



## AGENDA DECEMBER 14, 2021 PAVE RH BOARD OF TRUSTEES MEETING

---

### PAVE Red Hook Board Meeting Minutes

**Date & Time:** Tuesday, December 14th, 2021 from 06.00PM – 7.30PM

**Location:** PAVE Academy Red Hook 732 Henry St. Brooklyn NY and those attending virtually ZOOM:  
<https://us02web.zoom.us/j/88334909564>

**PAVE RH BOD in Attendance:** J. Greenthal, Chair; C. Kennedy, Trustee; K.Lumpkin, Trustee; E. Gilbert, Trustee; D. Greenblatt, Trustee; A. Sweeney, Trustee, S. Lippincott Ferrer, Trustee

**Staff Attending:** Marsha Gadsden, Executive Director; Harold Turner, MS Principal; Michelle Cook, ES Principal; Dawn Antoine Forbes, K-8 DOO

**Others in Attendance:** S. Robertson, Trustee Candidate

---

### Public Meeting

After noting that a quorum was present, J. Greenthal calls the Public Meeting to order at 6:07 PM and previews the meeting's agenda.

### Agenda Items

#### Public Comment

J.Greenthal opens up for public comment. No public comment.

#### Agenda Topic 1:

##### Staffing Update

- Principals shared that there were two new hires in kindergarten and that there are three open teaching positions K-8.
- Mrs. Forbes shared the decision not to rehire for the Data and Technology Manager role. Instead we have decided to partner with a third party vendor to support the school with some of the responsibilities owned by that role and redelegate all other work streams.

#### Agenda Topic 2:

##### Kindergarten Update

- Ms. Cook explained that despite the staffing turnover in Kindergarten, attendance and reading levels data in that grade remains positive. This is primarily due to leaders stepping in to teach several ELA and Math blocks, frequent communication touchpoints with Kindergarten families, and being extremely hands-on with the training of the new staff members.

### **Agenda Topic 3:**

#### **Survey Data**

- Mrs. Gadsden presented a summary of the three surveys (1) Parent/Guardian Survey 2) Student Survey 3) Staff Survey) PAVE conducted in November.
- Overall the results showed that the efforts that we are putting toward our school level goals are paying off in dividends.
  - **Student Survey-**
    - As a part of our overarching school-wide goal toward actualizing our commitment to anti-Racism we have a mini goal of 85% of students feel like they have at least one team member who cares about them
    - According to our survey data we have surpassed that goal.
    - Based on other survey data points, the leadership team's next step are to:
      - Intentionally build community among peers through advisory and community meeting
      - Create more opportunities for students to interact with each other in class
  - **Family Survey-**
    - As a part of our overarching school-wide goal toward actualizing our commitment to anti-Racism we have a mini goal of 85% of families agreeing that they feel welcomed and respected.
      - According to our survey data we have surpassed that goal.
    - We also had proportional participation and satisfaction from parents with students with disabilities and families where Spanish is their first language.
    - Based on other survey data points, the leadership team's next step are to:
      - Host a family town hall focused on vaccine awareness.
  - **Staff Survey**
    - As a part of our overarching school-wide goal toward actualizing our commitment to anti-Racism we have a mini goal of 85% of teachers agreeing that PAVE demonstrates commitment and follow through on becoming anti-racist educators. Percentage of agreement from staff that identify as BIPOC is the same or greater than agreement from staff that identify as white.
    - According to our survey data we have come close to hitting that goal with additional work to be done on our school's curriculum reflecting the cultures, norms and values of our students.
    - Based on other survey data points, the leadership team's next step are to:
      - Conduct an all Staff and school specific session to share data and gather insight on next steps
      - Tell a story of progress using concrete data - highlighting what parents and students are saying and how it aligns to our priorities
      - Identify our "A players" and create a plan using retention strategies
      - Schedule monthly trainings for leaders - Responsive Classroom, coaching, leadership
      - Host optional RC trainings/office hours for staff
      - Launch staff working group to support the revision of our family handbook

### **Agenda Topic 4:**

#### **PACS 732**

- Mrs. Forbes opened the floor for any questions regarding the PACS 732 memo that was distributed prior to the board meeting. The memo described in detail the proposal to change the parent entity of PACS 732 Henry from PAVE Schools to PAVE Academy Charter school.
- There were no questions from the board.

#### **Adjournment & Approvals**

J. Greenthal makes a motion to approve minutes from the November board meeting. A. Sweeney seconds. All trustees approve.

J. Greenthal makes a motion to go into an executive session. A. Sweeney seconds. All trustees approve.  
J. Greenthal makes a motion to re-enter public session. A. Sweeney seconds. All trustees approve.

J. Greenthal adjourns the meeting at 7:28 PM.