



Board of Directors Meeting

Thursday, February 27, 2020, 4:00 PM-6:00 PM
3260 Blume Dr #120, Richmond, CA 94806

Directors Attending

- Jennifer Moses
- Ron Beller
- Tony Adams
- Carolyn Hack
- Jonathan Mariner (Remote)
- Robin DeGracia
- Nolan Highbaugh

Directors Absent

- N/A

Staff Present

- Terence Johnson, CEO
- Markus Mullarkey, COO
- Chayla Gibson, Head of HR
- Ric Zappa, Chief Schools Officer
- Angelina Molina, Head of Teaching and Learning
- Cormac Harkins, Head of Data
- Sarah Strom, Head of Talent and Communications
- Estefania Garcia, Administrative Assistant

Call to order - Meeting was called to order by Jennifer Moses at **4:15 PM**. A quorum was established

- Carolyn Hack made a motion to approve the Board Meeting Agenda. Jennifer Moses seconded the motion.

- Jennifer Moses: Y
- Tony Adams: Y
- Robin DeGracia: Y
- Jonathan Mariner: Y
- Ron Beller: Y
- Carolyn Hack: Y
- Nolan Highbaugh: Y

Motion Passed



Ron Beller made a motion to add Nolan Highbaugh to the Caliber Public Schools Board. Carolyn Hack seconded the motion.

- Jennifer Moses: Y
- Tony Adams: Y
- Robin DeGracia: Y
- Jonathan Mariner: Y
- Ron Beller: Y
- Carolyn Hack: Y
- Nolan Highbaugh: Y

Motion Passed

A1. CEO Updates

Mr. Terence Johnson provided updates on Strategic Priorities, High School Prototype and Healthy School Framework.

Mr. Johnson gave a shout-out to Caliber: Beta Academy for being recognized by Innovative Top Schools List for outperforming the state for low-income Latino and/or African American students in ELA in 2018-19. Mr. Johnson then discussed how strategic priorities will not change for the 2020-21 School Year.

Mr. Johnson then presented the Healthy Schools Six Essential Questions and how the LCAP and Six Essential questions have now been incorporated with each other to reflect the changes and same Goals.

Jennifer Moses asked if there will be changes made to the LCAP this coming school year? Markus Mullarkey answered that there will be changes to align the LCAP and the Healthy Schools Framework. The goal is to harmonize amongst state goals and Calibers goals.

Mr. Johnson shared the High School updates and development plan and will receive a the high school prototype report soon.

A2. Academic Affairs

Angelina Molina shared Academic Updates including the scaling back of requirements surrounding lesson planning templates as a result of listening tour feedback.



Mrs. Molina discussed updates surrounding the Network Academic Priorities: Standard Aligned Planning, Mastery Tracking & Response to Data.

Mrs. Molina discussed K-2 Winter MAP outcomes as well as reading and math scores. She also shared next steps to be implemented as a network. She presented the Fall MAP Assessment for Reading and Math for K-2. Board members presented questions regarding the data.

Mrs. Molina closed out by providing an update on additional Ed. Team priorities:

1. Personalized Learning Platform
2. Standards-Based Learning
3. Data Systems
4. Mastery Tracker
5. Curriculum and Instructional Alignment
6. Coaching Platform
7. Teaching Excellence Framework
8. Leadership Excellence Framework

Cormac Harkins shared data findings from the 2019-20 Family surveys from both school sites. Mr. Harkins also shared a preview on results regarding Overall Satisfaction and SEL Program across both campuses.

A3. ChangeMakers Academy Lottery Revisions

Markus Mullarkey presented staff's recommendation for the percentage of available seats in the ChangeMakers Academy enrollment lottery to allocate for students who reside in the District and are eligible to receive free or reduced price meals. Mr. Mullarkey shared that setting the allocation at 70% would lead to an FRL %-age below the school's goal this year, but would meet the goal in the long-term. The Board discussed setting a higher allocation this year in order to meet the school's goal more quickly. Robin DeGracia made a motion to allocate an 80% in-District FRL preference for the 2020 enrollment lottery. Carolyn Hack seconded the motion.

