Entry 1 School Information

Created: 07/06/2016
Last updated: 07/26/2016

Please be advised that you will need to complete this cover page (including signatures) before all of the other tasks assigned to you by your authorizer are visible on your task page. While completing this task, please ensure that you select the correct authorizer or you may not be assigned the correct tasks.

Page 1

a. SCHOOL NAME AND BEDS#

(Select name from the drop down menu)

HYDE LEADERSHIP CS (NYC CHANCELLOR) 320800860903

b. CHARTER AUTHORIZER

(For technical reasons, please re-select authorizer name from the drop down menu).

NYCDOE-Authorized Charter School

c. DISTRICT / CSD OF LOCATION

NYC CSD 8

d1. SCHOOL INFORMATION

	PRIMARY ADDRESS	PHONE NUMBER	FAX NUMBER	EMAIL ADDRESS
	730 Bryant Avenue, Bronx, NY 10474	718-991-5500	718-842-8617	info@hydebronxny.org

d2. PHONE CONTACT NUMBER FOR AFTER HOURS EMERGENCIES

Contact Name	Mike McNamara
Title	Chief Operating Officer

Emergency Phone Number (###-###-####)	718-991-5500

e. SCHOOL WEB ADDRESS (URL)

www.hydebronxny.org

f. DATE OF INITIAL CHARTER

08/2006

g. DATE FIRST OPENED FOR INSTRUCTION

09/2006

h1. APPROVED SCHOOL MISSION (Regents, NYCDOE, and Buffalo BOE authorized schools only)

MISSION STATEMENT

The Hyde Leadership Charter School's mission is to develop the deeper character and unique potential of each student. Using the Hyde Process for family based character education, the Hyde Leadership Charter School unites parents, teachers and students in helping each student achieve his or her best academically and in sports, the arts, and the community. Rigorous learning attitudes, leadership skills and a social conscience lay the foundation for each student's success in college and fulfillment in life.

h2. KEY DESIGN ELEMENTS (Regents, NYCDOE, and Buffalo BOE authorized schools only)

KEY DESIGN ELEMENTS (Brief description)

Variable 1	The Hyde Leadership Charter School (HYDE-BRONX) has a clear educational philosophy. We believe that character education should permeate every aspect of the school. Children must daily have the opportunity to develop intellectual curiosity and academic excellence. We expect that each student will work hard to develop his unique potential, and ultimately, will take full responsibility for his own learning.

	It is the school’s responsibility to create the optimal environment to sponsor this growth as well as to offer the specific learning tools and experiences that will best promote those efforts. Guiding Philosophy: Hyde Leadership Charter School believes that each of us is gifted with a unique potential that defines a destiny. A commitment to character development enables us to achieve personal excellence and find fulfillment in life. To paraphrase Martin Luther King, we strive for a school where the members of our community will be judged, not by their inherent talents or native abilities, but by the content of their character. Our primary goal is the personal growth of Hyde's students, but our experience has taught us that all constituents – students, families, and teachers – must strive for personal growth in order for Hyde's students to reach their potential. We expect our success to come more from an adherence to a belief system than to a set curriculum. The cornerstones of that belief system are Hyde’s Five Words, Five Principles and Ten Priorities.
Variable 2	Hyde's Five Words: Courage -- I learn the most about myself by facing challenges and taking risks. Concern -- I need a challenging and supportive community in which to develop my character. Curiosity -- I am responsible for my own learning. Integrity -- I am gifted with a unique potential and conscience is my guide to discovering it. Leadership -- I am a leader through asking the best of myself and the best of others.
Variable 3	Hyde's Five Principles: Destiny -- Each of us is gifted with a unique potential. Humility -- We believe in a power and purpose beyond ourselves. Conscience -- We achieve our best through character and conscience. Truth -- Truth is our primary guide. Brother's Keeper -- We help others achieve their best.

Variable 4	Hyde's Ten Priorities: 1. Truth over Harmony 2. Principles over Rules 3. Attitude over Aptitude 4. Set High Expectations and Let Go of the Outcomes 5. Value Success and Failure 6. Allow Obstacles to Become Opportunities 7. Take Hold and Let Go 8. Create a Character Culture 9. Humility to Ask for and Accept Help 10. Inspiration is Job #1!
Variable 5	(No response)
Variable 6	(No response)
Variable 7	(No response)
Variable 8	(No response)
Variable 9	(No response)
Variable 10	(No response)

i. TOTAL ENROLLMENT ON JUNE 30, 2016

929

j. GRADES SERVED IN SCHOOL YEAR 2015-16

Check all that apply

Grades Served	K, 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12

k1. DOES THE SCHOOL CONTRACT WITH A CHARTER OR EDUCATIONAL MANAGEMENT ORGANIZATION?

