



**Fostering Leadership Academy**

Regular Board Meeting

June 28, 2021, 4:00 p.m.

Zoom: <https://us02web.zoom.us/j/9296514508>

Meeting ID: 929 651 4508

**I. Call to Order**

Meeting called to order at by Mrs. Whittaker-Walker at 4:00 p.m.

**II. Roll Call**

Board Member	Present	Unable to Attend
Eric Doeh	X (Bellville)	
Dan West	X (Livonia)	
Elizabeth Whittaker-Walker	X (Southfield)	

**III. Non-Board Members Attending**

Name	Organization/Title
Stephanie Trotter	MCHS, Chief Financial Officer
Melissa Fernandez	MCHS, Chief Operating Officer
Cheryl Edwards-Cannon	GVSU, School Consultant, Charter Schools Office
Adrian Johnson	FLA, Principal
Cheryl Sugerman	FLA, Vice Principal

**IV. Approval of Agenda**

A motion was made by Mr. Doeh to approve the Agenda. The motion was amended and seconded by Mr. West. Mrs. Whittaker-Walker thanked the MCHS team for getting the updated agenda to the Board. The motion passed unanimously. Mrs. Whittaker-Walker reminded the Board that because of the small numbers they will not be able to have split votes – they will need to discuss any differences then put the matter forward for a vote.

**V. Approval of Meeting Minutes**

Mrs. Whittaker-Walker asked that some typos that were in the document be corrected. A motion was made by Mr. West to approve the minutes from the May 2021 meeting with corrections. The motion was seconded by Mr. Doeh. The motion passed unanimously.



VI. Public Comment of Agenda Items

Mrs. Whittaker-Walker recognized there were no public comments.

VII. Acceptance of Resignation of Zackary Hugg

Mrs. Whittaker-Walker informed the Board that they had received Mr. Hugg's letter of resignation and asked, because it is a public document, that his letter of resignation be included in the Board Packet for the next Board Meeting. Mr. West regrettably, made the motion to accept the resignation. Mr. Doeh regrettably seconded the motion. The motion passed unanimously.

VIII. Principal Updates

Mr. Johnson started with great news, the first annual Field Day was held on June 21, 2021. The scholars had a wonderful time and especially loved the dunk tank, a little too much, when he was being dunked. On June 22, 2021 the school held the first ever 8<sup>th</sup> grade promotion ceremony. There were eight 8<sup>th</sup> graders who were promoted. Families and support staff attended and the scholars had the opportunity to speak about what being at FLA this year has taught them

Enrollment: The number of scholars remained the same; there was a change in the number in some grades due to the type of scholar FLA serves.

Last day of school for scholars was the 24<sup>th</sup>, last day for teachers was the 25<sup>th</sup>.

Staffing: Mr. Johnson stated he is looking for 4<sup>th</sup> and 5<sup>th</sup> grade teachers as well as additional paraprofessionals.

Mr. Johnson presented NWEA test scores. Only ten scholars were present from fall to spring. Only seven of those scholars were tested in fall and spring. Of the scholars who were tested there was growth, which attests to the work of the school in fulfilling its mission.

Mr. West asked how many kids are registered for summer program. Currently the number of Summer Program is twenty-six. There was agreement that this will be a good marketing tool for FLA.

Mr. Doeh asked how Mr. Johnson feels FLA was able to make the growth that was seen in the scores. Mr. Johnson explained that one-on-one support, higher order thinking, expectation of learning, and a shift from focusing on behavior to focusing on academics all played a role in making academic success possible. Mr. Doeh asked about the number of scholars and asked how we will balance one-on-one if the numbers go up next year, specifically, what is the plan if the number of scholars goes up? Mr. Johnson stated that the plan is to grow the staff and support staff as the number of scholars increase.



He explained that he will continue to apply for Act 18 Funds which pays for paraprofessionals and increase number of special education teachers. Mr. Doeh gave kudos to Mr. Johnson and staff.

