

PAVE Red Hook Board Meeting Minutes

Date & Time: Tuesday, June 7th, 2022 from 06:00PM – 07:30PM

Location: PAVE Academy: 732 Henry Street Brooklyn, NY

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

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

Public Meeting

After noting that a quorum was present, J. Greenthal calls the Public Meeting to order at 6:05 PM and previews the meeting's agenda.

Agenda Items

Public Comment

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

Agenda Topic 1:

Updates

Mrs. Gadsden shared the following updates regarding Summer School

- PAVE will be hosting Summer School with rising kindergarten to rising 9th grade. We will have approximately 18 - 22 students in each class with a waiting list of approx 5-7 students
- We are excited to have a full incoming Kindergarten Class and to be able to support SPED, ELL, at-risk students, and PID in all classes.
- Summer School is almost fully staffed:
 - The Elementary School classes are fully staffed with five Head teachers with two Support Teachers
 - The Middle School classes are almost fully hired with spots open for two Math teachers, one support teacher
 - We have also hired five Paraprofessionals across to support our students with that accommodation on their IEP.

Mrs. Forbes provided an update on SY 2022-23 student recruitment efforts and enrollment. She shared that:

- PAVE has confirmed re-enrollment for 90% of families. There are a total 383 students who have confirmed that they are returning next school year.
- PAVE currently has 97 new students confirmed to attend next school year. Including a couple of holdovers we are currently estimating enrollment to be 481 students next year.

Agenda Topic 2:

Survey Data

- This school year we partnered with TNTP to conduct parent, staff, and student surveys. We conducted on survey in the fall and another in the spring.
- Mrs. Gadsden shared the results of the spring family survey data. A few of the major takeaways were:
 - My child's school is welcoming to students and families of all identities- 91% of families agree
 - All students and families at my school are treated fairly- 84% of families agree
 - I feel welcome at my child's school- 83% of families agree
 - My child's teachers listen to my suggestions- 81% of families agree
- Following the results of this survey and comparing it to the results in the fall, we plan to:
 - Focus on community for SY22-23
 - Revisit structure of FAB to empower parents and increase involvement and family voice
 - Sift to student Led conferences - this will shift the power structure to shared power with students and families
- Principals shared the results of the spring staff survey data. A few of the major takeaways were:
 - Leaders at my school value different aspects of my identity- 61% of staff agree down from 73% in the fall
 - My school leaders have encouraged me to engage in learning about diversity, equity and inclusion- 67% of staff agree down from 70% in the fall
 - Students at my school value each other's differences- 42% of staff agree up from 39% in the fall
- Following the results of this survey and comparing it to the results in the fall, we plan to:
 - Focus on community for SY22-23
 - Partner with Overcoming Racism - session in the summer and in the fall
 - Adoption of Lavinia Group curriculum which represents diverse communities within its units of study
 - Incorporating Elena Aguilar's Coaching for Equity into Leader training

Agenda Topic 3:

Mission and Values

- PAVE leadership embarked on a journey to understand where PAVE wants to go as a community. This led us to revisit our mission and core values. With input from families, staff, student, and the Board of Directors we reframed the Mission and Maxims:
 - New Mission Statement: PAVE is a K-8 college-preparatory charter school that lays the foundation for a productive and choice-filled life. We build our students brick by brick; equipping them with the academic, social, and emotional skills that they need to become critical thinkers, problemsolvers, overcomers, and leaders in their communities.
 - New Maxims:
 - More than a School: At PAVE, we are more than a school, we are a family. Staff members, families and community organizations work as partners to create a warm, safe and joyful learning environment. Here, students will persevere through any obstacle and blossom into the best version of themselves.
 - No Limits. At PAVE, the possibilities are endless, and we will not settle for less than our best. PAVE classrooms focus deeply on the academic growth and achievement of our students, as well as their social and emotional development. We maintain high expectations for our students and for ourselves and commit to providing the care, coaching, and communication needed for students and staff to learn, grow, and shine.
 - Bright Starts. Vibrant Futures. At PAVE, our classrooms are bright in aesthetic and vibrant with learning. Our teachers and students engage with one another enthusiastically and embrace the challenge and rigor of the work with joy. Fun is not an add on; it is an essential component of the PAVE experience. We believe that a life and love of learning starts here.
 - Love is Justice: At PAVE, we acknowledge that systemic racism and bias have had their grips on our community for far too long. We create inclusive and equitable spaces where everyone belongs, everyone matters, and everyone is loved. "Hate cannot drive out Hate. Only Love can do that" (King, 1963). We endeavor to bring out the best in our students and each other

by, with, and through love. This, we believe, is justice in action.

- Lift every Voice. At PAVE, every voice matters. We value diverse perspectives and insights within our community. We encourage our students to engage with one another and express themselves with both power and respect. As our students prepare to enter the world beyond PAVE, it is our responsibility to ensure that our students are equipped with excellent character and are empowered to use their voice effectively to advocate for themselves and others.

Adjournment & Approvals

J. Greenthal makes a motion to approve minutes from the May board meeting. E. Gilbert seconds. All trustees approve.

J. Greenthal makes a motion to approve the proposed Mission and Max. K. Lumpkin seconds. All trustees approve.

J. Greenthal makes a motion to approve E. Gilbert as SY 22-23 Board Chair. E. Gilbert abstains. All remaining trustees approve

J. Greenthal adjourns the meeting at 7:02 PM.