



## 2021-2022 Q2 Board Meeting Minutes

December 9, 2021 at 9:00 AM

<b>Directors Present:</b>	<b>Directors Absent:</b>	<b>Guests Present:</b>
A. Dhupelia D. Newsome E. Mora G. Kumar J. De La Rosa J. Butler J. Mack J. Reinsdorf (joined at 10:15) J. Wilson M. Lewis (left at 10) N. Mills N. Varelas S. Gilbert S. Sullivan T. Ratcliff	A. Muchin A. Mueller D. Weinberg G. Torres H. Coleman L. Schlitz N. Northrip	A. Acosta A. Ramirez B. Semel C. Jones C. Rodriguez D. Battle E. Sharp G. Lawrence J. Bulic J. Cleaves J. Swinney J. Troupis K. Cole L. Marlow M. Lefkow Sorensen M. Madden M. Meraz M. Niksch N. Shields S. Tran R. Taylor

I. Opening Items

- A. Call the meeting to order
  - 1. J. Wilson called the meeting of the board of directors of Noble Network of Charter Schools to order on Thursday, December 9, 2021 at 9:04 AM.
- B. Approval of minutes
  - 1. J. Butler made a motion to approve the minutes from FY22 Q1 Board Meeting that took place on 09-27-2021.
  - 2. J. De La Rosa seconded the motion.
  - 3. The board voted to approve the motion without opposition.
- C. Approval of Brian Speck and Patrick Hughes to Finance Committee
  - 1. T. Ratliff made a motion to approve the addition of Brian Speck and Patrick Hughes to the Audit & Finance Committee.
  - 2. J. Butler seconded the motion.
  - 3. The board voted to approve the motion without opposition.
- D. Review of closed session minutes

1. J. Wilson introduced a new rule subject to OMA about closed session and the need for review of closed session minutes. Closed sessions will still remain confidential.
  - E. Comments from the CEO
    1. C. Jones welcomed everyone and gave an update on the state of Noble Schools and the lack of Chiefs on the call today due to extra support at different campuses.
    2. C. Jones said she will continue to keep the board updated as we move forward.
    3. C. Jones shared updates on changes in the senior leadership team.
- II. Campus Spotlight - Johnson College Prep
- A. Jonas Cleaves Background
    1. J. Cleaves gave an overview of the school, students, and staff and presented the school as an essential part of, and productive member of, the community.
    2. J. Cleaves introduced himself and shared some of his background in education.
  - B. Johnson Highlights
    1. J. Cleaves reiterated Noble's mission and then his school mission.
    2. J. Cleaves went back to the start of the pandemic and stay-at-home order and says it really shifted how he thinks about being a leader of a school. He emphasized that this is not something we were able to do alone and that he knew the schools had to support the families and communities during this time.
  - C. Noble Community Pact at Johnson
    1. J. Cleaves explained the trauma that students have, both voiced and not, after the pandemic. He says it requires his team to really wrap their arms around students and families as they work towards the finish line.
    2. J. Cleaves shared the motto this year: Because Englewood Deserves It!
    3. J. Cleaves shared photos that show changes to the school in order to support students social and emotional needs.
  - D. Conversations and Questions
    1. J. De La Rosa thanked J. Cleaves for his leadership throughout these times.
    2. T. Ratliff thanked J. Cleaves and promised to visit campus soon. He commended Noble on the work that it's doing.
    3. M. Lewis thanked J. Cleaves and reflected on his visit to Johnson College Prep in the past.
    4. J. Wilson thanked J. Cleaves and asked that he reach out if there are ways that the board can support. She also encouraged board members to visit campuses
- III. Safety & Security at Noble
- A. Violent Crime Trends in Chicago and the Impact on Noble
    1. M. Madden gave an overview of the impact of violence on Noble students

and highlighted how real it is to our students every day. He said we cannot normalize this violence and that our power and influence can inform change and disrupt the violence in these places.

2. M. Madden shared the trends of violence in the city since the 90s. Then, he shared the current trends around murders across the country, which is at an all-time high. Then, he shared the current trends around murders in Chicago specifically.

#### B. Addressing Safety & Security on Our Campuses

1. M. Madden addressed the number of Noble students who have been shot this calendar year.
2. M. Madden shared violence surrounding DRW and Rowe Clark. He also shared the CPD shortages that make the violence even more prevalent in District 11.
3. M. Madden says that we can contribute to disrupting this violence. He shared different ways this could happen and explained the fifth wall.