Mrs. Whittaker-Walker stated her question about data; that one test is one measure of student progress, based on findings, how aligned are the test scores to how children are performing in the classroom? Mr. Johnson indicated that the scores do not reflect how scholars are doing, because of the small number of scholars tested. Overall, FLA would have seen more growth if all test scores could have been counted. Mrs. Whittaker-Walker asked if, in the future, there might be other modes of data presented so the Board can get the full picture of how scholars are performing. She also asked if there are no 4<sup>th</sup> and 5<sup>th</sup> grade scholars are enrolled is it fiscally responsible to be hiring 4<sup>th</sup> and 5<sup>th</sup> grade teachers. Mr. Johnson explained there are four or five 4<sup>th</sup> and 5<sup>th</sup> graders in the system right now. Mrs. Whittaker-Walker asked that they have the enrollment numbers for the August Board Meeting. Mrs. Whittaker-Walker's stated that while there were some challenges, she wants to make sure we are in a good place to start the year and to that end questioned MCHS to see if there is a cut-off date for remaining a 6-8 school. Mr. Johnson identified October (count day) would be when that decision will be made. He will start looking at the numbers in September to determine if classes can be split based on the number of scholars enrolled in September. Mrs. Whittaker-Walker said has seen a number of schools where teachers had to take pay cuts or be laid off because of these reasons, and she just wanted to make sure FLA is in a good place for the start of the school year. She explained it is for those reasons that she would like the Board to see the recruitment plan, knowing Kevin has said that MCHS has covered gaps, but to be responsible about keeping that from happening. Mr. Johnson stated that he would reach out to Mrs. Whittaker-Walker to review the strategies he has been using. Mrs. Whittaker-Walker asked if that could be included in the Board Packet for the next meeting. Mr. Doeh stated that for him there is a fine line between these strategies and the Board's responsibility. He said he would like less time spent on a document and more time on recruiting scholars. Mrs. Fernandez explained that the Marketing and Development Department meets monthly with her and Mr. Johnson and that they will document the process and share it with the Board at the next meeting.

#### IX. Authorizer Report

Mrs. Edwards-Cannon indicated the Board Evaluation is in the Board Packet. Mr. Hugg had offered to be the repository of the information, but stated that she will take the lead on that and put the information to gather for the August Board Meeting. Mr. West asked for a deadline, Mrs. Edwards-Cannon gave July 15, 2021 as the deadline date for return of the survey. Mrs. Edwards-Cannon indicated that in the long-term GVSU is looking for a history of self-evaluation; where does the board see the areas of greatest areas to focus on? She pointed out that everyone has learned a great deal and the goal is to use that information to move forward.



Mrs. Edwards-Cannon reminded the Board it is their responsibility to fill the vacant board spots. She suggested they reach out to people they know who will be vetted for conflicts of interest and background checks by GVSU. She went on to say that having a good fit with the current Board and filling areas of expertise not found in current Board members is paramount. She suggested having potential members come to the August board meeting; letting them see how the Board operates and making sure it's a good fit both ways. New Board members must be able to fulfil the roles and responsibilities of Board members including attending Board Meetings. Mrs. Edwards-Cannon will present an overview of the roles and responsibilities of board members of public school academies. Once people are found, Mrs. Edwards-Cannon will present a resolution stating those people have their approval to be moved to the GVSU Board of Trustees, at the next meeting after approval new members will be sworn in. If the board identifies people and wants Mrs. Edwards-Cannon to explain the overview and she will meet with the potential member and give the Board her feedback but ultimately it is up to the Board to decide. The next time the GVSU Board of Trustees will meet is November, until there are more members, the FLA Board will need three Board members present for a quorum. Don Cooper from GVSU can seat a board member temporarily for ensure the FLA Board is always able to make quorum to complete the business of the school. This would be short term but they will still be on the list that will be voted on in November, then after that they will be sworn in for a longer term. Mrs. Edwards-Cannon has a list of questions for potential board members. Mrs. Whittaker-Walker thanked Mrs. Edwards-Cannon and stated they would like to have the list of questions and would also like to speak to the Board and with Mrs. Edwards-Cannon to discuss what the Board should be looking for in potential board members.

Mr. West asked if the plan is to keep the Board at five members or to go to seven. Mrs. Edwards-Cannon stated it is up to the Board. They can go up to nine members but pointed out that it can be difficult to get a quorum with that many members. Mrs. Edwards-Cannon suggested they remain at five. Mrs. Whittaker-Walker asked the Board what they hope to see in the new members; Mr. West stated geographic considerations, stating the board should match the geographic of the population FLA serves. He suggested an attorney and someone with a marketing background. Mr. Doeh stated that he would like to see someone with an educational background and that overall, the Board should take a common sense approach, looking for people who are engaged and dedicated, someone with a financial background would be a good addition as well. Mrs. Whittaker-Walker stated she agreed, she had been courting people since Ms. Nguyen left and stepped it up when Mr. Hugg resigned. Mrs. Whittaker-Walker opened the conversation to the school and management side as well. Mr. West stated they need to determine the number of people they are looking for. Mrs. Whittaker-Walker agreed they should stay with five unless there are amazing candidates they want to consider. Mrs. Edwards-Cannon suggested someone from higher education to show the scholars that FLA is preparing them for not just for high school but to see the lifelong possibilities of continuing education. Mrs. Edwards-Cannon will send the Board a check-list of their skill sets so they can see what they are missing and who to target.



