



Board of Directors Meeting
Thursday, April 29, 2021, 3:00 PM-5:00 PM
Zoom Call

Directors Attending

- Jennifer Moses
- Tony Adams
- Ron Beller
- Carolyn Hack
- Margarita Florez Vasconcelos

Directors Absent

- Nolan Highbaugh

Staff Present

- Terence Johnson, CEO
- Markus Mullarkey, COO
- Ric Zappa, Chief Schools Officer
- Estefania Garcia, HR Lead
- Cormac Harkins, Data, Research, & Analytics Lead
- Angelina Molina, Senior Managing Director of Teaching + Learning
- Andy Santiago, Operations and Admin Coordinator
- Wendy Villalobos, Admin. & Talent Coordinator
- Sarah Strom, Head of Talent and Communications

Call to order - The meeting was called to order by Jennifer Moses at **3:00 PM**.

Carolyn Hack made a motion to approve the Board Meeting Agenda. Tony Adams seconded the motion.

- Jennifer Moses: Y
- Tony Adams: Y
- Ron Beller: Y
- Carolyn Hack: Y
- Nolan Highbaugh: A

Motion Passed

A1. CEO Updates

Terence Johnson shared updates surrounding Caliber's talent overview, high school options, event last evening and the reopening of schools.



Mr. Johnson shared the expected talent retention rates for Caliber: Beta Academy and Caliber: ChangeMakers Academy. He shared the current metrics and goals for the hiring season.

Mr. Johnson gave an update on high school efforts which are part of the strategic plan. He shared that a petition will most likely be submitted in August or September of this year if approved by the board in June's Board Meeting.

Mr. Johnson shared details about Caliber's fundraising event which took place on 4/28/21.

OPEN COMMENTS:

No Public Comments

B1. Board Member Appointment

Jennifer Moses introduced Margarita Florez Vasconcelos.

Mrs. Moses asked for Board Approval to appoint Margarita Florez Vasconcelos as a Board Member.

OPEN COMMENTS:

No Public Comment

Tony Adams made a motion to approve the Board Member Appointment of Margarita Florez Vasconcelos. Carolyn Hack seconded the motion.

- Jenifer Moses: Y
- Ron Beller: Y
- Nolan Highbaugh: A
- Carolyn Hack: Y
- Tony Adams: Y

Motion Passed

B2. Re-entry Planning Update / Discussion

Mr. Johnson provided an update for the reopening of Caliber's schools which began in-person instruction. CMA has had about 200 students attend for in-person instruction. He shared that teachers and students were given an option to return this spring. The goal is to reopen 100%



in-person learning in the Fall 2021. Mr. Johnson also shared that both campuses are planning summer instruction for students this year. Additionally, he shared that based on research, the Caliber SSO and School Leaders are planning ways to mitigate learning loss from distance learning.

Mr. Johnson shared information about current research studies in regards to learning loss and how this information will be used to set Fall re-entry priorities.

Carolyn Hack asked a question regarding steps being taken to tackle challenges for reopening and learnings from current reopening. Tony Adams asked a question regarding summer instruction and staff capacity for reopening. Ms. Florez Vasconcelos asked a question regarding the decision making process for learning loss mitigation strategies. Ric Zappa made a comment regarding student prioritization for summer instruction. Mr. Adams asked a question regarding the student mask mandate.

OPEN COMMENTS:

Parents Jefferson Cruz and Robin Degracia made comments on this agenda item.

B3. Caliber Public Schools Strategic Planning

Terence Johnson shared updates on the 5-year strategic plan and the various stakeholders that have been surveyed to gather data. Mr. Johnson shared the areas of strength that showed up for Caliber from gathered data as well as areas for improvement. Mr. Johnson shared next steps for short- and long-term priorities based on the data. This included focusing on academic growth and outcomes, talent practices, staff development, expansion to 12th grade, financial sustainability and commitment to diversity, equity and inclusion. Mr. Johnson shared the timeline for when the final strategic plan should be expected.

Ms. Moses asked a question about how the final strategic plan will be shared once it is fully developed. Carolyn Hack made a comment in regards to focusing on concrete priorities that will create a realistic 5-year plan that will motivate staff and be successful. Tony Adams made a comment in regards to previous commitment on expanding once performance excellence was accomplished and performance excellence should be a top priority. Ms. Hack made a comment that academic growth and academic performance can work side-by-side rather than one before the other. Ms. Florez Vasconcelos made a comment in regards to limiting the number of priorities included in the plan to four or less.

OPEN COMMENTS:

No public comment.



