

La Salle Charter Schools, Inc. and De La Salle, Inc.

Board of Directors
Joint Meeting Minutes
November 16, 2016

La Salle Charter Schools, Inc. Board Members Participating in Person: Demetrius Grooms, James Hill, Jackie Jones, Kim Perry, Susan Turner, and Shirleas Washington

La Salle Charter Schools, Inc. Board Member Absent: Colette Edson, Constance Gully

De La Salle, Inc. Board Members Participating in Person: Sterling Brown, Michael Chrum, Mark Conrad, Tricia Harrison, John Key, Michele Kositzke, Bob Mills, Brad Mueller, Fr. Pat Quinn, and Ben Washington

De La Salle, Inc. Board Members Absent: Carie Forrester, Ryan Hawkins, Rob Hill, Chuck Kretschmer, Brad Phillips

Other Participants: Phil Pusateri and Amanda Henry (*La Salle Charter Schools, Inc.*), Melissa Brickey, Christine Holladay, Annie Oliverio, and Lisa Picker (*De La Salle, Inc.*), Gerry Kettenbach (*University of Missouri - Charter Operations*), Steve Langhorst (*DESE*), Allie Chang Ray (*Deaconess Foundation*) Shannon Spradling (*Accounting Consultant*), and Phil Toben (*Wells Fargo*)

I. Call to Order

Mr. Grooms acted as chair (the "Chair") of the meeting. Notice of the meeting having duly been given and a quorum of each board of directors being present, the Chair convened the joint meeting of the Board of Directors (separately and collectively, the "Board") of La Salle Charter Schools, Inc. ("La Salle") and De La Salle, Inc. ("De La Salle") at approximately 4:05 p.m. Central Time at 1106 North Jefferson Avenue, Saint Louis, Missouri, 63106.

Mr. Grooms introduced Ms. Brickey who welcomed all in attendance. She shared the questions for consideration during the meeting and stated that this meeting was to focus on moving into the future.

II. Mission Moment

Ms. Brickey shared a mission moment with the group. She talked about conversations that she and other staff had after the US Presidential election with students and graduates of De La Salle/La Salle. She said that there was a great feeling of sadness, confusion, and fear in their voices. Ms. Brickey shared that it was the most love she had seen displayed by the staff and faculty to the students in her thirteen years with the organizations. She also thanked the Board members for the love that each of them shows for our mission, students, and graduates.

III. General Board Business

The floor was opened for the open comments portion of the meeting, which takes place in the first fifteen minutes of each La Salle board meeting. No questions were asked, nor were any comments made, during this period.

IV. Executive Director Evaluation

The Joint Board Evaluation Task Force, comprised of two members of each Board (Mark Conrad and Tricia Harrison from De La Salle and Susan Turner and Shirleas Washington from La Salle) spoke of the recent evaluation conducted for the Executive Director, Ms. Brickey. They shared the process used working with Elements Partnership to facilitate the evaluation. After staff, Board, and community members took the survey to evaluate Ms. Brickey, the results were gathered and an annual plan with five goals was created for the Executive Director based on the results. Following a discussion and upon a motion duly made and seconded, each Board approved the goals, as presented in the handout and as modified per the discussion.

In order to help support her in these goals, Ms. Brickey named three items of assistance that she requests from the Board in order to succeed – (i) full fundraising participation and assistance from the Board, (ii) capital campaign expertise assistance, and (iii) full engagement from the Board in the strategic planning process.

V. Program Update

Mr. Grooms introduced the update on middle school achievement. He noted that the school is measured differently than in the past, as a charter school now compared to the previous private school model. He also noted that there is an Academic Excellence Committee in place to work with Board and staff to continue to strengthen middle school achievement. The presentation was then turned over to Dr. Pusateri.

Dr. Pusateri shared data pieces with the Board: (i) 2016-17 school improvement plan, (ii) 2015-16 MAP score data, and (iii) 2015-16 NWEA testing growth data. In addition, Dr. Pusateri outlined strategies the school is taking this year to improve literacy in all students.

Dr. Pusateri shared the three goals of the school improvement plan: (i) to ensure a safe and collaborative culture and learning environment (ii) to increase mathematics proficiency and growth for students in all grades, and (iii) to increase science proficiency and growth for students in all grades.

Dr. Pusateri shared the 2015-16 La Salle MAP data: La Salle is *approaching* in Attendance, and at *floor* level in English Language Arts, Math, and Science. Among academic achievement levels for the state, floor is the lowest level, indicating MPI scores less than 300 in that subject area on the state assessment in that subject area. Approaching indicates the level above floor and indicates scores greater than 300 in that subject area. For attendance, floor indicates fewer than 80% of students are present 90% of the time or more and approaching means between 80 and 90% of students are present 90% of the time or more. La Salle's goal, in alignment with its contract with the University of Missouri, is to move from floor to approaching, and then from approaching to on track, the next level

Dr. Pusateri noted that the goal for average years of growth in NWEA testing by subject is 1.4. He shared the NWEA results from 2015-16 by subject, and noted that, while 20% above the national average, La Salle did not reach the 1.4 years growth goal.

The mother of a La Salle student was in attendance for a portion of the meeting and stated that she is concerned about the climate in the school, noting that the increased number of students seems to be

too much for the teachers to handle in an effective way, and that she asks for the Board's help in order to help the students succeed.

VI. EnCompass Update

Ms. Holladay shared a variety of trends comparison data of 8th grade classes with the Board. The trends shared are: (i) the downward trend of De La Salle/La Salle graduates attending private high schools since 2015 (ii) the downward trend of 8th grade student GPAs since 2015, and (iii) the upward trend of 8th grade students who are failing core subjects.

VII. Resource Sustainability

Ms. Brickey shared that De La Salle, Inc. is on track with both the 2016-2017 operating revenue and expense budget. She noted, however, that the operating bank account balance of the organization is significantly lower than in the past due to the operating loss last year. Ms. Brickey noted the importance of broadening the donor base in order to sustain the operating fund.

Mr. Brickey shared the progress of the De La Salle capital campaign for the facility project at 1106 N. Jefferson, and that \$1.5 million still needs to be raised to cover the cost of the financing loan with PNC.

Ms. Brickey gave an update on De La Salle's Deaconess funding. She noted that one more meeting is needed with Starsky Wilson before funding resumes. Allie told the group that everything was in order and De La Salle completed all items needed to get the meeting scheduled, the last items being the CCAT and the Executive Director evaluation, both of which were recently completed.

Ms. Picker shared with the Board the date of the 2017 De La Salle gala on May 6, 2017. She encouraged all Board to participate, and handed out sponsorship forms to all members at the meeting, asking them to look over the opportunities and commit to what they can for the gala.

VIII. Future Considerations

Ms. Brickey shared final questions for consideration to the Board members: How will we define ourselves in the broader community? How will we own that identity fully?

IX. Closed Session

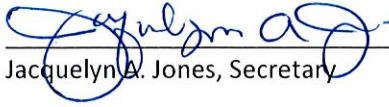
No closed session was required.

X. Adjournment

Upon a motion duly made and seconded, the meeting was adjourned at approximately 6:10 p.m.



Demetrius T. Grooms, Chair



Jacquelyn A. Jones, Secretary