



MOVEMENT SCHOOL

MOVEMENT SCHOOL | 2701-B FREEDOM DRIVE | CHARLOTTE, NC 28208 | P:704.585.1356

MOVEMENT SCHOOL BOARD | MEETING MINUTES

11.13.19

Board Members: Casey Crawford, Frank Martin, Garrett McNeill, Montel Watson, Tim Hurley, Michelle Crawford

School Leadership Team Members: Jamie Sumter, Barbara Robinson, Alisha Carr, Gabrielle McCall Riley, Cecilia Armour

Members Present: Frank Martin, Montel Watson (via phone), Casey Crawford (via phone), Michelle Crawford, Garrett McNeil, Jamie Sumter, Tim Hurley, Alisha Carr, Gabrielle Riley, Barbara Robinson, Cecilia Armour

Guest Attendees: Kimberlee Bielan (PTO Member)

Meeting was called to order at 9:00 by TH.

Meeting agendas reviewed and passed out at 9:02.

Members reviewed the minutes from the 10.7.19 meeting.

GM motioned to approve the 10.7.19 minutes. MC seconded. Minutes approved unanimously.

Movement West Business

Academics

TH provided an overview of first quarter benchmark data for the school. The data shows an increase in proficiency for kindergarten students in math (55% to 66%), a slight decrease in proficiency for first grade (68% to 66%) in math, and an increase in proficiency for second grade (54% to 68%) in reading. Data from 3rd grade reading shows proficiency is projected to be 50%. The goal for first quarter benchmarks was 53%. While students did not reach this goal, their performance is better than 3rd grade performance last year (45%). Data from 4th grade reading and math benchmarks show current projections of 38% and 55% respectively. The proficiency goals are 53% and 55%. TH and JS shared their specific concerns regarding 4th grade reading data. Initiatives have already been put into place to address these scores.

JS shared that having the data year over year is helpful to know where to intervene and allows for quicker intervention. Last year, significant interventions were not put into place until the spring, once 3rd quarter benchmark data was collected.

The benchmarks used are from other charter schools in NC (Sugar Creek, Maureen Joy, and Henderson Collegiate), which allows for greater opportunity for collaboration and knowledge of where our students are compared to other charter schools within the state. The goal is to all use the same tests to establish a base for goals. The other schools are not as willing to share their data, but the team will continue to ask. 😊

JS shared two items that need Board votes. The first is the School Improvement Plan in response to EOY state assessment scores. The School Improvement Plan was developed by the School Improvement Team, which consists of several teacher volunteers. The Plan is based on the school's data last year. Many of the components within the plan are already in action. TH moved to approve the plan. FM seconded. The plan was approved by the Board.

The second item is the student enrollment growth plan. The state allots a 20% growth, which is 592 students for the 2020-2021. TH moved to increase to 600 students. GM seconded it. The Board agreed. JS will complete the state paperwork to request the increase.

Culture

Behavior

AC shared a culture report that compares discipline referrals from the beginning of the school year to the present. In response to the data, several interventions have been put in place by AC and the culture team. Thrilling Thursday was started because the data showed that most of the referrals were made on Wednesdays and Thursdays. To motivate students to demonstrate positive behaviors and as an incentive to teachers, Thrilling Thursdays was started.

A kindness challenge was issued this week to start a 24-day challenge for students and staff to show kindness and gratitude.

Positive Officer Referrals is a way for students to receive recognition for positive behaviors school-wide.

Attendance

There are 18 students with more than 7 absences and 24 students with more than 25 tardies. AC is working with the school social worker to determine what is going on and how we can support families to improve attendance. Meetings with these families are being scheduled. Once meetings have taken place, if attendance does not improve, AC has asked or Board support in stressing the importance of school attendance. She asks that at least one Board member join a meeting with parents.

TH asked about the discrepancies between last year's data and this year's. AC clarified that the policies have changed over the past year. Last year, the policy for attendance intervention included 5 or more absences. This year's policy includes 7 or more absences. Last year's policy for tardies included 10 tardies. This year's policy includes 25 tardies.

GM asked for academic data regarding the students who are "repeat offenders" of absences and tardies. AC will provide that data to him.

Financial Update

GR shared a quick update on the budget. Currently, we are projecting a \$108,000 surplus. The goal is to pay back all loans by the end of this fiscal year projecting the surplus is the same. The state drop has not yet happened because the state budget has not passed. Right now, our drop is projected to hit by Thanksgiving and will be based on last year's budget. The local drop has happened.

Facilities

Expansion Project

GM is in conversations with contractors to outfit current spaces within the building as contingency plans for 5th grade while the formal expansion project happens. It will be 2-3 spaces within the current building and construction should take less than two months. The project will not begin until next March or April. If possible, GM will see if it is possible to push the project to the very end of the school year so it will not interfere with the daily operations of school. The classrooms will be temporary; however, GM will look into possibilities of using the space for the cafeteria/kitchen. He will get JS and AC more detailed information soon.

