

Uplift Education Board Retreat Meeting Minutes

Friday, September 23rd, 2022, at 12 p.m.

A retreat/meeting of the Board of Uplift Education was held on the date and time listed above.

Called to Order: 12:09 p.m.

Adjourned: 5:39 p.m.

Executive Committee Members Present:

1. Cullum Clark
2. John Beckert
3. Andre McEwing
4. John McPherson
5. Michael Stack
6. James Stanton
7. Ed Tauriac
8. Ricky Garcia
9. Christine VanDeVelde
10. Pilar Davies
11. Richard Frapart

<i>TOPIC</i>	<i>DISCUSSION/CONCLUSIONS</i>	<i>ACTIONS</i>
I. Board Member Arrival		
II. Call to Order, Community Forum, and Previous Board Minutes	<p>At 12:09 p.m., C. Clark called the meeting to order and announced a quorum of the board was present.</p> <p>No community members were present to speak during the Community Forum.</p> <p>C. Clark introduced the August 23rd, 2022, minutes for approval. The board was provided the minutes for review in their pre-read.</p> <p><u>ACTION ITEM</u> – Consider and take action on approving minutes from the August 23rd, 2022, Board meeting.</p>	<p>Upon a motion to approve the August 23rd, 2022, board meeting minutes, as presented, by J. Beckert, and seconded by M. Stack, the board unanimously approved the motion.</p>
III. Panel Discussion with School Leaders	<p>Y. Bhatia led a panel discussion of school Academic Directors, including Karen Aldridge of Crescendo PS, Chermanda Frazier of Gradus PS, Brady Cooper of Grand HS, and Catherine Woodiel of Luna MS. Topics included Network priorities, biggest lifts, thoughts on needs, and scholar enrollment and movement.</p>	
IV. CEO Remarks and Executive Overview	<p>Y. Bhatia, CEO, provided remarks and an executive overview, including presentations and reviews on the following information/topics:</p> <ol style="list-style-type: none">1. An introduction to Uplift's new SEL bus, the Voyager.2. Uplift's key planks/strategic plan.3. Uplift's vision statement.4. Annual targets to hit school year goals/monitor and maintain goals.5. Where the CEO is spending her time.6. Organizational strengths.7. Biggest headwinds/challenges ahead.8. Where CEO needs board support.9. Overview of the retreat agenda/day. <p>The board discussed strategies and support being given to teachers.</p>	

V. Academic Update	<p>R. Washington presented the Academic Update to the board, including presentations and reviews on the following information/topics:</p> <ol style="list-style-type: none"> 1. Executive summary, including information on our commitment to being an A-rated district, how a district can earn an A-rating, and how the board can help. 2. What progress we are making toward our 5-year accountability goals. 3. Accountability comparison with other urban districts 4. What it will take to become an A-rated district. 5. A review of our 3 academic challenges, including trends, contributing factors, and actions taken: (1) Achievement and Performance Gaps, (2) Declining College Readiness Rates on ACT, and (3) Grow DP Assessment Pass Rates. 6. Annual targets to reach our goals. 7. Goals designed to address biggest challenges. <p>The board discussed the ACT, what data assistance is needed, and effects of the teacher shortage.</p>	
VI. Board Recess	The board took a 15-minute recess.	
VII. Human Capital Update	<p>The Human Capital Update was provided by A. Erickson and included presentations and reviews on the following information/topics:</p> <ol style="list-style-type: none"> 1. Executive summary, including a high-level review of challenges we currently face, three of the most significant challenges (low teacher retention and higher teacher vacancies, educator shortage across K-12 public education, and barriers to workplace engagement), a root-cause analysis (an increase in volume and intensity of demands on K-12 teachers and employees, and expectations changing with respect to the workplace), how we are approaching these challenges. 2. Human capital make-up: 49% teachers, 23% campus support, 9% campus leaders, 9% campus support (operations), 8% campus staff, and 2% senior leadership. 3. Teacher tenure: 53% 0-2 years' experience (41.88% 0 years, 34.93% 1 year, 23.19% 2 years), 22% 3-4 years, 22% 5-10 years, and 3% 10+ years. 4. Review of talent priorities and metrics. 5. Review of the following challenges and calls to action regarding (1) lower retention and higher vacancies, teacher shortage, and barriers to engagement. <p>The board discussed childcare for staff, a possible hybrid-week schedule, job sharing, and public relations.</p>	
VIII. External Affairs Update on Advocacy and Development	<p>D. Bigam presented the Advocacy and Development update to the board, including presentations and reviews on the following information/topics:</p> <ol style="list-style-type: none"> 1. Legislative priorities, including (1) increasing state per pupil funding by \$500-\$700 to offset increased operating costs currently funded by ESSER, and (2) eliminate municipality discrimination toward charters on zoning cases. 2. Board advocacy engagement, including (1) completing "Board Buddy List," (2) connecting with "Board Buddy," and (3) visit Austin in the spring. 3. FY22 fundraising results with total raised \$7.5M. 4. Review of Uplift's fundraising philosophy that 10% of Uplift's budget relies on philanthropy and is used to support innovative programs and projects not covered by federal or state funding. 5. FY23 fundraising goals. 6. A review of board fundraising engagement activities 	

	<p>7. Annual fundraising calendar.</p> <p>8. Key talking points.</p> <p>9. A review of the Hamon grant.</p> <p>The board discussed Uplift Careers Days and other philanthropic issues.</p>	
IX. Board Committee Overviews and Interest Forms	D. Davidson, Chair of the Board Governance Committee, led a discussion on board committees and interests. Each board committee chair provided an update on their respective committee and work. Board members were also asked to complete a Committee Interest Form.	
X. Finance Update	<p>Y. Bhatia provided the Finance Update, including information and a review on the following topics:</p> <ol style="list-style-type: none"> 1. Finance Dashboard, including an update on enrollment, attendance, cash/liquidity, and amended expense budget. 2. Enrollment, specifically the following: enrollment the day before FDOS was 25,162; enrollment on the FDOS was 21,395 (a 14% drop); a current enrollment of 23,276, which is over the budget number of 22,381. 3. A discussion and review of the FY22 Amended Budget, including revenues and expenses, and debt service. <p>ACTION ITEM: Consider and take action on approving the amended FY 2022 budget.</p> <p>4. A discussion and review of Uplift's Investment Policy, which included a recommendation that no changes be made to the Policy for FY23 except for explicitly adding in CEO and Director of Finance to the list of team members who can support investment work and qualify for required training. Likewise, Administration is recommending no new Authorized Security Brokers/Dealers and no new authorized investment service providers.</p> <p>ACTION ITEM: Consider and take action on approving the Uplift Investment Policy.</p>	<p>Upon a motion to approve the amended FY22 budget, as presented, by J. Beckert, and seconded by R. Garcia, the board unanimously voted to approve the motion.</p> <p>Upon a motion to approve the Uplift Investment Policy, as presented, by J. McPherson, and seconded by M. Stack, the board unanimously voted to approve the motion.</p>
XI. Closed Session	<p>The board retired to closed session at 4:21 p.m. to conduct a private consultation with its attorney, pursuant to Texas Government Code 551.071 and to deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee or to hear a complaint or charge against an officer or employee, pursuant to Texas Government Code 551.074.</p> <p>The board returned to open session at 5:39 p.m. The same quorum of the board was present, and it was noted that the board did not take any action or make any decision(s) on any items during closed session.</p>	
XII. Adjournment	There being no further business before the before, C. Clark adjourned the meeting at 5:39 p.m.	

Respectfully submitted by Alexander S. Berk, Secretary.