



**Meeting Minutes**  
**Meeting of the Board of Directors – Envision Education**  
**Thursday, November 12, 2020**

*The California Governor's Executive Order Number N-29-20 has suspended some provisions in the Brown Act and allows meetings during the COVID-19 pandemic to occur entirely telephonically.*

**I. Preliminary**

1. Call to Order

- Board Chair Mark Daoust called the meeting to order at 4:32pm.

2. Roll Call

- Attendees: Mark Daoust, Larry Hancock, Kaleb Lawson, Bob Lenz (joined at 4:35pm), Susan Portugal, Rhonnel Sotelo, Tara Thomas, Gia Truong, Rob Vassel (joined at 4:35pm), Akil Hollis, Kathi Burke, Michelle Seijas (joined at 5pm)
- Not present: Keysha Bailey
- Others Present: Sarah Chostner, Sele Nadel-Hayes, Justin Wells, Javier Cabra Walteros, Gay Hoagland (Honorary Director), Mariko Highsmith, Shruti Sehra, Jeff Sloan, members of the public

**II. Closed Session:** Conference with Real Property Negotiators (G. C. 54956.8.)

**III. Report Out from Closed Session**

- Board Chair Mark Daoust shared that there's nothing to report from Closed Session.

**IV. Preliminary**

3. Adopt the Agenda

- Motion: Kathi Burke
- Second: Tara Thomas
- Approved by voice vote: 12 Yes 0 No

**V. Comments – Chair & CEO:**

- Mark welcomed the guests, Board and Leadership. He appreciated the Leadership Team for leading by core values to build an anti-racist and pro-Black organization. He shared that the goal of tonight is to center our students, especially with the Deep Dive on our Math Priority with Tamyra Walker. Since one of the responsibilities as a Board is to hold the Leadership Team accountable for results, this Deep Dive will be a chance to see how we're measuring results in this year with different standardized testing.
- Gia welcomed all of the guests from the Envision and Impact communities, especially parents and students. In anticipation of the public speaking about a personnel issue, because an employee has shared her perspective, Gia shared our perspective. She shared that we will not violate confidentiality, but that termination is never easy, especially when a teacher is so well loved. We take the process very seriously and are following the process outlined in our CBA, which we are still in the middle of. That process includes mediation and a 3-person panel, including a neutral third party. We are asking our educators to support the integrity of the process by centering student growth and learning. We are committed to a fair and thorough process.
- Gia shared that our #1 priority, always and especially during COVID, is our students' education. As such, we have hired a long-term sub who used to teach at Impact, and the school site leaders have been responsive to student concerns by holding space. Gia shared that we are glad students are here to share their voice. We remain steadfast in our mission and are proud of our relationship with our teachers' union and look forward to working with them to become an anti-racist and pro-Black organization.

- Mark asked people to raise their hands in the Zoom if they wanted to make public comment.

## **VI. Public Comments and Announcements:**

- Public comments were made on a personnel issue by:
  - Julie Creed
  - Alexis
  - Roderick Guadalupe
  - Shannon Jin-a Lamborn
  - Brian Hernandez
  - Moises Aquino
  - Brett Benson
  - Joseph Velazquez
  - Morgan Palmer
  - Jada Williams
  - Shiko
  - Jo Howard
  - Diego Barcenas
- Gia closed by sharing that she was really grateful that everyone came to speak up so we could hear their voices.

## **VII. Roll Call after Closed Session**

- Attendees: Mark Daoust, Larry Hancock, Kaleb Lawson, Bob Lenz, Susan Portugal, Michelle Seijas (joined at 5:00 pm), Rhonnel Sotelo, Tara Thomas, Gia Truong, Rob Vassel (joined at 4:35pm), Akil Hollis, Kathi Burke
- Not present: Keysha Bailey
- Others Present: Sarah Chostner, Sele Nadel-Hayes, Justin Wells, Javier Cabra Walteros, Gay Hoagland (Honorary Director), Mariko Highsmith, Shruti Sehra, Jeff Sloan, members of the public

## **VIII. Consent Agenda**

- Ratification of Board Meeting Minutes: September 24, 2020
- Approval of Resolution of Submission of a Material Revision to Envision Academy's Charter to the Alameda County Board of Education
- Approval of Resolution of Submission of Impact Academy's Charter Petition for Renewal to the Hayward Unified School District Board of Education
- Approval of Credential Waivers for 2020-2021
- Approval of Board Policy #3300 - Student Freedom of Speech Policy
- Approval of Board Policy #3400 - Education Policy for Student Experiencing Homelessness
- Motion: Kathi Burke
- Second: Larry Hancock
- Approved by voice vote: 11 Yes 0 No

## **IX. Audit Committee**

- Tara shared that the audit committee reviewed the draft last week, and that the audit will be finalized over the next couple of days. The Executive Committee will ratify that approval.
- Sele shared appreciation for the staff who worked hard to ensure a clean audit.