No

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l1. FACILITIES

Does the school maintain or operate multiple sites?

	Yes, 2 sites

l2. SCHOOL SITES

Please list the sites where the school will operate for the upcoming school year.

	Physical Address	Phone Number	District/CSD	Grades Served at Site	School at Full Capacity at Site	Facilities Agreement
Site 1 (same as primary site)	730 Bryant Avenue, Bronx, NY 10474	718-991-5500	CSD 8	K-8	No	DOE space
Site 2	830 Hunts Point Avenue, Bronx, NY 10474	718-991-5500	CSD 8	9-12	No	Own
Site 3						

l3. Please provide the contact information for Site 2.

	Name	Work Phone	Alternate Phone	Email Address
School Leader	Thomas K. Sturtevant	718-991-5500		tsturtevant@hydebronxny.org
Operational Leader	Celia Sosa	718-991-5500		csosa@hydebronxny.org
Compliance Contact	Mike McNamara	718-991-5500		mmcnamara@hydebronxny.org
Complaint Contact	Mike McNamara	718-991-5500		mmcnamara@hydebronxny.org

m1. Is the school or are the school sites co-located?

Yes

m2. Please list the terms of your current co-location.

	Date school will leave	Is school working with	If so, list year expansion	Is school working with	If so, list the proposed	School at Full Capacity at

	current co-location	NYCDOE to expand into current space?	will occur.	NYCDOE to move to separate space?	space and year planned for move	Site
Site 1 (primary site)	No end date	No		No		Yes
Site 2						
Site 3						

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n1. Were there any revisions to the school's charter during the 2015-16 school year? (Please include approved or pending material and non-material charter revisions).

Yes

n2. Summary of Charter Revisions

	Category (Select Best Description)	Specific Revision (150 word limit)	Date Approved by BOT (if applicable)	Date Approved by Authorizer (if applicable)
1	Change in schedule/calendar	This non-material charter revision request was made by Hyde Leadership Charter School in the Bronx to alter the current school day schedule from 8:00 AM- 4:00 PM Monday through Thursday to 8:00 AM to 3:10 Monday through Thursday. The Friday schedule will not be changed. The purpose of this change is to allow for students to have the option to engage in non-required programs		June 3, 2016

		and/ or academic enrichment, or for staff to offer additional support to students as well as engage in professional development.		
2	Change in Maximum Approved Enrollment	Increase in maximum enrollment from 940 to 960. The DOE and Hyde Leadership Charter School have agreed that the school's K-12 enrollment cap henceforth is 960 students, , the maximum enrollment that can be effectively accommodated by the two facilities in which HLCS is currently operating.		November, 2015
3				
4				
5				

o. Name and Position of Individual(s) Who Completed the 2015-16 Annual Report.

Gina Ahn, Data Consultant

p. Our signatures below attest that all of the information contained herein is truthful and accurate and that this charter school is in compliance with all aspects of its charter, and with all pertinent Federal, State, and local laws, regulations, and rules. We understand that if any information in any part of this report is found to have been deliberately misrepresented, that will constitute grounds for the revocation of our charter. Check YES if you agree and then use the mouse on your PC or the stylist on your mobile device to sign your name).

Responses Selected:

Yes

Signature, Head of Charter School

X

Signature, President of the Board of Trustees

X

Date

2016/07/11

Thank you.

Entry 2 Link

Last updated: 07/06/2016

Page 1

1. NEW YORK STATE REPORT CARD

Provide a direct URL or web link to the most recent New York State School Report Card for the charter school (See https://reportcards.nysed.gov/).

(Charter schools completing year one will not yet have a School Report Card or link to one. Please type "URL is not available" in the space provided).

http://data.nysed.gov/profile.php?instid=800000059325

Entry 3 Progress

Created: 07/12/2016

Last updated: 07/14/2016

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PROGRESS TOWARD CHARTER GOALS

The following tables reflect formatting in the online portal required for Board of Regents-authorized charter schools and NYCDOE-authorized charter schools only. Schools should list Progress Toward Charter Goals by August 1, 2016. If the goals are based on student performance data that the school will not have access to before August 1, 2016 (e.g., the NYS Assessment results), explain this in the "2015-2016 Progress Toward Attainment of Goal" column. The information can be updated when available. Please complete and submit no later than November 1, 2016.