Access to Community Park

GM reported that the walking bridge is complete! MC shared that the golf tournament was able to raise close to 15K, which will be used to fund the bridge.

Movement East Business

Bylaws Amendments

TH moved to correct a typo in our bylaws regarding the required number of board members from 7 to 5. GM seconded. All approved.

Review of Board Policies

The Board reviewed policies that are currently in place from the opening of Movement School. The policies below will be adopted and used at Movement School East:

1. Conflict of Interest Policy
2. Anti-Nepotism Policy
3. Board Residency Policy
4. Criminal Background Check Policy
5. Finance Policy
6. Grievance Policy for Families
7. School Safety Policy (with slight revisions to align with the location of Movement School East)

TH moved to adopt and use the policies listed above at Movement School East. GM seconded. The Board approved unanimously.

Grievance Policy

TH reviewed the Grievance Policy for teachers and staff with the Board and moved to approve this policy for Movement School East. MW seconded. The Board approved unanimously. The policy in place for Movement School (west) will remain in place. If JS wants to make any changes to the policy, she will bring these changes before the Board for approval.

Board Committees

Board committees are part of our bylaws. TH passed out a list of the type of committees (e.g. governance, finance, grievance, and asked Board members which committees they would like to join.

Committee	Board Members
Governance	Tim Hurley Michelle Crawford
Finance	Montel Watson Casey Crawford

Grievance	Tim Hurley Michelle Crawford
Facilities	Garrett McNeil Frank Martin

Board Self-Evaluation Tool

TH passed out the Board Evaluation Tool. The Board reviewed the evaluation tool. TH moved to continue to use the evaluation tool. GM seconded. All approved.

School Director Evaluation Tool

TH shared an evaluation tool that was adapted from RELAY Graduate School of Education. The School Director will do a self-evaluation and review it with a member of the Board once a year, typically during the summer. The evaluation will be shared with the Board in closed session over the summer, or prior to the beginning of the next school year.

The Structure of School Calendar

BR shared the structure of the school calendar and school day for Movement School East specifically highlighting differences between both schools (i.e. start date, length of breaks, and half- day Wednesdays for teacher development). There was discussion regarding parents' ability to find care on half days, and how the school will support parents' ability to do so. BR referenced her experience with other schools within the city that have half-days, and possible options for parents (i.e. special afterschool programs on Wednesdays, community partnerships with afterschool organizations, etc.). She also explained that there will be no additional teacher work days during the school year, as the half-days will be used for teacher development. TH moved to approve the structure of the school day and school calendar for Movement School East. MW seconded. All approved.

Movement School East Employee Handbook

BR shared the Movement School Employee Handbook with the Board. (The Handbook was shared with Board members via email several days before the meeting.) TH moved to approve the Employee Handbook for Movement School East. MC seconded. All approved.

Proposed Charter Amendments

Change in School Name

TH moved to change the name to of Movement School East to Movement School Eastland to better reflect the sentiments of the community. MC seconded. All approved.

Change in Grades Served

TH move to change the grades served at Movement School East from K-8 to K-6. Data has shown that schools are typically better when they focus on a specific developmental range (i.e. elementary or middle school). With the possibility of adding preschool programs to the school in the future, it would be best to focus on a younger developmental range. This shift is also better to support financially. The Board discussed possible challenges to this change (i.e. parents' desire to have a school that serves their child through middle school, sports opportunities, etc.). TH and BR discussed exploration of partnerships with other high performing charter schools that have a middle school. GM seconded the motion. The Board approved.

Weighted Lottery

TH passed out the Movement School Eastland Admissions Policy for the Board to review. This policy includes a revised policy to allow Movement School Eastland to

maximize our ability to have an economically diverse population through a weighted lottery. This admissions priority is optional for families. The Board reviewed this policy. There were questions regarding precedence within the state and country. TH shared that there are several examples of schools with similar priorities in TX, NY, and CA. In NC, it is our understanding that there are no other schools with type of policy. We are excited about this approach and feel confident that it reflects the mission and vision of our school. FM moved to approve the admissions policy. GM seconded. All approved.

Network Business

Volunteering

MC asked about volunteer opportunities for students who are interested in service hours. AC will work with her to plan 3-4 major volunteer events within the school for the year. AC and Tim will create a volunteer sign-up page to connect to the website and social media.

KB mentioned that the PTO is in need of high school or college students who are able to babysit during PTO meetings. GM mentioned organizing a park clean up (with the park behind the school). This could be a great volunteer opportunity for the school and community.

JS mentioned that she would like to set up a Teacher Giving Tree where teachers list items/things they would like to have for their classes, and people within the Movement community (and beyond) can purchase items. KB mentioned that the PTO will help put this together.

TH moved to adjourn. MC seconded. The meeting adjourned at 10:25.

Closed Session(s): None.