



MOVEMENT SCHOOL

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

MOVEMENT SCHOOL BOARD | MEETING MINUTES

05.13.20

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

Guest Attendees: None

Meeting was called to order at 9:05 by TH.

Meeting agendas reviewed at 9:07

Members reviewed the minutes from the 03.11.20 meeting.

GM motioned to approve the 03.11.20 minutes. MW seconded. Minutes approved.

Movement West Business

TH began by sharing how impressed he has been with the Freedom team in how they have adapted to virtual/remote learning and dealt with the impact of COVID-19.

JS feels they were able to have a strong start to virtual/remote learning because the school added a week to spring break giving themselves two weeks to prepare and develop a strong plan. She also mentioned remote learning started with strong family participation and involvement, however, the team has seen a decline in participation, especially after the state's announcement that there will be no legal ramifications for not participating.

JS's leadership team is focusing on supporting teachers through the remainder of the school year. She and AC are helping teachers pick the biggest three power standards within content areas, and to figure out what is essential for students to know for the following year. Teachers are looking at how standards spiral and connect throughout grade levels, specifically the grades below and above what they teach.

COVID-19 has really illuminated the digital divide within our state and country, and the impact this has on students' education. The Freedom team has worked to get hotspots to families and technology devices. However, there remains a challenge for parents who are not digitally literate. They have access to digital devices; however, they do not know how to use them. The team is looking deeper into this issue, and developing plans to address it next year in an effort to be better prepared in the event digital/virtual learning is implemented at some point. JS reiterated their desire to be able to give the full scope of curriculum virtually, if needed. She

continues to have a lot of thought sessions with other leaders around the state about this, and looks forward to developing a plan that will enable us to scale up next year.

JS is exciting to conduct a virtual assessment round for students within the upcoming weeks. She connected with other charter leaders around the state to get their thoughts on the idea. It will be interesting, and JS feels strongly the data collected will help with summer planning and for the fall.

CC asked about year-end testing and how our students will do with it next year. JS believes students who are actively participating in virtual sessions and completing work assignments will retain the learning that's happened this year. There are, however, a large group of students who are not, which is concerning. Students behind are falling further behind and there is the big question of how we will push them up to reduce the gap. Grade-level students may come in below in the fall due to summer slide that has been intensified with COVID-19.

JS shared she has also been in discussion about plans for next year. She is in collaboration with other charter school leaders in the state who are all working to figure out the mode of education that will work best for their students, families, and staff. Schools are considering regular, distance, and/or hybrid-which is the most concerning and much of the unknown.

CC asked if JS is looking into things other schools around the country are doing well. JS shared that schools with the most success are those who have implemented a hybrid approach. Freedom's focus was to get parents/families connected digitally, but there may come the time when we need to admit the divide and make other plans, including a hybrid approach. If we go to the hybrid plan, doing so by weeks instead of days may be the least risky. Another factor to consider is ADM and figuring out how that will be impacted. Parents' need to work is another factor that will determine how things are done. TH shared that we will do at least what the district does. He will be talking with his contacts within CMS.

CC asked if we could require digital attendance. JS responded that we cannot right now but that may be something we look into in the fall.

Whatever happens, TH feels we are in a good place to respond well. Right now, it's a bit of a waiting game.

Last week was Teacher Appreciation Week. AC planned great events throughout the week to show love to our teachers and staff: drive through luncheons, home visits, and other things that could be done safely from afar. Teachers felt appreciated and things turned out well!

Teacher moral ebbs and flows but lately, especially Teacher Appreciation Week it has been up. The team engages in trivia nights and team meetings.

JS proposed a calendar change for the end of the school year. The state has approved for schools to close the end of May. JS proposed May 29, 2020 as the last day of school for students, which would allow teachers to use the days in June to meet with parents individually and discuss students' academic levels and make summer plans. Typically, teachers only have two days for this, but given the virtual learning situation we are in, JS would like for teachers to have more time to do this. Teachers will take the time to fully explain things to parents and have flexibility to meet with parents when they are available. This proposed calendar change will also include one day to do a drive through wrap up celebration with students to end the year. During

this celebration students will return devices and receive resources for the summer. JS does not want the work that has gone into the school year to fizzle out.

