



**Sela PCS Board Meeting Minutes**

Date: February 9, 2023, 6:45 pm

Location: Zoom meeting

**Attendance:**

<i>Name</i>	<i>Role</i>	<i>Attendance</i>
Deena Fox	Board member and chair	Present
Aster Allen-Patel	Board member	Present
Rose Benson	Board member	Present
Heather Capell Bramble	Board member	Present
Liz Cohen	Board member	Present
Rebecca Rubin Damari	Board member	Present
Yair Inspektor	Board member	Present
Bryce Jacobs	Board member	Present
Steve Messner	Board member	Present
Ashley Stoney	Board member	Absent
Michael Walker	Board member	Absent
Andrew Whiting	Board member	Present
Josh Bork	Head of school (non-voting)	Present
Ryan Benjamin	Director of operations (non-voting)	Present

**Minutes:** Rebecca Rubin Damari

**Timekeeper:** Steve Messner

**Agenda** (Attached as Appendix A)

The meeting started at 6:49 pm

**Approval of Meeting Minutes**

Steve moved to ratify the meeting minutes from January. Bryce seconded.

In favor: Rebecca, Heather, Deena

Opposed: None

Abstained: Liz, Yair, Rose

**Mission moments**

We've resumed parent breakfasts. This week, about 10 parents attended to hear from the Hebrew leadership about the Hebrew program.

On Diversity Day, students in different grades gave presentations about their family traditions at different levels, and many different types of food were brought in.

### **MKS Consulting Update**

Update from Maureen Sigler, academic consultant who has been working with Sela for 4 months.

Originally planned: K-5 literacy, but has expanded to PK-5 literacy and math.

Guiding question: How is student data being used?

Activities so far:

- Collected achievement data, survey data, spoke to stakeholders, observed classes.
- Working closely with Katrina, coaching her to be an instructional coach for the other teachers.
- Did a 2-hour PD on data-informed instruction, then spent a few days visiting classrooms. Using the thread of data and its role in curriculum and instruction, working with both math and literacy curriculum.
- Visited this past week, working with individual teachers. Lesson observation and debrief. Each teacher has an individual coaching plan. Coaching the coaches (Katrina, Kia, and Brianna) on how to coach teachers.

Goal: Create a shared vision of what good teaching and learning looks like. That should drive teacher choices and communication with families.

Planning more classroom visits and learning walk (with admin team) in April.

Strengths observed:

- Strong early literacy foundation in early childhood, teachers working well together. Suggesting small, high leverage tweaks to instruction.
- Strong sense of community, sense of belonging.
- Good decisions about what curricula to use
- Instructional leadership team is strong, good communication

Areas for growth:

- Use of data
- Implementation of curricula. Some concerns with bringing in too many things from outside the curriculum.

**Head of School (HOS) report** (Full report attached as Appendix B)

#### Goal 1: Student enrollment and retention

- Lottery applications are over 80% higher than at this time last year, across all grades, and with applications from all 8 wards.

- Open houses and Hebrew playdates continue

#### Goal 2: School mission and culture

- Black history month projects are underway
- Board members are invited to visit the school during regular operations

#### Goal 3: Staffing retention and development

- New SpEd coordinator began on Monday, program is now fully staffed
- Literacy and math interventionists are working with MKS consulting around curriculum
- Staff survey: 98% participation. Most staff feel we have a positive school culture, agree with the mission, and feel their work is supporting the mission. Most staff say Sela is a good place to work.
- Planning training for staff around behavioral management and Student Support Team referrals.
- A number of Hebrew teacher candidates are currently being screened for the Arbel fellowship, and Arbel assures us they can send us as many teachers as we need.

#### Goal 4: Academic achievement

- Winter MAP testing completed today. Results and analysis to the board by next week.

#### Goal 5: Finance and facilities

- FundED sent a list of prospects for fundraising

#### Goal 6: Family Engagement

- Mid-year family survey is done, results available in March.
- Hebrew Public is going to help us revamp our website at no cost to us.

#### **Board discussion**

- Josh's trip to Israel with Hebrew Public will cost \$2K (available in PD budget). Goals: fundraising and make connections with Israeli schools
- Sela hosted Dr. Michelle Walker-Davis of PCSB on Tuesday
- Friday, 2/10, expecting a visit from Cole Aronson for a story in Tablet about Hebrew instruction

#### **Finance committee recommended policy changes**

Rationale: these policies will make us a more competitive employer.

1. Sela's policy has been to match the DC government's paid family leave, which has been 8 weeks. DCPFL has paid a portion of the salary, and Sela has paid

the rest. In October, DC paid leave went up to 12 weeks. Finance proposes increasing Sela's match to 12 weeks.

Liz moved to increase our paid family leave to 12 weeks. Yair seconded.

In favor: Bryce, Rebecca, Rose, Steve, Heather, Andrew, Aster, Deena

Opposed: none

Abstained: none

2. Currently, employees have the option to pay into their 401k, we match 3%, but if you leave before 3 years, you don't get to keep the match. Finance proposes lowering the vesting period to 2 years to increase hiring competitiveness. Carries essentially no cost.

Steve moved to shorten our vesting period from 3 years to 2 years. Rose seconded.

In favor: Bryce, Rebecca, Liz, Heather, Andrew, Yair, Deena, Aster

Opposed: none

Abstained: none

3. Current policy allows staff to borrow money against their 401k, and we want them to also have the option to withdraw money. Staff have been asking for it. The change wouldn't cost us anything.

Steve moved to allow staff to make withdrawals from their 401K. Aster seconded.

In favor: Yair, Bryce, Rebecca, Rose, Liz, Heather, Andrew, Deena

Opposed: none

Abstained: none

## **Board discussion**

Two task force meetings have occurred: one on equity, one on being a green school

For green school: Should we reach out to school staff and families to see if people are interested in talking about this? Board consensus: yes.

Follow-up tasks from last month's meeting:

- Sign up for in-school events
- March meeting will be in person at the school
- Teacher scholarship program is moving forward for this year

Bryce moved to go to closed session. Heather seconded.

In favor: Rebecca, Rose, Steve, Liz, Andrew, Yair, Aster, Deena

Opposed: none

Abstained: none

**Closed session began at 8:41 pm**