



Wednesday, February 13<sup>th</sup> , 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 February 2019 Agenda**
- 3. Approval of January 2019 Minutes**
- 4. Leadership Update (including dashboard and HOS search update)**
- 5. PTO Report**
- 6. Public Comments**
- 7. Staff Comments**
- 8. Executive Session**
- 9. Adjournment**



## **Board of Trustees Meeting**

January 9, 2019

6:30 PM

147 Saint Nicholas Avenue

New York, NY 10026

### **Minutes**

#### Trustees Present

William Allen
Sara Bloom
Vanessa Goldberg-Drossman
Basil Smikle
Scott Wickham

#### Also Present:

Meghan Barrios, Interim Head of School  
Jace Cruz, Data/Technology Associate  
Mark Fink, Hebrew Public  
Shane Goldstein-Smith, Hebrew Public  
Jon Rosenberg, Hebrew Public  
Melanie Hinds, Assistant Head of School  
Shlomit Levy, Assistant Head of School  
Tiffany Goldberg, PTO Chair  
Mia Poppy, PTO Member  
Ursula Vericain, Director of Operations  
Kim Kassnove, Hebrew Public  
3 Harlem Hebrew Community Members

## **1. Call to Order**

Sara Bloom called the meeting to order at 6:32 pm and reminded everyone in attendance to sign up for public comments if they wished to speak.

## **2. Adoption of Agenda**

William Allen made a motion to adopt the January 2019 Agenda. Scott Wickham seconded and the motion carried unanimously.

## **3. Approval of Minutes**

Vanessa Goldberg-Drossman made a motion to approve the December 2018 Minutes. Sara Bloom seconded and the motion carried unanimously.

## **4. Leadership Update:**

The board was updated to the following:

- The school is 100% staffed. 1 staff member returned from working at the DOE and 1 returned from maternity leave. There is now a full time music teacher as well as 5<sup>th</sup> and 6<sup>th</sup> grade science and social studies teachers.
- Meets and greets with the instructional staff have been calendared for the next three weeks.
- An “in-school suspension room” has been set up. This allows SEL support for restorative practices and helps teachers effectively manage their classrooms.
- The “We are in Attendance” initiative has been started to encourage and attain high attendance rates. Classrooms that achieve at least 97% attendance rates will receive a celebratory party. Early tracking of the program is showing enthusiastic students and positive results.
- Staff PD on January 11<sup>th</sup> will focus on MAP testing and data sharing.
- ELA mock state tests for grades 3-6 will take place in the coming weeks.
- State exams for ELA will take place April 1-11<sup>th</sup>; Math from April 30-May 10<sup>th</sup> and Science May 22<sup>nd</sup>-31<sup>st</sup>.
- A Hebrew choir has been launched and is open to all interested students in grades 1-6.
- A Tu B'Shvat festival celebrating plants and trees will take place later this month.
- BlackFem continues to work with families in financial planning and will begin to offer webinars so that those who cannot attend in person can benefit from their assistance.
- On January 18th there will be a coffee chat with Jessica Lieberman, the Hebrew Public Director of Israel Studies and Partnerships to discuss the Israel curriculum.
- The MLK Day Food Drive is in full swing.

- MAP growth awards will be given to any student(s) who demonstrates significant progress towards their individualized goals.
- Because of heating issues in some classrooms; individual heating units have been put into those affected classrooms. The part of the system that is not working effectively is currently being repaired.
- The Head of School search has been launched in partnership with Hebrew Public and a search firm, Hendy Avenue. There are currently 27 applicants. 9 of those 27 have been screened and 5 of those 9 have moved to the next round. The board will continue to be updated as the search progresses.

## **5. PTO Report**

The board was briefed on the following:

- The last PTO meeting which took place after the December board meeting was well attended; parent involvement about working together to improve parent and child satisfaction was discussed.
- In a correction to last meeting's minutes, the PTO Family Feedback committee is seeking a non-closed door (it was mislabeled closed door) meeting with school leadership, board members and the Hebrew Public CMO. Late February is being vetted for a possible date. More details to follow after a date is finalized.
- The next PTO meeting will take place in February.
- The next family fun day for grades K-2 will take place in February; grades 3-6 will take place in March. A magician and movies will be featured.
- A friend day benefit will take place on Valentine's Day offering smencils and smerasers for the students' enjoyment.
- A sample sale will take place in the upcoming weeks to raise funds to support the school.

