



Wednesday, January 9th, 2019
6:30 PM

147 Saint Nicholas Avenue

Board Meeting

AGENDA

- 1. Call to Order and Reminder to Sign Up for Public Comments**
- 2. Adoption of January 2019 Agenda**
- 3. Approval of December 2018 Minutes**
- 4. Leadership Update (including enrollment and HOS search update)**
- 5. PTO Report**
- 6. Public Comments**
- 7. Staff Comments**
- 8. Executive Session**
- 9. Adjournment**



Board of Trustees Meeting

December 12, 2018

6:30 PM

147 Saint Nicholas Avenue

New York, NY 10026

Minutes

Trustees Present

Linda Aristondo
William Allen
Sara Bloom
Vanessa Goldberg-Drossman
Linda Tarry-Chard
Scott Wickham

Also Present:

Meghan Barrios, Interim Head of School

Mark Fink, Hebrew Public

Shane Goldstein-Smith, Hebrew Public

Jon Rosenberg, Hebrew Public

Jordan Grant, Hebrew Public

Melanie Hinds, Assistant Head of School

Shlomit Levy, Assistant Head of School

Alona Mor, Dean of Hebrew Curriculum and Instruction

Brian Murphy, Hebrew Public

Tiffany Goldberg, PTO Chair

Mia Poppy, PTO Member

Ursula Vericain, Director of Operations

Kate Cushing, Hebrew Public
Natalie Quesada, Hebrew Public
Jessica Lieberman, Hebrew Public*
Kim Kassnove, Hebrew Public
Shlomit Lipton, Hebrew Public
32 Harlem Hebrew Community Members

* Denotes by video conference

1. Call to Order

Linda Aristondo called the meeting to order at 6:37 pm and reminded everyone in attendance to sign up for public comments if they wished to speak.

2. Adoption of Agenda

Sara Bloom made a motion to adopt the December 2018 Agenda. Scott Wickham seconded and the motion carried unanimously.

3. Approval of Minutes

Linda Tarry-Chard made a motion to approve the November 2018 Minutes. Sara Bloom seconded and the motion carried unanimously.

4. Leadership Update:

The board was updated to the following:

- School Safety – The board was given updates and descriptions of safety procedures and protocols to ensure that everything possible was being done to ensure the well being of the students. School leadership gave specifics including but not limited to video cameras, security guards, relations with local law enforcement, social media policies, anti-bullying campaigns and pd training for school personnel.
- Classroom Management – The board was informed as to the training and continued PD was being given to teachers and instructors to ensure that they are able to effectively address all of their students' needs.
- Discipline, SEL Learning and Interventions – The board was given detailed updates regarding the school's discipline code, SEL learning schedules and workshops for students, instructors and parents/guardians as well as intervention for students and families in need offered by the school's dean of culture and the school's social workers.
- Hebrew and Israel Studies Instruction – School staff supported by Hebrew Public continues to roll out a robust Hebrew and Israel studies curriculum with students receiving daily instruction in Hebrew and the social studies curriculum being infused

with Israel studies. Additionally, scholars in residence are coming to the school in the spring to speak about the perspectives of the lives of different Israeli inhabitants as well as to teach about Israeli culture and art.

- Operations – Strides are continued to be made in the improvement of busses arriving and leaving the school on time. Busses are arriving closer to the school start time than before and leaving closer to dismissal as well. All the busses are heated and are staffed by 5 bus monitors. The bus total is now 7 (up from three from last year). Additionally, parents/guardians are reminded to let the staff know about early pickup before 10 am as it impacts staff dismissal procedure.
- School Usage by groups – School leadership is in the process of working on protocols and procedures for groups wishing to use the school building after hours. These protocols will be rolled out on or around the new year.
- School Leadership Plan – The board was updated as to the search for the new school leader when Meghan Barrios departs her interim role to return to Hebrew Public at the end of the current school year. A detailed plan for finding the new HOS will be provided to the board at the beginning of the new year.
- Recruitment Strategy – Parents/Guardians. PTO, Board Members and Hebrew Public staff continue to engage in student recruitment with preference given to those who live in CSD 3, the siblings of current students and the children of staff members. Registration is open to all school age students in NYC subject to availability.