## **X. Deep Dive: Math Priority Focus**

- Gia introduced Tamyra Walker, Director of STEM. Gia shared that Tamyra has been critical to increasing our students' math achievement.
- Tamyra shared that she would give an overview of the 'why' of our Math Priority, the 'what', and how it has adapted in Distance Learning
- Access to the STEM pipeline is a key driver of economic equity in the 21st century. Our Vision: Math instruction at Envision Schools results in widespread student math fluency enabling STEM career and college readiness for all of our graduates.
- Tamyra defined Math Fluency. She then shared the strategies that were implemented in the first year of the math priority.

- Strategic Action 1: Create Data Goals and a Cultivate a Data Oriented Culture
- Strategic Action 2: Cultivate Instructional Cohesion
- Strategic Action 3: Build Teacher Capacity
- Because of COVID, SBAC was cancelled in 2019-20, so we had to rely more on Common Interim Assessments (CIAs) to assess our students' progress, which are aligned to SBAC. Tamyra shared highlights from the CIA data across the three administrations of it last year.
- Tamyra shared how Distance Learning has changed our work: the Strategic Actions remain the same, with different areas of focus for Distance Learning. We will continue to progress monitor using internal assessments, with goals that accelerate our progress from last year.
- Akil and Michelle asked questions about the baseline data and how well the CIAs map to SBAC. Kaleb asked about the trend of CIA data over last school year. Bob asked about other ways of assessing math fluency beyond the multiple choice questions in the CIAs.
- Attendees went into breakout groups to look at a video of a math teacher teaching a lesson, and analyzed it for examples of math fluency.
- Back in the full group, Susan asked about how we are supporting teachers to navigate the technology. Gia commented on the safe space that the teacher created to do rigorous math engagement. Kaleb commented on how powerful it is to see Black and Latinx women leading and teaching math. Justin asked what Tamyra looks for as evidence (e.g., student thinking is made public through the process). Tamyra shared that this level of teaching will be the baseline in the next year or two.
- Gia asked Tamyra to talk about how we are using the instructional core to assess progress without standardized tests. Tamyra said the quality of student thinking in relevant tasks is how we know we are making progress.
- Tamyra closed with two quotes:
  - "The colour of the skin is in no way connected with strength of the mind or intellectual powers." - Benjamin Banneker
  - "We will always have STEM with us. Some things will drop out of the public eye and will go away, but there will always be science, engineering, and technology. And there will always, always be mathematics." - Katherine Johnson

#### **XI. Governance Update**

- Susan shared that we are going to launch our governance working group. Board recruitment and engagement is the full Board's responsibility.
- Kaleb asked about the output of the 1:1 engagement discussions with Board members. Mark said it informs how individuals want to contribute to the organization, and how we spend our time as a Board (e.g., inviting Tamyra to speak to the Board about how we're assessing progress in math).

#### **XII. Schools Update**

- Javier shared our Distance Learning and Social-Emotional Learning Results from student surveys in October 2020.
- 71% of students were favorable on Distance Learning, which was gratifying of the collaborative work we did over the summer to redesign Distance Learning from the spring.
- On Teacher-Student Relationships and Sense of Belonging, we saw double-digit gains from last fall. Many of our schools were in the 99th percentile compared to schools nationwide.
- Javier shared the actions we are taking aligned to Envision's Strategic Ambitions in our 2025 Strategic Plan. He shared that every student at every Envision school will be doing Presentations of Learning.
- Finally, Javier shared an update on Stage 2 reopening.

#### **XIII. Development Update**

- Sarah shared an overview of the College Success Campaign and encouraged the Board to invite their friends and networks. She asked the Board how outreach is going and what else they need to engage their networks.

#### **XIV. Finance Update**

- Sele shared an update on Envision's plan to manage cash through the coming state revenue deferrals. Tara and Shruti asked about whether the future projections were likely to change. Gia shared that the headline is that we're fine for this year, but we're not out of the woods for next year.

#### **XV. Adjournment**

- The Board meeting ended with props.
- Meeting was adjourned at 7:17pm.