Mrs. Whittaker-Walker also asked of Mrs. Edwards-Cannon if there is there a list of people who are not eligible to serve. Edwards-Cannon stated that anyone in Michigan, if they can drive to the meetings is eligible, public school employees are eligible but active duty police officers, elected officials, vendors doing business with the school or MCHS are not eligible but she stated that ultimately the GVSU legal team would determine who would not be able to serve due to a conflict of interest.

Mrs. Edwards-Cannon stated that based on current guidelines, the option to hold virtual meeting will end at the end of September. Therefore the October 2021 meeting will be in person. Mrs. Edwards-Cannon is planning on attending the meeting.

#### X. Management Report

Construction continues on the new building. Teachers have boxes packed up and ready to be moved in. Mr. Johnson presented an overview of the school at the MCHS Leadership Meeting and she asked him to present it at the next MCHS Board Meeting. It was clear that there has been a visible change in behavior at the school. FLA is on point with compliance. Recruitment: marketing the summer program is a tool to get kids to the school in the fall. Marketing team and Mr. Johnson have been pounding the pavement. The Promotion Ceremony was an important milestone for the school. MCHS is kicking off a series of three strategic planning meetings over next three months; FLA will be a focus of these meetings. MCHS would be happy to participate in helping to identify potential member for the Board vacancies. Mr. Fernandez let the Board know there has been no further discussions with outside management companies.

Mrs. Trotter congratulated Mr. Johnson on the Promotion Ceremony. She stated that each scholar was not just called out but had the chance to talk about what they had learned, how they had grown. Mr. West gave kudos as well and stated that he is confident word of mouth will grow the school.

Mrs. Whittaker-Walker reiterated that FLA Board would like to participate in strategic planning but stated they would need lead time, up to a month, to prepare and put it on their schedules.

#### XI. Action Items

##### a. Approval of Election of Officers.

- i. Nominations for President. Mr. West nominated Mr. Doeh, Mrs. Whittaker-Walker seconded. Mr. Doeh accepted the nomination. The nomination passed unanimously.
  - ii. Nominations for VP. Mr. West nominated Mrs. Whittaker-Walker, Mr. Doeh seconded. Mrs. Whittaker-Walker accepted the nomination. The nomination passed unanimously.
- Nominations for Secretary/Treasurer. Mr. Doeh nominated Mr. West, Mrs. Whittaker-Walker seconded. Mr. West accepted, the nomination passed unanimously.



b. Approval of the 2021-2022 Budget Amendment:

- i. Mrs. Trotter presented Budget. She will always be happy to answer any questions Board members have via e-mail after the meeting. Mr. Doeh asked about the potential increase in per pupil funding and if that was included in the budget. Mrs. Trotter stated they are remaining conservative but will amend the budget in October if per public funding goes up. Mrs. Whittaker-Walker thanked Mrs. Trotter for the thorough presentations, asked if there is anything the Board should keep in mind moving forward. Mrs. Trotter stated that keeping abreast of any changes is the best thing they can do.

c. Resolution Approved Extended/Hybrid Learning Plan

d. Approval of the FLA service agreement between MCHS and FLA

- i. Mrs. Whittaker-Walker asked for motion to combine c and d. Mr. Doeh made the motion, Mr. West seconded. The motion passed unanimously.

e. Oath of Office – Mr. Doeh

- i. Mrs. Cannon-Edwards asked Mr. Doeh to recite the oath. Mrs. Cannon-Edwards notarized and will forward the document to the legal team.

XII. Public Comment on Non-Agenda Items

Mrs. Edwards-Cannon informed the board they should have received the school success report from GVSU. Mr. West is featured in the publication, as representing one of GVSU's new and innovative schools. recognized there was no public comment. Mrs. Edwards-Cannon suggested getting copies to share with stakeholders.


Mr. Doeh knows that the Board has praised Mr. Johnson but he wanted to say that any concerns they had, have been relieved and he is so pleased with the progress of the school.

Mr. Johnson thanked him but stated that he did not do this alone and recognized the staff and teachers for all that they have done.

Mrs. Whittaker-Walker congratulated the team on completing the first year. She thanked everyone on the call for the work they did on and off the screen. Mrs. Whittaker-Walker thanked everyone for answering her tough questions which come from a place of love and concern for the children.

XIII. Adjournment

Mrs. Whittaker-Walker adjourned the meeting at 5:19pm.

Passed on: 6/28/21 

Secretary: \_\_\_\_\_