1. ACADEMIC STUDENT PERFORMANCE GOALS

2015-16 Progress Toward Attainment of Academic Goals

	Academic Student Performance Goal	Measure Used to Evaluate Progress Toward Attainment of Goal	Goal - Met, Partially Met, or Not Met	If Not Met, Describe Efforts School Will Take
Academic Goal 1	The school will show academic performance with a percent of students proficient at or above Level 3 that meets or exceeds the percent proficient of the Community School District (CSD) of location and also meets or exceeds the citywide percent proficient on the New York State ELA examination. (Relevant for schools serving	Mandated New York State assessments in elementary and middle schools	To be determined when NYS test results are released	

	grades 3-8.)			
Academic Goal 2	The school will show academic performance with a percent of students proficient at or above Level 3 that meets or exceeds the percent proficient of the Community School District (CSD) of location and also meets or exceeds the citywide percent proficient on the New York State math examination. (Relevant for schools serving grades 3-8.)	Mandated New York State assessments in elementary and middle schools	To be determined when NYS test results are released	
Academic Goal 3	Each year, at least 75 percent of students in the high school accountability cohort passing an English Regents exam will have a score of 75 or above by the end of their fourth year. (Relevant to school serving grades 9-12.)	NYS Regents English Exam	To be determined when NYS test results are released	
Academic Goal 4	Each year, at least 75 percent of students in the high school accountability cohort passing a math Regents exam will have a score of 75 or above by the end of their fourth year. (Relevant to school serving grades 9-12.)	NYS Regents Math Exam	To be determined when NYS test results are released	
	Each grade-level			

Academic Goal 5	cohort will demonstrate growth with a reduction by a half the gap between the percent at or above Level 3 on the previous year's NYS ELA exam (baseline) and the CSD or citywide percent (whichever is higher) of students proficient at or above Level 3 on the current year's State ELA exam. For schools in which the number of students scoring above proficiency in a grade-level cohort exceeded the CSD or citywide percent proficient (whichever is higher) on the previous year's ELA exam, the school is expected to demonstrate growth comparable to the CSD in the current year (relevant for schools serving grades 3-8).	Mandated New York State assessments in elementary and middle schools	To be determined when NYS test results are released	
	Each grade-level cohort will demonstrate growth with a reduction by a half the gap between the percent at or above Level 3 on the previous year's NYS math exam (baseline) and the CSD or citywide percent (whichever is higher) of students proficient at or above Level 3			

Academic Goal 6	on the current year's State math exam. For schools in which the number of students scoring above proficiency in a grade-level cohort exceeded the CSD or citywide percent proficient (whichever is higher) on the previous year's math exam, the school is expected to demonstrate growth comparable to the CSD in the current year (relevant for schools serving grades 3-8).	Mandated New York State assessments in elementary and middle schools	To be determined when NYS test results are released	
Academic Goal 7	The school will perform at the 60th percentile or above compared with citywide averages for its 4-year graduation rate and in the 60th percentile or above compared with citywide averages for its 6-year graduation rate.	4-year Graduation Rate 6-year Graduation Rate	Goal Met	
	The school will show progress towards having 75% of students enrolled in each grade 9-11 accumulate 10 or more credits towards graduation. The school will be accountable for all credits accumulated by students who were continuously enrolled in the			

Academic Goal 8	school including students who have dropped out or enrolled in an accredited GED program, however, excluding the credits accumulated by students who have transferred from or to another school, were incarcerated, left the country, or died during the school year. The school will report this each September by submitting a report of student credit accumulation from the previous school year for purposes of the NYC DOE School Quality Reports.	Course credits	Goal Met	

2. Do have more academic goals to add?

Yes

2015-16 Progress Toward Attainment of Academic Goals

	Academic Student Performance Goal	Measure Used to Evaluate Progress Toward Attainment of Goal	Goal - Met, Partially Met, or Not Met	If Not Met, Describe Efforts School Will Take
Academic Goal 9	In each year of the charter term, 80% of students enrolled in Grade 12 at the school will be accepted by at least one college or university.	College Acceptance Rate	Goal Met	
	In each year of the charter term, 75% of HLCS graduates	College retention	Goal Met for Class of 2013 (90%) Goal Met for Class	

Academic Goal 10	will persist beyond one year of college and enroll in a second year.	rate	of 2014 (83%) Class of 2015 (TBD in November)	
Academic Goal 11				
Academic Goal 12				
Academic Goal 13				
Academic Goal 14				
Academic Goal 15				
Academic Goal 16				

3. Do have more academic goals to add?

No

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4. ORGANIZATIONAL GOALS

2015-16 Progress Toward Attainment of Organizational Goals

	Organizational Goal	Measure Used to Evaluate Progress	Goal - Met, Partially Met, or Not Met	If Not Met, Describe Efforts School Will Take
Org Goal 1	Each year, the school will have an average daily student attendance rate of at least 95 percent.	sum of the total number of days absent for each child in the school divided by the total number of possible school days X (total number of students)	Goal Met	
Org Goal 2	Each year, 95 percent of all students enrolled on the last day of the school year will return the following school year.	Enrollment numbers	To be determined at the beginning of the 2016-17 school year.	

