



**Board of Directors Meeting**  
Thursday, June 24, 2021, 3:00 PM-5:00 PM  
Zoom Call

**Directors Attending**

- Jennifer Moses Y
- Ron bell
- Tony Adams
- Nolan Highbaugh
- Carolyn Hack
- Margarita Florez Vasconcelos
- Andrya Huntsman Y

**Directors Absent**

- Ron Beller

**Staff Present**

- Terence Johnson, CEO
- Markus Mullarkey, COO
- Rachael Weingarten, Head of Schools
- Estefania Garcia, HR 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**.

Tony Adams made a motion to approve the Board Meeting Agenda. Nolan Highbaugh seconded the motion. (0:20)

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

Motion Passed

**A1. CEO Updates**

Terence Johnson shared updates surrounding Caliber's talent overview, SSO reorganization, DEIB statement, Invictus relationship, facility project and board governance updates.



Mr. Johnson shared that a Caliber Care program run to support staff and families during the pandemic was a success in providing the community with basic needs such as groceries.

Mr. Johnson shared the reorganization of Caliber includes new officer roles. He shared that Markus Mullarkey's title will now be President and Rachael Weingarten will be Head of Schools (TK-8). He also shared the rest of the SSO organization structure including some new roles that are planned.

Mr. Johnson shared the talent retention (78% overall) and recruitment rates for Caliber. He shared the current metrics and goals for the hiring season and the new hire demographics breakdown by self-identified race.

Mr. Johnson presented updates to the current draft of the Diversity, Equity, Inclusion and Belonging (DEIB) Statement and explained that next steps are to continue outlining and developing rigorous content for the classroom.

Mr. Mullarkey reported that the Service Agreement to start a partnership with Invictus on July 1st is moving along. Logistics are still being worked on and the two organizations' teams have been working together.

Mr. Mullarkey shared that the North Campus construction project is underway and that 90% of the demolition of the original building has been completed. He shared that the 267 Valle Vista property has not been decided and there's still a chance that our offer may be accepted.

Mr. Mullarkey shared that Caliber is looking at opportunities for clean energy and any other interesting opportunities to pivot away from partial reliance on natural gas to solar based systems to be a clean energy organization. He shared that we are in the early stages of doing investigation research about what Caliber can do around clean energy.

Carolyn Hack commented on staff retention and asked if there is data on reasons staff are leaving. Terence mentioned most staff members have gotten other jobs or had other particular issues for leaving.



Ms. Moses asked Mr. Johnson to share why we decided to partner with Invictus instead of opening a new Caliber H.S.. Mr. Johnson mentioned that based on the research from several options available and considering the local political environment the partnership with Invictus seemed to be the best opportunity to move towards meeting the goals of having a High School aligned with Caliber for Caliber families.

Ms. Moses shared her appreciation for the staff, teachers and parents for being part of the process to build a new home for Caliber high school opportunities and congratulated Markus and Rachael for their new positions at Caliber.

**OPEN COMMENTS:**

*Abedesa Rolon, Tyler Powles, Sage Cohen, and Cameron Crowell made comments.*

**A2. Board Member Appointment**

Jennifer Moses introduced Andrya Huntsman and asked for Board Approval to appoint Andrya Huntsman as a Board Member of Caliber Public Schools.

Mr. Johnson shared that Ms. Huntsman has been immersed in her child's education as Caliber students and after a long process Ms. Huntsman has agreed to join the board. Ms. Huntsman shared her gratitude for Caliber.

**OPEN COMMENTS:**

Tony Adams made a motion to approve the Board Member Appointment of Andrya Huntsman. Margarita Florez seconded the motion.

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

Motion Passed

**A3. Caliber 5-year Strategic Plan**



Mr. Johnson shared the draft of the Strategic Plan and showed the top 5 priorities for Caliber's 5 year strategic plan. The five priorities outlined being

1. Improve our academic outcomes
2. Strengthen people-centered talent practices
3. Expand TK-12
4. Unite as One, Cohesive Network
5. Operate Sustainably on public dollars.

Mr. Johnson mentioned that the work for these strategies has already been underway. He shared the aspirations that stakeholders have expressed for the future of Caliber by 2026.

Mr. Adams asked a question regarding who is going to determine how the improvement will be shown.

Ms. Weingarten shared the following regarding how improvement will be determined: "there are academic goals created based on performance pre-pandemic and end of year MAP results. SMART goals have been set for LCAP, MAP etc. Each year the data will be reviewed to create new goals based on end of year data."

Mr. Mullarkey mentioned that each year the goals get recorded on the LCAPs for the year and the board will see the goals and have an opportunity to weigh in on the goals and changes to evaluate if the correct benchmarks are being used.

Mr. Adams made the comment that he enjoyed seeing his input being taken into consideration when reviewing the strategic plan.

Ms. Moses made the comment that she is pleased that Caliber is staying aligned to the mission and is wondering how SEL outcomes will be measured alongside the academic outcomes because SEL is also important.

Ms. Vasconcelos made the comments that she is excited about the "unite as one cohesive network" priority and that there is a goal for stronger alignment. She made the comment that she didn't see SEL and mental health support in what she saw of reading the plan. Ms. Vaconcelos was surprised that Caliber wants to link academic and SEL outcomes but academic outcomes would be measured



through standardized tests which feels at tension and suggested looking at how academics could be measured in a rigorous way while still underscoring the end integration of SEL and mental health.

