Dave Ebersol, coach of the robotics team, for another successful year. Dave said the team finished in fifth place in the state championship of the 52 teams in Indiana. There were only five students returning of the 30 on the team (16 male and 14 female), so there was a lot of fast learning. Dave introduced some of the students on the team, who demonstrated the robot. A student who did welding for the robot explained the need for a 20-pound steel counterweight on the bottom of the robot to prevent tipping over. In response to a question from John, Dave said yes, the students who did wrote the software for the robot learned how to do a PID loop.¹ In response to a question from Marian, a student explained how the team works on preparation before the winter build season, learning skills that will be needed when the competition season arrives, such as learning to use a bandsaw, learning social media, learning how to use a 3-D printer, and how work-teams coordinate. In response to a question from Mike, students explained how they expect the skills they learned and used on the robotics team will carry over after they graduate from high school. Jeremy thanked Dave for his leadership of the team.

¹ A proportional-integral-derivative controller (PID controller or three-term controller) is a control loop mechanism employing feedback that is widely used in industrial control systems and other applications requiring continuously modulated control. A PID controller continuously calculates an error value as the difference between a desired setpoint and a measured process variable) and applies a correction based on proportional, integral, and derivative terms.

b. Youth of the Year. Jeremy introduced ninth grader Rima Bahradine-Bel, who's been named Youth of the Year by Boys and Girls Club of St. Joseph County. Rima's in the pre-AP track for Early College dual credit classes, she was on the robotics team, she ran track, she's an outstanding student. Jeremy asked Rima to say a few words about her experience with Boys and Girls Club. Rima said she wrote an essay and gave a speech to a panel of judges. She's been in Boys and Girls Club since she was five years old and it was a big part of her growing up. She went to the BGC state championship in Indianapolis and didn't win but made a lot of friends. Career-wise she's leaning to healthcare and IT (she likes programming) but with years to go before graduation she's keeping an open mind.

2. Growth Initiatives/State and National Advocacy. Jeremy said construction at the new Success Academy at the Boys and Girls Club building on Sample Street is going well. We believe the model of having BGC Youth Development Professionals working closely with our certified teachers, with every student having a trusted adult and advocate that the students know care about them, is exactly what students need. State and federal education officials have shown a lot of interest in this model. Our Assistant Superintendent Candy Vanbuskirk together with Boys and Girls Club CFO Duane Wilson presented on this model at a conference in San Diego and learned a lot about what other schools are doing.

E. Emotional Well-Being Program.

Jeremy introduced Erica Kelsey, a clinical psychologist who's Director of Emotional Well-Being for Boys and Girls Club, and BGC CEO Jacqueline Kronk to present on BGC's emotional well-being program.

Erica said the program began in August 2022 and is designed to be preventive and proactive in recognizing early signs of mental health concerns in children and teens. With grant funding so there's no cost to families, a three-tiered approach provides services to every child with higher levels for higher needs. An assessment is done for every student. At Tier 2, students are put into small groups or individual therapy, where the goal is early intervention before symptoms become seriously debilitating. Fortunately we have help from students in master's and Ph.D psychology and social work programs as well as from Notre Dame's Spirit Program, which focuses on suicide prevention. That makes it possible to offer services with minimal delay – average beginning 12 days from referral, in contrast to wait lists from 30 days to 12 months in general community services.

Jacqueline said that BGC of St. Joseph County is fortunate to be the only Boys and Girls Club in the country to have psychologists on staff. For Success Academy at Boys and Girls Club (SABGC) there will be a master's degree social worker on site for the roughly 150 students, which is a very high level of care, really unheard of. Services will also be available for

high school students, including after school hours. To make this sustainable BGC is increasing wages with the intention of creating a career path for Youth Development Professionals to become teachers. Jacqueline and Jeremy are meeting with schools from other counties in Indiana and from other states to help them replicate this model.

F. Principals' Reports.

1. Success Academy. Becky Bartlett said BGC will be helping with summer school, with Youth Development Professionals working side by side with teachers. There have been some building improvements at Success, with the sound system now operational in the gym and a curtain to divide the gym in half. This should make the gym usable for music and events, starting with kindergarten graduation. The traffic flow for student drop-off and pick-up has been revised for improved safety. We've introduced the "Minds in Motion" program, building on research showing that physical activity can activate the brain in various ways. We'll do an assessment of incoming kindergarteners.

Becky said a major focus has been the "Indiana Learns" tutoring program² providing qualifying families with up to \$1,000 to spend on math and English/language arts high-dosage tutoring and approved out-of-school academic programs for their students. She's worked hard on notifying parents and making it easy for them to sign up. Parents can go online to select an available time for tutoring for their child with Sylvan.

2. Career Academy Middle School. Maria Reilly said one of our eighth grade teachers, Kimberly Phillippi, received a grant from the state to go to a workshop at IU Bloomington to learn about teaching Asian literature. One of 25 such grants in the state, so quite an honor.