#### C. Conversation and Questions

1. D. Newsome shared: We should make sure legislators are aware of these services and resources being made available to our students and the community. We are going above and beyond and this narrative should be amplified.
2. A. Dhupelia thanked M. Madden for taking such a thoughtful and intentional approach.
3. M. Lewis thanked M. Madden for the intense detail that Noble is going into regarding violence and its effect on our students.
4. R. Ratliff thanked M. Madden for this detail, especially given his experience in North Lawndale. He shared his approach used to be to save one student at a time and help them navigate the environment they are in vs. changing the environment.
5. J. Mack thanked M. Madden for the presentation and connected it to being a public health issue and the work she's doing. She also thanked J. Cleaves for the "zen" spaces that have been created within the school.
6. N. Varelas shared: Thank you, Mike for this impactful presentation, and for the amazing work you and your team have been doing for our students and their families. I cannot stress enough how much I appreciate you and your team! Thank you for your leadership!!
7. J. De La Rosa shared: Thank you Mike, great work, challenging, but really needed.

### IV. Updated SB100 Policy

#### A. Overview of Updated Policy

1. K. Cole explained Noble's past practices surrounding the student & family handbook that outlines a range of consequences for student behaviors, including suspensions and expulsions.
2. K. Cole shared historical expulsion figures for Noble compared to CPS.

3. K. Cole explained the shift that Noble is seeking, which would be to give the authority to expel students with the CEO.
  4. K. Cole explained how Noble's process compares to CPS' process.
- B. SB100 Historical Background
1. R. Taylor shared an overview of SB100, which was passed to address the "school to prison pipeline" and lesson the practice of exclusionary discipline.
- C. Conversations and Questions
1. J. Reinsdorf asked how many expulsions we have a year?
  2. A. Dhupelia thanked K. Cole for the overview and for the progress on expulsions over time.
- D. Approval of Updated Policy
1. A. Dhupelia made a motion to delegate the power of authority for final expulsions to the CEO.
  2. D. Newsome seconds the motion.
  3. The board voted to approve the motion without opposition.
- V. Board Report Conversation
- A. A. Ramirez went over the highlights of the re-budgeting process and outcomes. He also shared that Noble will be getting an additional \$5M from CPS, so this is still not the final budget. The Audit & Finance Committee recommends that the board approve this budget knowing that the additional money will be coming.
1. T. Ratliff made a motion to approve the revised budget.
  2. J. De La Rosa seconds the motion.
  3. The board voted to approve the motion without opposition.
- B. A. Dhupelia thanked M. Lefkow Sorensen for the board dashboard that was sent out. She noted that attendance had been trending down, but GPA is trending up and is curious about why that might be.
1. K. Cole says that's something the academics team is looking into and attendance is one of their greatest concerns. However, attendance has been removed from the promotion criteria this year and that may have an impact. The Educational Leadership Team is also looking into this.
  2. K. Cole says that in terms of grading, a lot of creative work is being done to get better at grading. He says it is part of our anti-racism work.
- C. A. Dhupelia is wondering about the residual impact of the pandemic on grading (i.e. faculty being more accepting and lenient last year when students were home vs. this year).
- D. N. Varelas thanked everyone for the report and the detail that went into it. He asked about the college matriculation data and the drop this year - what are the causes and is there any data that shows the percent of students admitted into 2 year vs. 4 year institutions?
1. A. Acosta says that we didn't see a significant decrease in admissions

and therefore don't think that affected the matriculation rates much, but the decrease in financial aid definitely had an impact.

2. A. Acosta says that the pandemic definitely led to a drop in matriculation rates. There was a loss of 1-on-1 relationship building and that hindered matriculation.
  3. A. Acosta shared some ways that her team is going to be working to support those alumni who did not matriculate.
- E. J. Wilson asked if there's a sense of college application trends this year.
1. A. Acosta says it's significantly better now that students are back in person, but the challenge now is that Naviance (the system used by students to submit applications and materials) is not as accurate in getting data to counselors.
- F. A. Mueller asked (via email) about staff engagement and morale.
1. J. Troupis explained the pulse survey results and ultimately, teacher morale is not good (record low in fact). The leadership team is working on creating minimum standards and supports for the Noble Community Pact.
  2. C. Jones expects retention rates will be very low after this year.
- G. J. Wilson asked about specific changes that have been made after the leadership team met this week.
1. J. Troupis shared that clarity about what the NCP is and what the core tenets are was discussed and will be reiterated across campuses. They are building a baseline minimum expectations as a baseline for what is expected of students. There is a tracking system being built so we can track the consistent behaviors despite there not being demerits. There were structures we assumed were in place that actually weren't because of all the competing priorities coming back into schools.

VI. Public Comment

- A. No speakers were present for public comment.

VII. Closed Session

- A. R. Taylor moved the board into closed session pursuant to 5 ILCS 120/2(c)(1) and 2(c)(11) at 10:45 AM.

VIII. Meeting Adjourns

- A. There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 11:00 AM.

Respectfully submitted,

L. Marlow