- Jennifer Moses: Y
- Tony Adams: Y
- Robin DeGracia: Y
- Jonathan Mariner: Y
- Ron Beller: Y
- Carolyn Hack: Y
- Nolan Highbaugh: Y

Motion Passed



A4. Talent Update and Priorities

Sarah Strom presented the Insight Survey that was taken by both schools this year. Goals are to move up to the top quartile for retention which could potentially lead to better test scores amongst our students. Ms. Strom shared that there was > 80% response rate and that the survey was taken by Para's, IA's and Teachers, anyone who spends more than 80% of their time with students. Highlights included observation/feedback, diversity/equity and Inclusion (CMA), and retention. Areas of opportunity that were presented by the Survey results which included: Instructional Planning, Academic Expectation, Peer Culture and Workload.

Key takeaways and next steps:

- Create Onboarding Structure that shares vision and expectation with teachers
- Instructional Growth through modification of coaching conversations
- Defining what Teacher Effectiveness looks like through the creation of a rubric/reward system.
- Refocus teachers on Academic Expectations and proving the possible through academic educational equity.

Ms. Moses asked how many Job openings she believes will open up for the 2020-21 School Year. Ms. Strom responded ~20+ job openings will open up for the 2020-21 Academic School Year.

A4. DEI Updates

Chayla Gibson discussed Caliber Public Schools DEI Equity Audit with Overcoming Racism, which was performed at a network-wide level.

Ms. Gibson shared final recommendations provided by Overcoming Racism.

The formation of Caliber's Equity Collaborative which will be co-chaired by Terence Johnson and Ms. Gibson was announced.

A5. Finance & Facility Update

Markus Mullarkey discussed Caliber Public Schools operating metrics for the school year. Mr. Mullarkey shared that there are no material changes to Caliber's financial forecast since the First



Interim Budget Report that was approved in December. Mr. Mullarkey also shared that Caliber’s philanthropic fundraising has improved by roughly \$191K.

Mr. Mullarkey presented both Caliber: Beta Academy and Caliber: ChangeMakers Academy's Second Interim Reports for the Board’s approval.

Jennifer Moses made a motion to approve the 2019-20 Second Interim report for both Caliber: Beta Academy and Caliber: ChangeMakers Academy. Robin DeGracia seconded the motion.

- Jennifer Moses: Y
- Tony Adams: Y
- Robin DeGracia: Y
- Jonathan Mariner: Y
- Ron Beller: Y
- Carolyn Hack: Y
- Nolan Highbaugh: Y

Motion Passed

Mr. Mullarkey discussed Caliber’s independent auditor selection for 2019-20 Fiscal Year. He is recommending that CliftonLarsonAllen be appointed to conduct the audit.

Nolan Highbaugh made a motion to approve CliftonLarsonAllen as Caliber’s independent auditor for 2019-20 year . Tony Adams seconded the motion.

- Jennifer Moses: Y
- Tony Adams: Y
- Robin DeGracia: Y
- Jonathan Mariner: Y
- Ron Beller: Y
- Carolyn Hack: Y
- Nolan Highbaugh: Y

Motion Passed

Mr. Mullarkey provided an update on the anticipated buyout of the CMA building by Valle Vista Education, LLC (VVE), a subsidiary of Caliber’s supporting organization Caliber East Bay Real Estate (CEBRE). VVE and Caliber have received Final documents from Equitable Facilities Fund (EFF) to finance the buyout. Nolan Highbaugh and Jennifer Moses were given authority and responsibility to review and approve the final loan terms at the December meeting of Caliber’s Board, and they have done so. The financing is expected to close on February 28, 2020.



Mr. Mullarkey shared updates on Beta Academy’s North Campus facility project. Due to lengthy state funding timelines, he anticipates the earliest possible move in would be in the summer of 2022. He continues to look at other options in case the project is ultimately unaffordable.

B. Review/ Approval of Consent Items

Robin DeGracia made a motion to approve all items on the Consent Calendar. Jennifer Moses seconded the motion.

- Jennifer Moses: Y
- Tony Adams: Y
- Robin DeGracia: Y
- Jonathan Mariner: Y
- Ron Beller: Y
- Carolyn Hack: Y
- Nolan Highbaugh: Y

Motion Passed

C. Open Comments

No members of the public made any comments.