



**Fostering Leadership Academy**  
Regular Board Meeting  
March 29, 2021, 4:00 p.m.

Meeting held via Zoom

I. Call to Order

Meeting called to order at by Mr. Hugg at 4:04 p.m.

II. Roll Call

Board Member	Present	Unable to Attend
Eric Doeh	X (Belleville)	
Zack Hugg	X (Ferndale)	
Van Nguyen	X (Livonia)	
Dan West		X
Elizabeth Whittaker-Walker		X

III. Non-Board Members Attending

Name	Organization/Title
Stephanie Trotter	MCHS, Chief Financial Officer
Kevin Roach	MCHS, Chief Executive Officer
Cheryl Edwards-Cannon	GVSU, School Consultant
Adrian Johnson	FLA, Principal
Carolyn Watson	MCHS, Interim Chief Development Officer
Cheryl Sugerman	FLA, Vice Principal

IV. Approval of Agenda

A motion was made by Ms. Nguyen and was seconded by Mr. Doeh to approve the agenda. The motion passed unanimously.

V. Approval of Meeting Minutes

A motion was made by Ms. Nguyen and was seconded by Mr. Doeh to approve the minutes. The motion passed unanimously.

VI. Public Comment of Agenda Items

Mr. Hugg recognized there were no public comments.

## VII. Authorizer Report

Ms. Edwards-Cannon reported that the GVSU Board of Trustees has confirmed Mr. Doeh's re-appointment to the FLA of Directors. The re-appointment will be officially confirmed at the April 30, 2021 GVSU Board of Trustees meeting and Mr. Doeh will take the Oath of Office at the May 2021 GVSU Board of Trustees meeting. Ms. Edwards-Cannon announced that Mr. Hugg and Ms. Nguyen completed webinars that met the requirements for the 2020-2021 Academic Grant from GVSU. FLA will find out in mid-fall the amount the school will receive. Finally, Ms. Edwards-Cannon stated that Board of Directors have been approved to go back to in-person meetings as of April 1, 2021 but can extend the opportunity to remain virtual longer in compliance with recommendations from Wayne County. It is up to the Board to decide when to begin meeting in-person with the caveat that if the meetings are in-person there must be a provision to make the meetings accessible to the public (possibly via Zoom), people in the military can continue to attend via Zoom and, people with a medical issue that will prevent them from attending can do so with documentation from their medical professional. As of Friday, March 26, 2021, Ms. Edwards-Cannon has received clearance to attend meetings in person.

Mr. Hugg stated that he would leave the decision to the preference of the Board; adding he heard that Wayne County might not allow in person meetings until June. Ms. Edwards-Cannon said she would verify when the FLA Board of Directors can meet in person.

Mr. Hugg asked for a motion for the FLA Board to continue with virtual meetings through May or June, county guidelines permitting. A motion was made by Ms. Nguyen and was seconded by Mr. Doeh. The motion passed unanimously.

## VIII. Required Votes

Approval of the extended learning plan. A motion was made by Ms. Nguyen and was seconded by Mr. Doeh. The motion passed unanimously.

Mr. Johnson explained the Anti-Bullying Policy needed to be uploaded into Epicenter and reviewed the updated policy. A motion was made by Mr. Doeh and was seconded by Ms. Nguyen to approve the Anti-Bullying policy. The motion passed unanimously.

Mr. Johnson explained that the Scholar Code of Conduct needed to have a clearly written version of the discipline policies which are in the updated version. Mr. Doeh asked for clarification of when law enforcement will be called. Mr. Johnson stated that there are certain situations, if drugs and/or weapons are brought to school for example, law enforcement must be involved otherwise he will use his best judgment. A motion to approve was made by Mr. Doeh and was seconded by Ms. Nguyen to approve the Scholar Code of Conduct. The motion passed unanimously.

#### IX. Principal Updates

Mr. Johnson provided the March 2021 Principal's Report. Mr. Johnson reported that the Mission and Vision will be posted throughout the school. The Positive Behavior Intervention and Supports (PBIS) program has been implemented and a team is working to continue what has been started. Daily positive affirmations are posted and in March different mindfulness techniques instituted school-wide. At this time, 90% of FLA staff is fully vaccinated. There are currently 30 scholars enrolled at FLA. There are two new hires, paraprofessionals Mr. Fleetwood Harris and Mr. Justin Hayes with plans to hire four more. Mr. Johnson is looking to hire a long-term Social Studies sub. The March behavior incentive will be moved to April 9, 2021 from March 26 due to COVID.

