



FirstLine Schools Board of Directors Meeting Minutes
Friday, January 10, 2020; 12:00 PM - 4:30 PM
Longue Vue Gardens; 7 Bamboo Road, NOLA 70122 (Playhouse)

Board Meeting Minutes

- **Board in Attendance:** Charles West, Greg St. Etienne, David Barbier, Alison Hartman, Kellie Turner, Sarita Carriere, Mark Stein, Kim Henry, Christy Slater, Carol Starr and Derius Harrell
- **Absent:** George Freeman and Jeffrey Howard
- **Staff in Attendance:** Sabrina Pence, Najah Shakir, Tom Shepley, Claudia Barker, Rebekah Cain, Maya Wyche, Sivi Domango and Kirsten Feil.
- **Guest Speakers:** James Garvey and Kira Orange-Jones
- **Parent Panel:** Danny Hebreard, Deandra Blackburn, Michelle Hubbard, Remesha Johnson and Ms. Revonda Darrensburch
- **School Director Panel:** Ava Lee, Dione Singleton, Diana Archuleta, Carrie Bevans and LaShanda Gentry
- **Public in Attendance:** Lenzie Lebeauf (elected to the Board during this meeting).

Charles West called the retreat to order at 12:00 PM.

1. Tom Shepley presented FirstLine Schools' opening team-building exercise.
 - a. Coin Exercise
2. Sabrina Pence presented and discussed "Understanding our Accountability System."
 - a. School Performance Orleans Parish School Board to Recovery School District (2005-2009).
 - i. Percentage of students meeting the promotional standard.
 - ii. Percentage of students scoring basic and above.
 - b. Letter grades, Then to Now:
 - i. 62% of students attended an F school pre-Katrina in Orleans Parish School Board.
 - ii. Now, 8% of students attend an F school in New Orleans.
 - c. Leap: Percentage of Students Basic + by Year.
 - d. Key questions as we discuss accountability:
 - i. What is the impact of policy changes on FLS, given our student population?
 - ii. How should we set academic goals, given the current accountability system, both realistically and aspirationally?
 - iii. What policy changes do we want to advocate for in the future that represent true rigor for our students and reflect the challenges of the work?
 - iv. How do we hold ourselves accountable to the public?
 - e. John White Policy Change:



- i. Measurement tool: What will it take to have an educational system that measures college and career readiness on a national and international level.
 1. Increasing Academic Standards; Academic standards are set by the state, and they define what students should be able to learn and do.
 2. Academic standards have changed and gotten more rigorous in the last 10 years.
 3. Assessments that actually measure the academic changes, changing statewide assessments.
 4. Shifting from basic to mastery in the accountability system.
 - a. 70% absolute performance: Points awarded for Basic, Mastery, and Advanced.
 - b. 25% growth scores; points awarded based on students progressing towards Mastery at the end of 8th grade.
 - c. 5% Credit Accumulation- points awarded for the number of credits students receive in their 9th-grade year.
 5. Finding the balance between growth scores and absolute scores.
 6. State spending has not kept pace with inflation.
3. Sabrina Pence presented and moderated FirstLine Schools' Parent Panel:
 - a. Parents:
 - i. Danny Hebreard, parent, representative of Phillis Wheatley Community School.
 - ii. Deandria Blackburn, parent of FirstLine Live Oak student.
 - iii. Michelle Hubbard, parent of Langston Hughes Academy student.
 - iv. Remesha Johnson, parent of Arthur Ashe Charter School student.
 - v. Ms. Darrensburch, parent of Samuel J. Green Charter School student.
 - b. Panel questions and discussion items:
 - i. Parent experience as a stakeholder
 - ii. Parent perception regarding:
 1. Academics
 2. School environment
 3. Communication
 4. Engagement
 5. Adaptability
4. BESE members Kira Orange-Jones and Jim Garvey, guest speakers, discussed the State of Louisiana's local policy environment.
5. Sabrina Pence presented and moderated the School Directors panel:
 - a. What makes each FirstLine School unique?
 - b. School Directors:
 - i. Ava Lee, Samuel J. Green
 - ii. Diana Archuleta, Phillis Wheatley Community School