Org Goal 3	Each year, 90 percent of all instructional staff employed during the prior school year will return and/or be asked to return the following school year.	?	Goal Not Met?	
Org Goal 4	Parents will express satisfaction with the school's program, based on the NYC DOE School Survey. On key questions as identified in the NYC DOE Charter Schools Accountability Handbook, the school will have a percentage of parents that agree or strongly agree that meets or exceeds citywide averages. The school will only have met this goal if 50% or more parents participate in the survey.	NYC School Survey	To be determined when the NYC School Survey Report is made available in Summer 2016.	
Org Goal 5	Staff will express satisfaction with the school's program, based on the NYC DOE School Survey. On key questions as identified in the NYC DOE Charter Schools Accountability Handbook, the school will have a percentage of staff that agree or strongly agree that meets or exceeds citywide averages. The school will only have met this goal	NYC School Survey	To be determined when the NYC School Survey Report is made available in Summer 2016.	

	if 50% or more staff participate in the survey.			

5. Do you have more organizational goals to add?

Yes

2015-16 Progress Toward Attainment of Organizational Goals

	Organizational Goal	Measure Used to Evaluate Progress	Goal - Met, Partially Met, or Not Met	If Not Met, Describe Efforts School Will Take
Org Goal 6	Students will express satisfaction with the school's program, based on the NYC DOE School Survey. On key questions as identified in the NYC DOE Charter Schools Accountability Handbook, the school will have a percentage of students that agree or strongly agree that meets or exceeds citywide averages. The school will only have met this goal if 50% or more students participate in the survey. (For grades 6-12 only.)	NYC School Survey	To be determined when the NYC School Survey Report is made available in Summer 2016.	
Org Goal 7				
Org Goal 8				
Org Goal 9				
Org Goal 10				
Org Goal 11				
Org Goal 12				

Org Goal 13				
Org Goal 14				
Org Goal 15				

6. FINANCIAL GOALS

2015-16 Progress Toward Attainment of Financial Goals

	Financial Goals	Measure Used to Evaluate Progress	Goal - Met, Partially Met, or Not Met	If Not Met, Describe Efforts School Will Take
Financial Goal 1	Each year, the school will operate on a balanced budget and maintain a stable cash flow.	?	?	
Financial Goal 2				
Financial Goal 3				
Financial Goal 4				
Financial Goal 5				

Entry 4 Expenditures per Child

Created: 07/11/2016
Last updated: 07/25/2016

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Financial Information

This information is required of ALL charter schools. Provide the following measures of fiscal performance of the charter school in Appendix B (Total Expenditures and Administrative Expenditures Per Child):

1. Total Expenditures Per Child

To calculate **'Total Expenditures per Child'** take total expenditures (from the unaudited 2015-16 Schedule of Functional Expenses) and divide by the year end FTE student enrollment. (Integers Only. No dollar signs or commas).

Note: The information on the Schedule of Functional Expenses on pages 41–43 of the Audit Guide can help schools locate the amounts to use in the two per pupil calculations: http://www.p12.nysed.gov/psc/AuditGuide.html

Line 1: Total Expenditures	17611294
Line 2: Year End FTE student enrollment	936
Line 3: Divide Line 1 by Line 2	188216

2. Administrative Expenditures per Child

To calculate **'Administrative Expenditures per Child'** To calculate "Administrative Expenditures per Child" first *add* together the following:

1. Take the relevant portion from the 'personnel services cost' row and the 'management and general' column (from the unaudited 2015-16 Schedule of Functional Expenses)

2. Any contracted administrative/management fee paid to other organizations or corporations

3. Take the total from above and divide it by the year-end FTE enrollment. The relevant portion that

must be included in this calculation is defined as follows:

Administrative Expenditures: Administration and management of the charter school includes the activities and personnel of the offices of the chief school officer, the finance or business offices, school operations personnel, data management and reporting, human resources, technology, etc. It also includes those administrative and management services provided by other organizations or corporations on behalf of the charter school for which the charter school pays a fee or other compensation. Do not include the FTE of personnel whose role is to directly support the instructional program.

Notes:
The information on the Schedule of Functional Expenses on pages 41–43 of the Audit Guide can help schools locate the amounts to use in the two per pupil calculations: http://www.p12.nysed.gov/psc/AuditGuide.html.
Employee benefit costs or expenditures should not be reported in the above calculations.