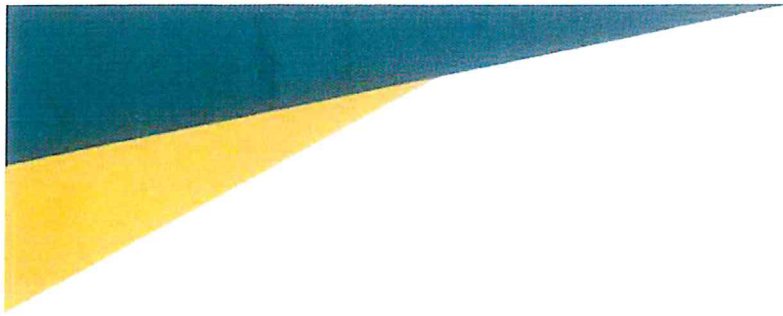
NWEA Trends: Glows – Phase 1 scholars met their mid-year growth target, grade level trends show scholar growth across subjects with the exception of 8<sup>th</sup> grade EL; the number of scholars tested from fall to winter doubled. It will be difficult to meet end of year phase targets particularly Phase 2 and Phase 0. Next Steps: testing schedule is in place so ensure all scholars are tested; teachers are being trained on how to use MAP data to drive instruction and small groups are being utilized to re-teach or present materials where gaps are identified. Mr. Hugg verified that testing will be from mid-April through May, 2021.

One scholar has been suspended for 10 days and is being recommended for expulsion. Ms. Edwards-Cannon explained that expulsion hearings can be difficult especially with the population of scholars at FLA. She indicated that the FLA attorney should be present at all steps through the process. She suggested trying to give the scholar a soft landing and stated she would like to be a part of the process. This is particularly important because an MDR must also be completed. Mr. Doeh asked if all issues related to the incident have been documented showing that all necessary steps were taken. Mr. Roach stated that it is a difficult situation since MCHS and FLA are on opposite sides of the situation and that due diligence is being done on both sides. Mr. Doeh asked if there is a conflict of interest, and said there need to be clearly marked lines, as well as ensuring the Code of Conduct been followed and every opportunity been exhausted. Mr. Johnson stated that the expulsion hearing can be held the same day as the MDR (10:00 a.m., April 7, 2021) so an expulsion hearing can be at 11:00 a.m. Mr. Hugg said he can be available at that time.

#### X. Management Report

Teacher Retention: Mr. Roach reported that looking ahead to the 2021-22 school teacher retention is an important part of moving forward. There is already a teacher shortage and 44% of teachers are expected to retire this year according to news sources. All FLA teachers stated they were returning next year. New teachers will also be needed for 4<sup>th</sup> and 5<sup>th</sup> grade.





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Scholar Recruitment: Mr. Roach reported that Mrs. Watson is supporting Mr. Johnson with scholar recruitment efforts. Efforts will go full steam ahead with the need to recruit scholars for grades 4, 5 and 6 though some challenges that FLA encountered last year may be in place this year, especially with parents being reluctant to change schools. Additionally, due to the transient nature of the FLA population we will need to recruit 7<sup>th</sup> and 8<sup>th</sup> graders as well. The commitment remains to have full in-person instruction. Mr. Roach is looking forward to construction being finished so the community can come see the building.

Learning Disruptions: Mr. Doeh stated his appreciation about being notified when issues arise (COVID) and about staff vaccinations. Mr. Roach reminded everyone that one of the biggest triggers for people who have experienced trauma is unpredictability. That has been the case for this school year with scholars switching back and forth with in-person and remote learning. Mr. Roach extended compliments to Mr. Johnson and the FLA staff for their efforts to keep things cohesive for the scholars.

Construction Update: Mr. Roach presented a timeline of the construction of the new building. As of today construction is on track for the building to be completed by June 2021 followed by the inspection then a ribbon cutting ceremony and open house. Mr. Roach specified that while the goal is in-person instruction, the rooms will be set up with technology to support virtual learning as well. Mr. Roach stated that it has been great to see everything come together with the support of Mrs. Trotter, the construction team and MCHS Board. Mr. Doeh stated it is so important for FLA scholars to see that they are deserving of something this extraordinary. Mr. Hugg seconded that sentiment and added that it is a testament to Mr. Roach and his team for keeping things going.

Mrs. Trotter presented the finance report. While FLA continues to operate at a deficit, with lower than expected revenues, they are being supported by MCHS to ensure a balanced budget.

XI. Public Comment on Non-Agenda Items

Mr. Hugg asked if there was any public comment. Seeing none, Mr. Hugg called for the meeting to adjourn.

XII. Adjournment

Meeting was adjourned by Mr. Hugg at 5:20pm.

Passed on April 24, 2021

Secretary: [Signature]