- iii. Dione Alexander, FirstLine Live Oak
 - iv. Carrie Bevans, Langston Hughes Academy
 - v. LaShanda Gentry, Arthur Ashe Charter School
6. Greg St. Etienne discussed the status of FirstLine Schools' audit.
 7. Greg St. Etienne presented the Finance and Audit Committee report. Greg St. Etienne, Board Treasurer, presented Resolution FLS-RSL-19-0143 B, approving and accepting the Finance Committee report. No audience members were in attendance. Alison Hartman moved to approve Resolution FLS-RSL-19-0143 B. David Barbier seconded. There was no discussion and the motion passed unanimously.
 8. Charles West moved to adjourn Day 1 of the meeting. Alison Hartman seconded. The motion passed unanimously and the retreat was adjourned at 4:45 PM.

FirstLine Schools Board of Directors Meeting Minutes
Saturday, January 11, 2020; 9:00 AM - 12:00 PM
Longue Vue Gardens; 7 Bamboo Road, NOLA 70122 (Playhouse)

Board Meeting Minutes

1. Charles West called the meeting to order at 9 AM and recapped from Day 1 of the Retreat.
2. Sabrina Pence presented FirstLine Schools' organizational goals and dashboard and answered questions from the board about:
 - a. Enrollment
 - b. YTD Attendance
 - c. YTD Suspensions
3. Tom Shepley presented and discussed Interim Assessment Updates.
 - a. Year to Year analysis of ELA, Math and Social Studies scores.
4. Sabrina discussed FirstLine Schools Staff Survey Data:
 - a. The Insight Survey is a nationally administered teacher survey that allows us to compare NOLA schools to national schools and gives each school an index based on certain indicators.
5. The board of directors and staff divided into groups to update FirstLine Schools' SWOT analysis.
6. Charles West presented FirstLine Schools' Consent Agenda. Sarita Carriere moved to approve the Consent Agenda items and Resolution FLS-RSL-20-0072 B. David Barbier



seconded. No audience members were in attendance. There was no discussion and the motion passed unanimously.

7. Greg St. Etienne presented FirstLine Schools' Finance and Audit Committee report:
 - a. November 8, 2019, meeting minutes
 - b. January 6, 2020, meeting minutes
 - c. Financial health letter from NOLA-PS
 - d. Fiscal Oversight dashboard Q1_FY20

8. Alison Hartman presented FirstLine Schools' Governance Committee report:
 - a. Alison presented the October 30, 2019 Governance Committee meeting minutes.
 - b. Alison presented FirstLine Schools' Board meeting calendar for FY20-21.
 - c. Alison presented Resolution FLS-RSL-20-0147, approval of Lenzie LeBeauf's election to the Board of Directors. David Barbier moved to approve Resolution FLS-RSL-20-0147. Carol Starr seconded. No audience members were in attendance. There was no discussion and the motion passed unanimously.
 - d. Alison presented FirstLine Schools' Committee Slate and Diversity Matrix FY20.
 - e. Alison shared FirstLine Schools' Board of Directors' email account information.
 - i. Rebekah Cain presented instructions to the board of directors on logging into their FirstLine email accounts.
 - f. Alison presented and reviewed FirstLine Schools board self-assessment and summary of results, which include:
 - i. Clarify director expectations and accountabilities.
 - ii. Update committee job descriptions.
 - iii. Build expertise in financial understanding.
 - iv. Encourage the effective use of dashboards.
 - v. Review and discuss CEO performance assessment process.

9. Derius Harrell presented FirstLine Schools' Operations Committee report:
 - a. Derius presented the November 11, 2019 operations committee meeting minutes.

10. Claudia Barker, Chief Development Officer, presented FirstLine Schools' Development Committee report:
 - a. Claudia presented FirstLine Schools' November 25, 2019, Development Committee Meeting minutes.

11. Charles West moved to adjourn the meeting. Alison Hartman seconded. The motion passed unanimously and the meeting was adjourned at 12:00 PM.