Maria said the middle school together with the high school are working on getting more parents involved with the parent-teacher organization to recover from the drop-off from Covid. To bring parents together they organized a school bowling night and were delighted to see 200 people come.

3. Career Academy High School. Nick Garstka said six high school students participated in the RISE entrepreneurship competition as well as middle school entrepreneurship students. One of sixth graders, Josiah Fraser, won the middle school age group with custom phone cases that he printed in our makerspace. On March 31, the day before spring break, we had showcase night, where parents could see what's been happening in each classroom. There

² See www.indianalearns.org/families/ and <https://www.in.gov/doi/about/news/indiana-department-of-education-launches-statewide-math-and-englishlanguage-arts-tutoring-grant-program-for-indiana-families/#:~:text=To%20qualify%20for%20an%20Indiana%20Learns%20tutoring%20grant%2C,in%202022.%20Note%3A%20Approaching%20proficiency%20will%20not%20qualify.>

was a good turnout, 120 families came. The distinguished senior dinner will be May 7, board members are welcome. Graduation will be June 3.

4. Portage School of Leaders. Jeremy introduced Andrew Hoyt, who will be the principal of the Portage School of Leaders (PSL). Andrew said he's been working with Nick and other CASB veterans to decide how to guide Panzica in creating classrooms to be modular, flexible and open, suitable for creative teaching. He's had meetings with parents and students, some students have already enrolled. He'll be going to Cleveland to visit the Hawkes Learning Center, a leader in the developing and inspiring new form of education known as mastery learning, see <https://otus.com/guides/mastery-learning/>, which he feels is well-suited to the Career Network's guiding principles. Andrew said he's also been meeting with prospective teachers and potential community partners for internships and other work-based learning. It's an exciting project and he's delighted to be on board.

Jeremy said board approval is needed for the filing of a charter application for PSL with Education One (Trine). On motion made and duly seconded, the board approved the filing of an application and authorized Jeremy to take all necessary action.

5. Success Academy at Boys and Girls Club. Jeremy introduced Janet Scott, who's been acting as interim principal for SABGC pending the hiring of a long-term principal. Janet introduced Brie Childs, who has been hired for that position. Janet said she's known Brie from six years ago when she and Jeremy were at New Prairie, where they hired Brie as a teacher. Knowing Brie's past work, they have confidence in her. Janet said art and music teachers have been hired and one of the K-5 teachers. Technology for the school has been ordered. Curriculum and furniture have been ordered and should arrive in June. Professional development (PD) has been planned to help teachers utilize project-based learning (the first four projects are finished for all grade levels). PD in reading instruction will be provided for Youth Development Professionals as well as teachers. Janet and Brie have been meeting with potential community partners to prepare for field trips relating to learning projects.

G. Janet Scott Board Approval. Larry said that with Janet now stepping down from her position as interim principal of SABGC, there's no longer any reason why it would be inappropriate for her to serve on the board. On motion made and duly seconded, Janet was re-elected to the board for a term ending May 1, 2026.

H. Athletics Update. Jeremy introduced Geriann Druyos, Athletics Director, for an update on her programs. Geriann said the schools' athletics programs have grown a great deal: from 175 to 250 students participating in after-school athletics. This is our third year in the Hoosier Plains conference and we've had seven athletes earn all-conference honors, and another seven qualify as academic all-conference players (which requires a GPA of at least 3.5). In

cross-country, one of our students, Mason Rhodes, was the school's first IHSAA Regionals qualifier, and our girls team won the Stanley Clark invitational. The high school basketball teams had the most wins of any season, won a holiday tournament, and won a sectional game in the state tournament. We had a cheerleading team that won third place at a competition. The track team went from 12 to 35 students. We have a baseball team and a softball team. We've been able to raise about \$53,000 for team travel, meals and other things we need. We've had a lot growth and we expect more.

Larry said he's very glad to hear this, as athletic teams build on identifying as team members and are good for students emotionally.

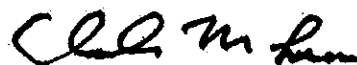
I. Marketing. Rob Koehler reported that enrollment is going well for both the existing schools and the new schools. There have been 195 applications as of April 25. As in the past, many parents don't take action until later in the year.

J. Finance Resolution. Larry said that for financing capital improvements with bond proceeds it's necessary for the board to approve a resolution authorizing bond funding for improvements we've made. On motion duly seconded, a resolution was approved as attached.

K. Financial Statements. Kim presented the disbursements report, credit card detail and financial statements for the period ending March 31. After discussion, the disbursements report and credit card summary were approved. Year-to-date revenues exceed budget by \$269,000, expenses are under budget by \$1,000 and excess of revenue over expense is \$360,000. On motion, the financial statements were approved.

L. Trine Report. Emily Gaskill said she'd emailed a presentation to the board and doesn't feel it necessary to repeat it. She noted that there are extensive document submission requirements for pre-opening of a new school, phase 2 of that process ends April 28 and there are additional requirements after that.

There being no further business, the meeting was adjourned.



Charles M. Loeser, Secretary