B4. 2021-22 School Plans

Cormac Harkins shared the annual updates for the Local Control Accountability Plan (LCAP) three-year plan for supporting students. Mr. Harkins shared the overall reflections and themes from the 2019-2020 LCP including the need for strong Trauma Informed Tier 1 program, systems to keep parents informed and engaged, targeted engagement and outreach for English Learners, African American students and Homeless youth, Interventions in service of grade level standards and expanding learning loss with after school and summer programs. Mr. Harkins shared the process for developing the 2021-2024 LCAP plan. In addition, Mr. Harkins informed that the 19-20 goals will be updated to align across the network with the Healthy Schools Framework to develop common goals and actions moving forward. Mr. Harkins shared the first draft for the 6 2021-22 LCAP goals including the metric and data sources as well as the proposed actions for each goal. Mr. Harkins shared the timeline & stakeholder engagement details used for developing the first draft of the 6 goals for the 2021-22 LCAP. A request for approval will be brought to the board in the next Board Meeting. Markus Mullarkey shared that the one-time expenditures will be identified to ensure that it is used proportionately to the length of the goal, keeping in mind that it is a one-time payment.

Carolyn Hack made a comment in regards to the LCAP state requirements and the way that school leaders have approached it in an efficient manner. Tony Adams made a comment in regards to the student learning loss for the current academic year and the need to reflect adjustments in LCAP for learning loss mitigation.

Cormac Harkins shared the CBA & CMA Expanded Learning Opportunities Grant Plan (ELO Grant Plan) which is funding to implement a learning recovery program that provides supplemental instruction, support for social and emotional well-being and meals and snacks. Mr. Harkins shared the ELO expenditures plan for CBA and CMA to extend instructional learning time and accelerate progress to close learning gaps. Markus Mullarkey clarified that these are the initiatives that these particular funds will be spent on and are not the only initiatives that Caliber will focus on in the following years.

Ms. Moses asked for Board Approval for the CMA & CBA ELO Expenditure Plans.

OPEN COMMENTS:

No public comment.

Carolyn Hack made a motion to approve the CMA & CBA ELO Expenditure Plans . Tony Adams seconded the motion.

- Jennifer Moses: Y
- Ron Beller: Y
- Margarita Florez Vasconcelos : Y
- Tony Adams: Y
- Carolyn Hack: Y
- Nolan Highbaugh: A

Motion Passed



B5. Invictus Academy of Richmond

Markus Mullarkey shared details of the proposed relationship with Invictus Academy of Richmond. Mr. Mullarkey provided an overview of Invictus Academy of Richmond and founder Gautam Thapar.

Carolyn Hack asked a question about the staff relationships and alignment between Caliber/Invictus principals and teachers. Margarita Florez Vasconcelos asked questions about the process for deciding a two year agreement, what would define an unsuccessful partnership and what conversations have happened with other charter networks who have done similar partnership approaches. Carolyn Hack made a comment on another charter network doing a similar partnership. Tony Adams asked a question regarding Caliber students' access to Invictus High School. Ms. Moses made a comment regarding the alignment of this partnership being a step in the right direction to Caliber families' request for High School options.

*Mr. Mullarkey asked for Board Approval of the **Invictus-Caliber Business Services Agreement** and authority to make immaterial changes as needed/requested by Invictus' Board, who is reviewing the agreement now.*

OPEN COMMENTS:

Parent Robin Degracia made a comment.

Carolyn Hack made a motion to approve the **Invictus-Caliber Business Services Agreement** . Tony Adams seconded the motion.

- Jennifer Moses: Y
- Ron Beller: Y
- Margarita Florez Vasconcelos : Y
- Tony Adams: Y
- Carolyn Hack: Y
- Nolan Highbaugh: A

Motion Passes

B6. Finance and Facility Updates

Markus Mullarkey shared updates on the 2020-21 budget, 2021-22 budget outlook and facility updates. Mr. Mullarkey shared that North Campus project construction has begun.

OPEN COMMENTS:

No public comment.

C. Review/ Approval of Consent Items



Tony Adams made a motion to approve all items on the Consent Calendar. Carolyn Hack seconded the motion.

- Jennifer Moses: Y
- Ron Beller: Y
- Margarita Florez Vasconcelos: Y
- Tony Adams: Y
- Carolyn Hack: Y
- Nolan Highbaugh: A

Motion Passed

D. Open Comments

No comment

E. Closed Session

E1. PUBLIC EMPLOYEE DISCIPLINE / DISMISSAL / RELEASE (Gov. Code section 54957(b).)

Jennifer Moses identified the closed session topic and the Board moved to closed session.

The Board returned from the closed session.

Ms. Moses reported that no action was taken in closed session.

Ms. Moses adjourned the meeting at 5:17pm.