## **6. Public Comments**

I Harlem Hebrew Community Member spoke about her happiness and satisfaction coming out of last month's board and PTO meetings as well as her appreciation for the "we are in attendance" program.

I Harlem Hebrew Community Member offered his services as a life skills, anti-bullying and anger management coach.

I Harlem Hebrew Community Member asked about student recruitment efforts.

## **7. Staff Comments**

None.

## **8. Executive Session**

Sara Bloom made a motion to enter into executive session to discuss personnel matters. Vanessa Goldberg-Drossman seconded and the motion carried unanimously.

Basil Smikle made a motion to exit executive session. Sara Bloom seconded and the motion carried unanimously.

No votes or actions were taken during this time.

## **9. Adjournment**

Scott Wickham made a motion to adjourn. Basil Smikle seconded and the motion carried unanimously. The meeting was adjourned at 8:33 pm.

# HARLEM HEBREW DASHBOARD

DATA AS OF 1/31/2019

## ENROLLMENT

By grade	Students	Sections	Waitlist 18-19
K	52	3	31
1	44	2	6
2	71	3	4
3	74	3	11
4	94	4	6
5	78	3	5
6	43	2	6
7	0		
8	0		
<b>Total</b>	<b>456</b>	<b>20</b>	<b>69</b>

## STUDENT DEMOGRAPHICS

	HH		CSD 3
	Current	May 2018	Overall, 2017-18
Special Needs	22%	22%	17%
Eng. Lang. Lrnrs.	8%	12%	5%
Econ. Disadv.	72%	59%	49%
Homeless	3%	2%	
Asian	1%	1%	8%
Black/Afr. Am.	40%	35%	22%
Hisp./Latino	40%	31%	32%
Multiracial/Other	1%	0%	6%
White	19%	33%	32%
% in CSD 3	29%	42%	-
% in CSD 5	16%	17%	
% from other districts	55%	41%	-

## WITHDRAWALS

Reasons for withdrawal	Jan only
Moved outside NYC	0
School choice - dissatisfied	1
School choice - higher choice school	0
School choice - other/unknown	4
Commute distance	3
Special education needs	1
Expelled	0

*\*Students who withdrew within the first 3 days of school are excluded.*

## SUSPENSIONS

	YTD
Number of Students Suspended	36
Total # of Days of Suspension	78.5
% of Student Population w/ at least 1 Suspension	6.9%

## ATTENDANCE

	YTD	Target
Whole School attendance rate	92%	95%
% of students who are absent more than 10% of the time		
All students	25%	
Special needs students	19%	
English Language Learners	21%	
Econ. Disadv.	17%	

## STAFF COMPOSITION

Asian/ Asian-Am.	3	4%
Black/Afr. Am.	14	20%
Hisp./Latino	7	10%
Multi/Other	8	11%
White	37	53%
Native Hawaiian/Pacific Islander	1	1%
No Response	0	0%
<b>Total</b>	<b>70</b>	<b>as of 2/6/2019</b>

## STAFF VACANCIES

Position	Context
MS Math/Science	Departed 1/10; currently 4 candidates in face to face interview stage & 5 in phone screening stage

## STAFF NEW HIRES

Music Teacher	Dean Tsur - hire date 01/02/19, began teaching week of 1/14/2019
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## FINANCIAL PERFORMANCE

Days of cash on hand: 64 Target days of cash: 90			
as of 12/31/2018 2,003,000			
	Revenue	Expenses	Margin
Actual thru 12/31/2018	\$5,614,000	\$4,722,000	\$892,000
Year-End Projection (6/30/19)	\$11,074,000	\$11,597,000	-\$523,000
Budget	\$10,957,000	\$10,707,000	\$250,000
Variance	-\$117,000	-\$890,000	
Projected margin:	-4.7%	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
		January	71%	Yes
		Average	76%	