



BOARD MEETING NOTES: Zoom Video Call

Wednesday, September 29, 2021

Apologies for absence: Shakia Clark, Paul Stephens, Kim Wortham

1. Welcome (Bishop Ed Stephens, Jr.)

Bishop Stephens welcomed everyone to the Board Meeting and thanked everyone for their sacrifice of time and resources.

2. Academic Report (Mr. James Johnson)

2.1 Diagnostic Assessment

Mr. Johnson reported that STAR has successfully completed the first Diagnostic Assessment. This is taken 3 times each year and enables us to track the progress of students in different areas of learning.

School Diagnostic Results: Reading (21-22)			
	Diagnostic I 281/288	Diagnostic II	Diagnostic III
Tier 3	32% 44		
Tier 2	53% 148		
Tier 1	16% 89		

School Diagnostic Results: Reading (21-22)			
	Diagnostic I 281/288	Diagnostic II	Diagnostic III
Tier 3 (three or more grade levels below)	14% 40		
Tier 3 (two grade levels below)	17% 49		
Tier 2 (one grade level below)	53% 148		
Tier 1 (early on grade level)	11% 32		
Tier 1 (mid or above grade level)	4% 12		

School Diagnostic Results: Math (21-22)			
	Diagnostic I 279/287	Diagnostic II	Diagnostic III
Tier 3	36% 100		
Tier 2	56% 155		
Tier 1	9% 24		

School Diagnostic Results: Math (21-22)			
	Diagnostic I 279/287	Diagnostic II	Diagnostic III
Tier 3 (three or more grade levels below)	13% 36		
Tier 3 (two grade levels below)	23% 64		
Tier 2 (one grade level below)	56% 155		
Tier 1 (early on grade level)	6% 18		
Tier 1 (mid or above grade level)	2% 6		

Trends: ELA

Glows	Grows	Next Steps
<ul style="list-style-type: none"> → Majority of scholars are considered Tier 2 or one grade level behind (<i>approaching mastery/on track status</i>); → Phonological awareness, phonics, and high-frequency words (<i>curriculum implementation/standardized practices/intervention</i>); 	<ul style="list-style-type: none"> → 32 scholars are considered to be on/above grade level at the BOY; → If priority scholars (T2, T3A) are not monitored post movement within tiers, there is an opportunity for regression by the last diagnostic. → Target Grades: 3rd and 5th (<i>missed critical skill development in 1st and 3rd grades due to school closures</i>). 	<ul style="list-style-type: none"> → Additional human capital to support smaller groups during intervention (1 els); → Instructional Practice Guide (coaching tool; instruction aligned to the shift in ela/literacy); → Focus on early literacy best practices; increase of observations. → Coaching cycle adjustment: planning, observation, action planning (bi-weekly) → Instructional Packet Distribution (isolation; quarantine) → External support to assess the state of literacy instruction (Instruction Partners)

Trends: MATH

Glows	Grows	Next Steps
<ul style="list-style-type: none"> → Majority of scholars are considered Tier 2 or one grade level behind (<i>approaching mastery/on track status</i>); → Numbers and operations; Algebra (<i>curriculum implementation/standardized practices/intervention</i>); 	<ul style="list-style-type: none"> → 8 scholars are considered to be on/above grade level at the BOY; → If priority scholars (T2, T3A) are not monitored post movement within tiers, there is an opportunity for regression by the last diagnostic. → Target Grades: 4th and 6th (<i>missed critical skill development in 2nd and 4th grades due to school closures</i>). 	<ul style="list-style-type: none"> → Technology based intervention days split for both reading and math exposure (1 els); → Adjustments to pacing calendars; → Focus on just in time interventions; → Instructional Packet Distribution (isolation; quarantine)

2.2 20-21 Achievement Scores

This official data has yet to be released. Mr. Johnson will circulate the information as soon as he is able.

2.3 State of literacy instruction

Mr. Johnson introduced *Bedtime Blasts* – STAR’s first Literacy Awareness Initiative of the school year. This program promotes literacy in the home through bedtime reading.

