

HCA Board Meeting Minutes: 10.28.2020, HCA Commons

Present: Kevin Murray, Michelle Bulmer, Brittney Jackson (taking minutes), Pete Frommer, Susan Groseclose, Dustin Ennis, Jennifer Heverly

Not Present: Jennifer Abraham, Ashley Pitts

6pm- Kevin Murray opens the meeting – addressed masks during the meeting

Dr. Taylor led the invocation

Pledge

Kevin read the mission statement due to Ms. Pitts being out sick

**Vice Report:**

Vice President motioned to remove Pay 4k from agenda - second by Dustin Ennis. All approved.

Vice President spoke on the fiscal policies and reminded board members to read and review before the next meeting – look specifically at the procurement policy and requirements and determine if suggestions or information is needed – chain of command has been changed -Exec Director will take a procurement request to the treasurer first before coming to the board to approve the amount – Fraud policy needs to be reviewed by the board specifically as well, Vice had to ask the HCA attorney and recommended that we as a board NOT sign the Erskine policy but rather the policy the HCA attorney, Tyler, provided instead.

**Committee Reports:**

Non-Profit updates: donor wall – goal is November 1<sup>st</sup> where anyone (parents, board members, staff, students, etc) can purchase horseshoes to support HCA – any time anyone donates \$50 they can choose what name they want on the white shoe. \$150 royal blue gets larger shoe and 4 sporting event tickets, \$300 gold shoe, name, 4 tickets, and 2 tickets to spring dinner theater – Vice asked that everyone support by asking those they know and sharing our mission with the mural wall

**Growth Committee:**

Dr. Taylor updated the board that HCA locked in our General Contractor – traffic study and soil study have both been started and things are progressing

**Secretary Report:**

Vice makes motion to approve Sept 22 minutes, Susan Groseclose seconds motion. All approved.

**Treasurer Report:**

Treasurer updated the board and stated we should be at 72% and noted that we only have a few areas where we're not meeting the 72% facilities and construction expense-page 6, Dr. T spoke on that and noted that it was an overage area because it wasn't budgeted for but stated we've saved in other areas

– other area was technology due to Chromebook purchase – HCA received a \$250,000 deposit to pay off some outstanding debts – waiting on the bond to pass to pay the remainder of the debts owed

**Executive Director Report:** 

General updates Dr. T speaking on the team that will be presenting to the board and how her goals were to offer leadership opportunities within the school setting and thanked everyone in attendance for attending and supporting their colleagues.

Growth and improvement 5 main areas that Dr. T is focusing on:

Building growth when she began there was 400 now over 800

Academic growth – MAP Scores and data

Collective Leadership – one of 15 schools in the state who encourages everyone to have a voice in the school – increasing what that looks like in HCA – admin staff that lead throughout the day by teaching

Social / Emotional Learning Curriculum – especially important with COVID but overall school-wide

Britt Jackson spoke about PADEPP evaluation and the goals and the evaluation process that she will completing throughout the academic school year

Dr. T provided the board with a hand out of her main goal areas that she's focusing on.

Dr. T spoke about her mentor that is provided for her through the Erskine program and she's met with him already in a 1:1 setting and doesn't cost HCA anything

Dr. T introduced the team that is presenting this evening regarding the instructional leadership team sharing about the MAP Data

Instructional Leadership Team – presenting on the MAP Data

Emily Meek – Special Education Teacher

Dr. Brandy Green – Blended Learner Lead and 5<sup>th</sup> grade teacher

Ashley Gibbons – Literacy Coach

Emily explained to the board and attendees what MAP is – MAP Growth is given to all students K-9 3x a year to measure growth – then compared to norms – helps the school keep up with the data over the years – helps the educators tailor the educational curriculum to their students – MAP Assessment Categories were presented and it was noted that the standards are aligned to the CS State Standards

Ashley discussed explained the Reading and Math data and compared HCA data to the state data – math is a bit weak and needs to be closely monitored – another graph was shared which was broken down by gender – data was further broken down by ethnicity – each grade was broken down and the baseline

data was presented and used to set the goals – MAP was not utilized last year because a reading inventory was used – the data will be used to determine school-wide needs, create schoolwide goals and class level goals – goals will also be utilized to implement schoolwide support – the breakdown of the goals was further broken down and explained

Emily continued the presentation with the information about the intervention strategies that the school will implement to meet the needs of the students

Dr. Green spoke on Exact Path / Edmentum it's a program that HCA will implement to enhance the students skills or weaknesses – it's a web-based program that is aligned to the SC state standards and is directly related to each individual students weaknesses or strengths based on their MAP score and is directly aligned to fill the gaps and adapts to the child as the increase as students show mastery or potentially decrease if a student needs to fall back a grade level – parents and teachers have access to the student's progress – the teacher view gives the teacher much needed data to help fill the gap the student's may need – it's easy to use for both students, teachers, and parents, it's data-driven, individualized and allows for ongoing data for all stake-holders regarding Math and Reading

Dr. T spoke about how the groups have already changed based on the ever-changing needs of the students as they work through the program for math and reading

#### **4-Day School Week – Cassandra Luttrul and Sarah Morris**

Ms. Morris started by passing out a folder to the board members – provided members with a presentation hand-out, informational document and a calendar

Dr. T spoke about the presentation and how Cass continuously researched this topic and brought it to the leadership team who were also excited to bring this to the board

Cass introduced herself and then Sarah introduced herself

Cass spoke about the 4-day school week – discuss the pros and cons, teacher feedback, school day length, contracts, etc.