Ms. Hack made the comment that there is a temptation to put plans that make us feel good but may not be realistic and that when she looks at the goal of Caliber being a “Top Performer” she asks what does that mean, how that would be defined and measured and from what starting point, and if it is realistic. She made the comment that she would rather have teachers and staff set do-able goals instead of high five goals because she has never seen schools where every grade and every class was improving together every single year.

Ms. Hack made the comment that she wants to ensure the plan is believable for the board, staff and families.

Mr. Johnson mentioned that there will be particular milestones set for each grade and the goal is to set a high bar that improves the outcomes for students each year.

Ms. Moses shared that another way to think about it is that we have always known that goals need to be data driven and we want to hold ourselves to higher standards.

#### **OPEN COMMENTS:**

*Joan made a comment.*

*Parents Abedessa Rolon, Gondica, and Robin Degracia made comments on this agenda item.*

*Teachers Tyler Powels, Alina Enoiu, Sage Cohen, Morgan Hubbard made comments on this agenda item.*

#### **A4. 2021-22 School Strategic Plan**

*Ms. Weingarten shared the school strategic plan timeline and reviewed MAP data along with SEL program information. Ms. Weingarten also shared the Panorama Survey data regarding school climate, barriers to engagement, and action steps planned for next school year.*

*Ms. Weingarten reviewed the 2021-22 LCAP Goals and shared the Metrics and Data sources along with the proposed actions for each of the six goals.*

Nolan Highbaugh made a motion to approve LCAP plans for 2021-22 . Carolyn Hack seconded the motion.

- Jenifer Moses: Y
- Nolan Highbaugh: Y
- Tony Adams: Y



- Margaritas Florez
- Vasconcelos: Y
- Andrya Huntsman: Y
- Ron Beller:A
- Carolyn Hack: Y

**OPEN COMMENTS:**

*Staff Morgan Hubbard, Timothy Pruitt made a comment on this item.*

**A5. 2020-21 and 2021-22 Budgets**

*Mr. Mullarkey shared the finance summary of 2020-21 and the proposed budget for 2021-22. The one-time COVID-related funding expected between 2020-23 was shown. Mr. Mullarkey shared the LCFF budget overview for Parents for both Beta and ChangeMakers in conjunction with the LCAP and the budget. He shared that state deferrals have resulted in schools currently having lower cash compared to if that state had been paid on a normal schedule. Therefore as a central organization, Caliber will need to defer collection of revenue that supports central office cost and may have to make an intercompany loan from Caliber as an organization to ChangeMakers Academy which is getting less money as a newer school.*

*Mr. Mullarkey asked for approval of the action items included in the meeting agenda. Specifically:*

*Action Item: SSO Fee Deferral and Loan to ChangeMakers*

*Action Item: Caliber Public Schools Budget*

*Action Item: 2021-22 Beta Academy Budget*

*Action Item: 2021-22 Beta Academy LCFF Budget Overview for Parents*

*Action Item: 2021-22 ChangeMakers Academy Budget*

*Action Item: 2021-22 ChangeMakers Academy LCFF Budget Overview for Parent*

*Ms. Moses asked if this process had happened previously. Mr. Mullarkey mentioned that these types of discussions have happened before.*

**OPEN COMMENTS:**

*No public comments were made on this item.*

**Tony Adams** made a motion to approve the authorization for **SSO Fee Deferral and Loan to ChangeMakers, Caliber Public Schools Budget, 2021-22 Beta Academy Budget, 2021-22 Beta Academy LCFF Budget Overview for Parents, 2021-22 ChangeMakers Academy Budget, 2021-22 ChangeMakers Academy LCFF Budget Overview for Parent.** **Nolan Highbaugh** seconded the motion.

- Jennifer Moses: Y
- Tony Adams: Y
- Ron Beller: A



- Carolyn Hack: Y
- Margarita Florez Vasconcelos : Y
- Nolan Highbaugh: Y
- Andrya Huntsman: Y

Motion Passed

### **B. Review/Approval of Consent Items**

Nolan Highbaugh made a motion to approve Consent Calendar Items with amendment to remove item B10 which staff indicated was not ready for approval at this time. Tony Adams seconded the motion.

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

Motion Passed

### **OPEN COMMENTS:**

*No Public comments were made on this item.*

### **C. Public Comment**

*T Binz, Yvonne made public comments.*

### **D. Closed Session**

Disclosure of items to be discussed & call for comments

D1.CONFERENCE WITH LEGAL COUNSEL—LITIGATION (Gov. Code section 54956.9(d)(4).): (3).

The closed session topic was identified and the Board moved to closed session.

The Board returned from the closed session.

Ms. Moses clarified there is no outstanding litigation, an unfair labor practice act complaint lodged with the public employee relations board was discussed during closed session.

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

### **OPEN COMMENTS:**

*Parent Abedessa Rolon made a comment.*



Nolan Highbaugh motioned to adjourn the meeting. Tony Adams seconded the motion.

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

Motion Passed

**Ms. Moses adjourned the meeting at 5:32pm.**

Next board meeting: 09/09 @ 4:00 PM via Zoom  
Meeting adjourned at 5:32 PM