



**Mastery Charter High School
Board of Trustees Meeting**

**Mastery Charter School Thomas Campus
Board of Trustees Meeting**

**Mastery Charter School Shoemaker Campus
Board of Trustees Meeting**

**Mastery Charter School Pickett Campus
Board of Trustees Meeting**

**Mastery Charter School Harrity Elementary
Board of Trustees Meeting**

**Mastery Charter School Mann Elementary
Board of Trustees Meeting**

**Mastery Charter School Smedley Elementary
Board of Trustees Meeting**

**Mastery Charter School Clymer Elementary
Board of Trustees Meeting**

**Mastery Charter School Gratz Campus
Board of Trustees Meeting**

**Mastery Charter School Hardy Williams Academy
Board of Trustees Meeting**

**Mastery Charter School Cleveland Elementary
Board of Trustees Meeting**

**Mastery Charter School Pastorius-Richardson Elementary
Board of Trustees Meeting**

**Frederick Douglass Mastery Charter School
Board of Trustees Meeting**

**Mastery Charter School John Wister Elementary
Board of Trustees Meeting**

**Mastery Prep Elementary Charter School
Board of Trustees Meeting**

BOARD OF TRUSTEES MEETING MINUTES

March 13, 2024

6:00 – 8:00 p.m.

Meeting Held Virtually Via Zoom

I. Roll Call

MCHS: Michael Haugen, Sulaiman Rahman, and Dee Dukes (arrived at 6:46 after resolution 5)

Quorum: 3/3

MCS: Gerry Emery, Bob Victor, Markida Ross, Judy Tschirgi, Suzanne Biemiller, Roy Wade, Shereda Cromwell, and Hosea Harvey

Absent: Bob Victor

Quorum: 7/8

Meeting started 6:15PM

II. Action Resolution

- **Accept Board Meeting Minutes**

R-240313-1a (MCHS only)

Resolved, to accept the minutes of the Board meeting of Mastery Charter High School from February 14, 2024, as presented.

Motion to approve **240313-1a**: Sulaiman Rahman; Second: Michael Haugen; Motion passes with unanimous approval.

R-240313-1b (All Boards, No MCHS)

Resolved, to accept the minutes of the Board meetings of Mastery Charter School Thomas Campus, Mastery Charter School Shoemaker Campus, Mastery Charter School Pickett Campus, Mastery Charter School Mann Elementary, Mastery Charter School Harrity Elementary, Mastery Charter School Smedley Elementary, Mastery Charter School Hardy Williams Academy, Mastery Charter School Gratz Campus, Mastery Charter School Clymer Elementary, Mastery Charter School Cleveland Elementary, Mastery Charter School Pastorius-Richardson Elementary, Frederick Douglass Mastery Charter School, Mastery Charter School John Wister Elementary, and Mastery Prep Elementary Charter School from February 14, 2024 as presented.

Motion to approve **240313-1b**: Judy Tschirgi; Second: Gerry Emery; Motion passes with unanimous approval.

III. Hiring, Separation, Transfer Approvals

R-240313-2a (MCHS only)

Resolved, to ratify staff hired between February 6, 2024, and March 4, 2024, as presented.

Motion to approve **240313-2a**: Sulaiman Rahman; Second: Michael Haugen; Motion passes with unanimous approval.

R-240313-2b (All Boards, No MCHS)

Resolved, to ratify staff hired between February 6, 2024, and March 4, 2024, as presented.

Motion to approve **240313-2b**: Judy Tschirgi; Second: Gerry Emery; Motion passes with unanimous approval.

R-240313-3a (MCHS only)

Resolved, to ratify staff separations between February 6, 2024, and March 4, 2024, as presented.

Motion to approve **240313-3a**: Sulaiman Rahman; Second: Michael Haugen; Motion passes with unanimous approval.

R-240313-3b (All Boards, No MCHS)

Resolved, to ratify staff separations between February 6, 2024, and March 4, 2024, as presented.

Motion to approve **240313-3b**: Judy Tschirgi; Second: Gerry Emery; Motion passes with unanimous approval.

R-240313-4a (MCHS only)

Resolved, to ratify staff transfers between February 6, 2024 and March 4, 2024.

Motion to approve **240313-4a**: Sulaiman Rahman; Second: Michael Haugen; Motion passes with unanimous approval.

R-240313-4b (All Boards, No MCHS)

Resolved, to ratify staff transfers between February 6, 2024 and March 4, 2024.

