

**Benjamin Franklin Classical Charter Public School (BFCCPS)**  
**Board of Trustees Meeting**  
**APPROVED Minutes**  
**Thursday, July 6, 2011 8:30am**  
**Marriott Renaissance Inn, 4 Forge Parkway, Franklin, MA**

**Attendance:** President: Lori Clements, Treasurer: Jerry Cimmino, Clerk: Don Tappin, Poh-Lin Yeoh, Ed Callahan (left 11:05am), Santhi Marusamy, Head of School Dr. Kevin O'Malley, Assistant Head of School Heather Zolnowski and Director of School Operations and Student Activities Joe Perna,

**Absent:** Vice President: Anna dos Santos, Lax Iyer, Tom Viveiros, Mary Barton-Rau

**Call to Order, Comment by the Chair (8:49pm):**

Lori thanks everyone for coming. We may have to revisit idea of Saturday retreats due to low attendance. Welcome to Santhi. Lori does not have approval for Santhi but expects to have approval by September. Charter school summit dates TBD. Red brick school, renew lease w/town office. Some Trustees whose term is up in June. Trustees may only serve six years after which they are no longer eligible, sixth year for Lori and Anna, Poh-Lin has served five of six years. Don term up in June but can serve three more years. There is a need for new leadership. Lori requests people who may be interested to contact her to begin transition.

Lori asks people to update bio. Ed does not have one.

**Clerks Report (8:53am):**

Don reviews minutes from June meeting.

**MOTION:** Jerry initiates and Don seconds a motion to approve minutes of June 6th, 2011 BOT Meeting.

**COMMENTS:** none

**RESULT:** The motion passes unanimously. Santhi abstains.

**Lori circulates handouts (8:59):**

BOT meeting schedule, BOT refreshment schedule, BOT Pres./HOS meeting schedule, changed policies

**Dr. O'Malley - Report on the school (9:06am):**

Two massive changes coming in educational landscape. One is what we teach and second is how we teach. The changes are as significant as any Dr.O'Malley has seen in many years. We had a very good year. New teachers fit in seamlessly into faculty and culture of school. Surprisingly more kids leave than expected and the departures were in areas not expected. Very fortunate that the students who were came in their place adapted well to the new environment. Joe and Heather critical to the culture of BFCCPS. The budget is "quite sufficient", seldom say "no" to a teachers request, spent \$70k+ on new technology, school is in very good shape.

Looking at new year. Getting new report from state covering turn-over rate in charter school. State report indicates we are as stable a school as there is (99.1% stability rate). Very ordinary turnover. Budget of 446 students and we will have 450 when the bells ring in September. That is the end of the road as far as the schools ability to increase student population under existing charter.

This year very little staff turnover. New Director of Technology whose main job is going to be helping teachers utilize the technology. Have engaged a consultant, Luke Callahan, to assist with the revamp of the BFCCPS website . Lori Canning teaching k-5, French, Malouf 6-8, Dr. Perry only Latin.

Dr. O'malley mentions the established tradition of separation of Board from School and Administration. Had a time when distinction was blurry which caused heartache with Trustees engaging teachers directly without the administration. Commends the board for keeping lines clear.

Excellent place on getting a new building. Not sure how things are going to play out but clearly any change will impact the budget. Have some teachers that are not paid what Franklin teachers are paid and for some that is a front burner issue, other are more accepting.

Applied to the "race to the top", got accepted, state got a lot of money and spent it on free and reduced lunch programs largely in inner city districts. BFCCPS received nothing.

We got where we are by using a lot of collaborative good sense and it is essential for everyone's good being.

Challenges; we have not reached our goals. We compete with some very good school systems. Mindset in the educational community seems to be we have to fix bad schools and schools that are performing well have to deal with the new initiatives. We will do the new initiatives as well as anyone.

MCAS going away and we are heading in different direction as it relates to standardized testing. The Federal government is trying to encourage each state to teach same type of material at the same time. It is a very controversial idea. MCAS is going away and the "National Common Core" is going to take its place. They want to use curriculum to stop teaching "stuff" but rather to teach learning and application skills. New program is going to focus on the application of knowledge. There will be no national standardized test, MA will continue to formulate its own test.