Mr. Johnson asked each Board Member to select a book that includes pictures, and to video themselves reading it. Videos should be at least 4 minutes long, and no longer than 10 minutes.

Please send your video to james@staracademycharter.org.

2.4 Miscellaneous Updates

2.4.1 Spirit Store

STAR has partnered with an organization to provide STAR Academy branded clothing. Order from the website below and support the school with every purchase.

<http://1stplace.sale/86175>

2.4.2 COVID Update

There are currently 2 active cases on campus, bringing the total to 15 cases since 8/9/21.

2.4.3 Human Capital

Mr. Johnson summarized STAR’s staffing needs as follows:

Staffing Type	Totals
Kindergarten	Kimberly Allgood (10/18/21)
4th Grade ELA/SS	Renita Parks (9/27/21)
5th Grade ELA/SS	Open (S. Moore is transitioning to a leadership opportunity; 9/30/21)
6th Grade ELA/SS	Open
ELS	Diandra Lee (9/20/21)
ELS	Open (M. Johnson is returning to school; 9/30/21)

3. Operations Update (Dr. Ed Stephens III)

3.1 Pre-K (Early Literacy) Update

Dr. Stephens reported that there are some great conversations happening with potential partners.

- Lion Heart is in Dallas. They're already on board and are committed to working with STAR. Their model is that they would make an initial investment and then, once they recoup, they would bow out.
- "Foundation H" (name withheld for confidential purposes) would like to partner with us long term and is encouraging STAR to start its own initiative. This foundation is willing to match \$ for \$ to build a multi-purpose space.

Both options have pros and cons, so the ELT is looking at each model side by side to see which one would work best for STAR Academy in the long run.

3.2 Incubator Classroom Concept

Dr. Stephens explained a common problem in this current season: There aren't enough high-level teachers to go around. In light of that, the question is how can STAR leverage technology to solve the problem?

"Foundation Y" (name withheld for confidential purposes) would like to fund an incubator classroom concept. This would enable a high-capacity educator to teach from a mutually agreed upon curriculum via a pre-recorded lesson. This video would be played in the classroom with a lower-level proctor engaging the students in real time. For example, a top-tier educator who lives in NYC would be a perfect fit for a class in Raleigh. That educator could record the lesson, and the students in Raleigh would benefit from this high-level classroom experience.

This is a long-term vision and this foundation will fully fund the whole concept.

Dr. Joe Carson affirmed the concept, first commenting that it's a little outside the box... but in a good way. It allows students and schools that don't have access to a high level of education to access that high level of education. It enables STAR to create opportunities for kids who love education to engage with high-level educators.

Dr. Stephens agreed, saying this *should* sound crazy because no one else is doing it! But let's ask ourselves what schools will look like in 2031 and let's start making it happen here at STAR.

3.3 Human Capital Update

Dr. Stephens affirmed Mr. Johnson's update (see above). He reiterated that we are living in a unique time when teachers don't just leave a particular school; rather, they are leaving education as a whole.

STAR Academy is in a good place, but Dr. Stephens wanted to highlight that we aren't simply trying to recruit talent, but also retain it.

3.4 Board Training

Dr. Stephens reminded everyone that we are due to complete the annual Board Training that's required by the State. This is mandatory, even when there has been no change to Board Members since the previous year.

After some discussion regarding the option of a shorter in-person training session (as per last year) versus a longer, virtual training, the consensus was to go with in-person. Dr. Stephens will set that up and will also give some feedback based on last year's training to ensure that the time is used to its maximum potential.

4. Closing Remarks (Bishop Ed Stephens, Jr.)

Bishop Stephens asked if there were any other questions. There were none, so he thanked everyone for their time.

Mr. Henderson motioned to adjourn the meeting.
The motion was seconded by Mr. Yates.
The meeting was adjourned.

Next Meeting: Wednesday, October 27, 2021, 7am