Cass spoke about pros: to include teacher retention, Professional development, efficacy and morale, and cost saving opportunities for HCA due to Friday's being a high-sub day

Student impact: longer sustained reading and math blocks for longer teaching times, fewer discipline reports, fewer incidents of truancy 6.4% of HCA students were out on Fridays

Dr. T spoke on ADM – they look at average daily membership and how missed time costs the school money

Cass spoke about the 3 typical barriers – access to few/reduced breakfast and lunch, access to transportation on Fridays for extra-curricular activities, and Friday childcare

Cass spoke about how HCA would contact with Quest Zone for Friday care to address the childcare issue – it's \$15 for the day for students already enrolled, \$25 for non-enrolled. Also teacher-led day camps from 8-4 cost to attend \$25-\$35. Plus quality time with family – families can use Friday for medical appointments to reduce weekly appointments to increase ADM

Groseclose asked a question about Quest Zone fees and drop-off and how you'd have to pay for use

Sarah spoke about high school – Quest Zone does not apply to high schoolers – Friday could serve as a credit recovery days 1-2x a month from 8-12 and 12-4 session and cost to students would pay \$20-30 – it will help with the ADM and help the students build relationships with more 1:1 opportunities

Sarah continued with the day outlook on a 4-day school week – she referred to the HCA 4 Day School Week – she explained what the state requires and the difference for High School vs Middle and Elem – Elem would be slightly over the state requirement, Middle also slightly over the state requirement, High School still slightly above the minimum the state requires – What does it look like for the staff? Sarah continued to explained staff hours and what they're contracted for currently vs the 4-day model – duty still included in their traditional school days making the contract hours slightly over a typical model

Cass spoke about the break weeks and how they would be able to stay as is with the 4-day model – Cass spoke about the teacher survey – 44 teachers rated the idea 4 stars and spoke about the comments teachers made about the model

Dr. T spoke about how the community is already intimidated by the progress HCA has made and how HCA would be the FIRST SCHOOL IN SC to move to a 4-day school week. What if HCA could pave the way for a wave of change for SC schools state-wide by providing research and information on the model

Sarah stated that it's a goal to be brave and courageous for their families

Cass summarized the proposal of moving HCA to a 4-day school week

Cass spoke on the next steps – asked for board input and feedback and Erskine feedback

Dr. T said Erskine said that if any school in their system could pull this model off – it would be HCA

POST PRESENTATION: Comments from Board Members

Dustin Ennis had comments after the presentation, asked about parents and surveys and how that would be addressed by the team because \$25/day would become costly for families with multiple children

Cass and Sarah responded with the ways they would poll parents and families and get information about the model out to families

Dr. T would need to present to the Erskine board for final approval

President spoke in favor of the model and stated he was for it and encouraged the team to get research needed

Vice also spoke in favor of the model

Dustin Ennis stated more concerns about interrupting a standard 5-day a week when asked by Dr. T about barriers – he continued asking about what Quest would look like on a Friday but would like a more

Dr. T spoke about Quest Zone and what that would look like in regards to what it would be on a Friday for students who would attend

Sarah spoke about Quest Zone members and working them into the culture of HCA instead of viewing them

Groseclose – spoke about her concerns and asked who else does this 4-day week and mentioned

Cass – responded to her question about where the studies were coming from and how they were US based districts, primarily Colorado and mentioned Texas and a few other states, Georgia and Sarah mentioned even Florence SC

Dr. T spoke about the difficulty prior to COVID to present this model and if HCA wants to investigate this model, then next year would be ideal while families are used to interrupted schedules

Sarah spoke about how the students may not experience a typical 5-day week

Groseclose – spoke about a barrier regarding the length of day because of the differences kids have

Sarah – spoke about the flexibility in the scheduling versus this current jam-packed days that limit the flexibility

Dr. T spoke about growth and the 4-day week and how HCA could better serve their students unique needs – she continued about the increasing student population with 504s and IEPs, etc. She continued on about how the HCA teachers are experts at working the breaks into the school days already but this would better allow and encouraging it

Vice – stated she believes students would be more productive like she is with a 4-day school week

Sarah – stated that a few things would be factored in to allow more growth in the upper grades – for using Fridays internships

Dr. T – spoke about students with disabilities utilizing Fridays to earn credits towards their work-based programs

President – thanked the team for the presentation, closed open session asked for motion

Vice made motion to move into executive session and Heverly seconds motion. All approved.

Vice motioned to come out of executive session 8:10pm. Jackson seconds motion. All approved.

Vice motioned to end open session. Heverly seconds. All approved. Meeting Adjourned 8:12pm.