CC shared information from an article he read that stated over 40% of households have lost a job where the annual income is \$40,000/year or less. This reflects a lot of the students we serve at Freedom. Parents and caregivers are essential workers, which means students are being left alone at home. This translated to 1 in 3 of the students at Freedom.

AC mentioned how humbled and blessed we are to have jobs.

TH mentioned the work Ms. Weston, the social worker is doing. A survey was sent out to families at the beginning of the COVID-19 season to ask what types of support they may need. Thirty percent of families asked for support. Ms. Weston has made over 150 referrals of families to Loaves and Fishes and Esther's Heart to receive weeks of ongoing food supply. Also there has been support given to families with housing. Ms. Weston has been working with families to connect them to resources on the west side. As long as families follow through, they receive support and services. This number is growing. As eviction restrictions lift, we anticipate these numbers continuing to rise. Right now, we are able to support families who need it. We also have the Maverick fund as a reserve to use. We can't cover every need, but our responsibility is to help and support as much as we can.

GM shared that he does not know a school in the system that is as connected with community supports and resources as Movement Schools and invites school staff to continue to press into these connections as much as needed. JS said she will. MC also shared there are people within her business who want to help the school and asked the best ways for them to. JS shared that a donation to the Maverick fund is the most universal way to support.

TH thanked the Freedom team again for the great work they've done and continue to do through this COVID-19 season. We will continue to meet monthly. It is exciting to see how the Movement organization continues to work together.

Facilities

GM shared he is working with Choate to remobilize for the classroom expansion and full-kitchen model for the Freedom campus. The kitchen could potentially be leased to other community organizations during non-school hours, which could be a revenue stream.

Additionally, GM is working with contractors to ensure the Freedom campus can accommodate its expansion to 5th grade next year. The budget numbers look good for the temporary accommodations within the existing building.

Movement East Business

Staff Recruitment

BR shared staff hiring is going well. The entire team is 95% hired. The remaining positions to fill are: Special Education Teacher, PE teacher, and Front Office Manager. BR feels confident we will have these positions filled within the next month. The team has been meeting for virtual happy hours biweekly. They are a lot of fun, and something the team looks forward to.

Enrollment

Enrollment for Eastland is at 146. TH shared it is not exactly where he'd like it to be, but it is where Freedom was around this time its launch year. TH is working with an outside digital marketing firm to tighten our digital approach, as well as boost it. CC would like for us to work with Movement Mortgage's marketing team to do whatever is needed to boost recruitment efforts. TH and BR will follow up with his request. BR shared she is working on a video to send to families within churches personally inviting them to consider Movement Eastland this fall. CC mentioned this video could also be shared with partners like Rally Charlotte.

RTO

BR discussed each document below, and proposed board approval as part of the Ready to Open process.

1. EC Accountability Policy: TH moved to approve. GM seconded. Approved.
1. EC Contingency Policy: TH moved to approve. FM seconded. Approved.
2. Regular Budget: TH moved to approve. GM seconded. Approved.
3. Break-Even Budget: TH moved to approve. GM seconded. Approve.
4. Grading Scale/Report Card Policy: TH moved to approve. MC seconded. Approved.
5. Student Records Policy: TH moved to approve. MW seconded. Approved.
6. Staff Evaluation Policy: TH moved to approve. GM seconded. Approved.
7. Student Promotion/Retention Policy: TH moved to approve. MC seconded. Approved.
8. Campus Visitor Policy: TH moved to approve. FM seconded. Approved.
9. Test Security Plan: TH moved to approve. GM seconded. Approved.
10. Student/Parent Handbook: TH moved to approve. GM seconded. Approved.
11. Name DLK as the firm we will use for our audit next year: TH moved to approve. GM seconded. Approved.

Facilities

GM shared that he has never experienced construction that is moved this fast! It truly is by the grace of God! Really miraculous to see! The building is fully up, and windows are in. They look beautiful. Additionally, the stage has been built within the gym/cafeteria, asphalt has been laid, sidewalks have been poured, and down, and landscaping is in progress. The team is meeting to discuss the playground next week. Things are moving really fast and really well! GM is very impressed with team there-everyone is going above and beyond. He is working to iron out some issues with the city right now and hopes to have a resolution soon.

The school building will be complete and turned over to us in 75 days! Insane!

TH thanked the team for the work we're doing. He looks forward to when we can meet together in person and is grateful for the ability to meet virtually now.

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

Closed Session(s): None.