5. PTO Report

The board was briefed on the following:

- The PTO Family Feedback Committee is seeking a closed door meeting with the school leadership, board of trustees and Hebrew Public CMO to discuss the common wants and needs of the school community. The committee would like this meeting to take place on or around the new year.

6. Public Comments

I Harlem Hebrew Community Member spoke about her child's likes and dislikes of the school.

I Harlem Hebrew Community Member asked about ensuring school safety, preventing bullying, keeping families in the school and preventing attrition amongst instructional staff.

I Harlem Hebrew Community Member asked about school safety and ensuring that incidents are reported to the families in a quick and orderly fashion.

I Harlem Hebrew Community Member commented on her children's feelings about the school.

I Harlem Hebrew Community Member commented on the need of the school community to come together, ensure that all of its needs are being met and preventing founding families from leaving.

I Harlem Hebrew Community Member cautioned the community not to generalize specific cases.

I Harlem Hebrew Community Member asked about an alleged incident.

I Harlem Hebrew Community Member asked about response times from staff members if and when she has questions.

I Harlem Hebrew Community Member spoke about need for togetherness.

I Harlem Hebrew Community Member spoke about the need for more correspondence between the administration and community.

I Harlem Hebrew Community Member spoke about her child's experiences in the school.

7. Staff Comments

None.

8. Adjournment

William Allen made a motion to adjourn. Vanessa Goldberg-Drossman seconded and the motion carried unanimously. The meeting was adjourned at 8:02 pm.

HARLEM HEBREW DASHBOARD

DATA AS OF 1/04/2019

ENROLLMENT

By grade	Students	Sections	Waitlist 18-19
K	55	3	20
1	45	2	4
2	72	3	3
3	74	3	10
4	95	4	6
5	79	3	0
6	43	2	4
7			
8			
Total	463	20	47

WITHDRAWALS

Reasons for withdrawal	Dec only
Moved outside NYC	0
School choice - dissatisfied	3
School choice - higher choice school	0
School choice - other/unknown	0
Commute distance	0
Special education needs	0
Expelled	0

STAFF VACANCIES

Position	Context
	No vacancies!

STAFF NEW HIRES

Music Teacher	Dean Tsur - start date 01/02/19 - currently prepping classroom and collaborating with teachers to start teaching week of 1/14/2019
5th SS/Science	Andrew Ringel - start date 01/04/19

STUDENT DEMOGRAPHICS

	HH		CSD 3
	Current	May 2018	Overall, 2017-18
Special Needs	22%	22%	17%
Eng. Lang. Lrnrs.	8%	12%	5%
Econ. Disadv.	71%	59%	49%
Homeless	3%	2%	
Asian	1%	1%	8%
Black/Afr. Am.	40%	35%	22%
Hisp./Latino	39%	31%	32%
Multiracial/Other	1%	0%	6%
White	19%	33%	32%
% in CSD 3	29%	42%	-
% outside CSD 3	71%	58%	-

SUSPENSIONS

	YTD
Number of Students Suspended	35
Total # of Days of Suspension	70.5
% of Student Population w/ at least 1 Suspension	15.2%

ATTENDANCE

	YTD
Whole School attendance rate	92%
% of students who are absent more than 10% of the time	
All students	26%
Special needs students	19%
English Language Learners	16%
Econ. Disadv.	18%

FINANCIAL PERFORMANCE

Days of cash on hand: 20	Target days of cash: 90		
as of 11/30/2018	630,000		
	Revenue	Expenses	Margin
Actual thru 11/30	\$4,535,000	\$4,006,000	\$529,000
Year-End Projection (6/30/19)	\$11,135,000	\$11,563,000	-\$428,000
Budget	\$10,957,000	\$10,707,000	\$250,000
Variance	-\$178,000	-\$856,000	
Projected margin:	2.2%	Target margin:	0% or higher

BOARD OF TRUSTEES

Board Composition		Mtg. Attendance		Quorum
Asian	0	July	66%	Yes
Black/Afr. Am.	4	August	100%	Yes
Hisp./Latino	1	September	66%	Yes
Multi/Other	0	October	71%	Yes
White	2	November	71%	Yes
		December	86%	Yes