Heather says that MA has created a crosswalk document mapping the progress to the national standard. State math curriculum will be phased out by 2014. ELA would be assessed similar to math.

Current standard has skills sets broken down into grade blocks k-2, 3-5 etc. And identifies what skills should be covered in those grades. The new common core is on a grade by grade so will make easier for schools that have difficulty. No more definitive information than that presently available. State created crosswalk document 2010 and 2011 frameworks. Plan transitioning to ELA, instituting new writing program.

Dr. O'Malley speaks about the evaluation of teachers. Teacher evaluation is broken. State said they are going to create a standardize process. School evaluations has been about what did the teacher do, hand out, how they control children, etc. but is going to be towards what the students learned. The idea of children's learning is central to the new evaluation system. It is a very contentious issue.

Joe speaks about proposed ideas for the evaluation of teachers. Much that is known about new teacher evaluation regulations. State has outlined specific procedures but there is room for interpretation. It is known the goal is to link educational process with student learning and will result in a shift from how schools operate. The ideas around tenure are addressed in the new evaluation process. Insufficient teachers given one year to improve.

Four standards addressed:

- Curriculum planning and assessment
- Teaching of all students
- Family and community engagement
- Professional culture

In each of the four categories each teacher will be given a rating from exemplary to insufficient and in one of the four categories there will be a more detailed evaluation behind each category.

Joe reviews current school evaluation system and how it may marry up to the new process

Dr. O'Malley states that what we have done over the last 16 years is good but do not count against what we need to do in the future.

**Discussion with Ed (because he has to leave early ) about the dress code.** Getting his reasons for voting against dress code during June meeting. Lori asks a number of questions. Don asks about his ability to teacher and or the students ability to learn. Ed does not feel the clothing will affect his teaching. Santhi asks about enforcement and how much time/effort it takes.

#### **HOS Goals (11:14am):**

Review of HOS proposed goals and discussion of metrics by which HOS goals will be determined to be met or not.

#### **Lunch (12:15pm):**

#### **Planning Discussion for 2011-2012:**

- **Committee Updates:**
  - **Facilities:** Don updates BOT on lease and activity with Bob Baldwin. Don agrees to chair for following year.
  - **Finance:** Jerry updates BOT on current activity which is getting through the audit process. Committees focus is going to be on the facility side base on input from Bob Baldwin. Recruiting for finance committee will be important as we are losing a few members. Lori references BOT policy 0001 covering board rules for establishing charters and policies.
  - **Governance:** Lori mentions that the Governance committee got through all policies and by laws that we had slated for review. One more group to look through so that we are on a three-year review cycle.
  - **HR:** Lori since getting HR Knowledge there has been less and less work for the board. Couple of HR issues that need to be created into a policy particularly the year round employees and to clarify conflicting information. Employee Handbook; two section policy and day to day operations.
  - **Mission:** Lori updates and is not certain what it is going to do this year. Anna willing to continue to chair. Santhi willing to co-Chair with Anna. Parent Enrichment Council going well. If anyone has any ideas of things that the mission committee
- **Committee Appointments:**
  - Finance: Jerry, Lori, Anna
  - Governance: Mary, Joe, Lori, Anna, Don
  - Mission: Santhi, Lori, Anna, Lax
  - Annual Appeal Coordinator: Poh-Lin, Mary
  - Lease Negotiation Team: Lori, Anna, Don, Jerry
  - Nomination Coordinator: Poh-Lin

- Legislative Liaison: TBD
- Special Education Liaison: TBD
  
- **Strategic Plan:**
  - Review of strategic plan document.
  
- **Board Goals:**
  - Dress code
  - Strategic plan looking ahead
  - Vision statement use/implementation
  - Salary structure
  - Community outreach activity

**Lori reviews roles, responsibilities, performance expectations of all BOT members and open meeting law requirements (2:13pm):**

**Discussion of dress code feedback and next steps (2:25pm):**

Rich Frongillo and Katie Lepsevich provide their points of view on subject of dress code.

**Meeting Adjourns (3:16pm):**