Motion to approve **240313-4b**: Judy Tschirgi; Second: Gerry Emery; Motion passes with unanimous approval.

IV. Finance (Yonca Agatan and Dan Bell)

- Finance Report

R-240313-5a (MCHS only)

Resolved, to authorize and direct Joel Boyd, the CEO, and Yonca Agatan, the CFO, to sign any and all contracts, agreements, grants and/or licenses with Pennsylvania Commission on Crime and Delinquency (PCCD) on behalf of Mastery Charter High School – Lenfest Campus.

Motion to approve **240313-5a**: Sulaiman Rahman; Second: Michael Haugen; Motion passes with unanimous approval.

R-240313-5b (All Boards, No MCHS)

Resolved, to authorize and direct Joel Boyd, the CEO, and Yonca Agatan, the CFO, to sign any and all contracts, agreements, grants and/or licenses with Pennsylvania Commission on Crime and Delinquency (PCCD) on behalf of Mastery Charter School Thomas Campus, Mastery Charter School Shoemaker Campus, Mastery Charter School Pickett Campus, Mastery Charter School Mann Elementary, Mastery Charter School Harrity Elementary, Mastery Charter School Smedley Elementary, Mastery Charter School Hardy Williams Academy, Mastery Charter School Gratz Campus, Mastery Charter School Clymer Elementary, Mastery Charter

School Cleveland Elementary, Mastery Charter School Pastorius- Richardson Elementary, Frederick Douglass Mastery Charter School, Mastery Charter School John Wister Elementary, and Mastery Prep Elementary Charter School.

Motion to approve **240313-5b**: Judy Tschirgi; Second: Gerry Emery; Motion passes with unanimous approval.

V. CEO Report (Joel Boyd)

Presenters:

Jeff Pestrak, Dr. Saliyah Cruz, and Jessica Varevice

- Strategic Plan 2029

R-240313-6a (MCHS only)

Resolved, to adopt Strategic Plan 2029 as presented.

Motion to approve **240313-6a**: Michael Haugen; Second: Dee Dukes; Motion passes with unanimous approval.

R-240313-6b (All Boards, No MCHS)

Resolved, to adopt Strategic Plan 2029 as presented.

Motion to approve **240313-6b**: Judy Tschirgi; Second: Gerry Emery; Motion passes with 7 yeas, 1 absent (Bob Victor), 1 nay (Roy Wade) approved.

Discussion:

- Management welcomed the new Chief People Officer, Serena Amos.
- Management unveiled the five-year Strategic Plan goals, theory of action and pillars. They explained that the plan reflected the voices of the community, demands from parents and their expectations that Mastery schools will provide high quality education for their children. They shared that the goals provided a summary of what has been developed collaboratively with the members of the management team, community partners and parents. Additionally, they discussed how the plan provides a measure of accountability and will track progress throughout, enabling management to make adjustments if the need for improvement becomes apparent in order to advance Mastery's progress toward meeting the targets of the Strategic Plan.

Comments and Questions from Board Members:

- What are the top 2 or 3 obstacles to carrying out the plan and what the board can do to support it?
- Suggestion to include in the plan a way of tracking students' success post-secondary and after college graduation.
- How will the new changes affect Mastery's culture at NST and at the school levels and how this might affect teacher retention?
- Suggestion to add to the plan a strategy to close the aspiration/motivation gaps.
- A board member commended the team for raising the bar.
- Another member stated that as a parent, educator, and community leader, they support the strategic plan completely.

- Suggestion to meet with students on a 1-1 basis to discuss report cards and their progress or lack thereof.
- A board member thought that the plan was great, however, he couldn't support the proposed plan. He stated that the administration should be looking at high achieving schools such as in Montgomery County and not just the School District of Philadelphia as an example. Additionally, he did not want to disrupt the current climate and culture where students feel supported and engaged by the staff, the teachers, and the administration.

Comments from the Management:

- Discussion on how the plan was driven by data, best practices, parents' input and knowing that the implementation of the plan affects students' lives.
- How setting the bar higher with higher support will improve student achievement that leads to success.
- Explained the need of modifying how students are graded, adjusting the graduation requirements, and how to implement the changes.
- Explained the implementation of the five-year Strategic plan across the system by means of professional development and feedback.
- Discussion on the importance of strengthening community and parent partnerships and empowering families as partners in the new educational approach.

VI. Public Comments - No public comment

VII. End - Meeting Ended at 8:16 pm