Line 1: Relevant Personnel Services Cost (Row)	876167
Line 2: Management and General Cost (Column)	1378250
Line 3: Sum of Line 1 and Line 2	2254417
Line 5: Divide Line 3 by the Year End FTE student enrollment	2409

Thank you.

Disclosure of Financial Interest by a Current or Proposed Charter School Education Corporation Trustee

Trustee Name:

HERBERT B. FIXLER

Name of Charter School Education Corporation (for an unmerged school, this is the Charter School Name):

HYDE LEADERSHIP CHARTER SCHOOL

1. List all positions held on the education corporation board (e.g., president, treasurer, parent representative). BOARD CHAIR

2. Is the trustee an employee of any school operated by the Education Corporation?
   ____Yes ✓No

   If **Yes**, for each school, please provide a description of the position(s) you hold, your responsibilities, your salary and your start date.

3. Is the trustee an employee or agent of the management company or institutional partner of the charter school(s) governed by the Education Corporation?

   ____Yes ✓No

   If **Yes**, for each school, please provide a description of the position(s) you hold, your responsibilities, your salary and your start date.

4. Identify each interest/transaction (and provide the requested information) that you or any of your immediate family members or any persons who live with you in your house have held or engaged in with the charter school(s) governed by the Education Corporation during the time you have served on the board, and in the six-month period prior to such service. If there has been no such financial interest or transaction, write **None**. Please note that if you answered **Yes** to Questions 2-4 above, you need not disclose again your employment status, salary, etc.

Date(s)	Nature of Financial Interest/Transaction	Steps taken to avoid a conflict of interest, (e.g., did not vote, did not participate in discussion)	Name of person holding interest or engaging in transaction and relationship to yourself
	NONE		

Please write "None" if applicable. Do not leave this space blank.	NONE		

5. Identify each individual, business, corporation, union association, firm, partnership, committee proprietorship, franchise holding company, joint stock company, business or real estate trust, non-profit organization, or other organization or group of people doing business with the school(s) governed by the Education Corporation **and** in which such entity, during the time of your tenure as a trustee, you and/or your immediate family member(s) or person(s) living in your house had a financial interest or other relationship. If you are a member, director, officer or employee of an organization formally partnered with the school(s) that is/are doing business with the school(s) through a management or services agreement, please identify only the name of the organization, your position in the organization, and the relationship between such organization and the school(s). If there was no financial interest, write **None**.

Organization conducting business with the school(s)	Nature of business conducted	Approximate value of the business conducted	Name of Trustee and/or immediate family member of household holding an interest in the organization conducting business with the school(s) and the nature of the interest	Steps Taken to Avoid Conflict of Interest
Please write "None" if applicable. Do not leave this space blank.				
		NONE		

Signature HB Fixler Date 7/7/16

Please note that this document is considered a public record and as such, may be made available to members of the public upon request under the Freedom of Information Law. Personal contact information provided below will be redacted.

Business Telephone: 212. 297. 2670

Business Address: COZEN O'CONNOR 277 PARK AVE., NYC 10022

E-mail Address: HFIXLER@COZEN.COM

Home Telephone: 646. 509. 5493

Home Address: 415 E. 52ND STREET, NYC 10022

Disclosure of Financial Interest by a Current or Proposed Charter School Education Corporation Trustee

Trustee Name:

Herbert M. Kaplan

Name of Charter School Education Corporation (for an unmerged school, this is the Charter School Name):

Hyde Leadership Charter School

1. List all positions held on the education corporation board (e.g., president, treasurer, parent representative). **Secretary**

2. Is the trustee an employee of any school operated by the Education Corporation?
   ____**Yes** _X_ **No**

   If **Yes**, for each school, please provide a description of the position(s) you hold, your responsibilities, your salary and your start date.

3. Is the trustee an employee or agent of the management company or institutional partner of the charter school(s) governed by the Education Corporation?

   ____**Yes** _X_ **No**

   If **Yes**, for each school, please provide a description of the position(s) you hold, your responsibilities, your salary and your start date.

4. Identify each interest/transaction (and provide the requested information) that you or any of your immediate family members or any persons who live with you in your house have held or engaged in with the charter school(s) governed by the Education Corporation during the time you have served on the board, and in the six-month period prior to such service. If there has been no such financial interest or transaction, write **None**. Please note that if you answered **Yes** to Questions 2-4 above, you need not disclose again your employment status, salary, etc.

Date(s)	Nature of Financial Interest/Transaction	Steps taken to avoid a conflict of interest, (e.g., did not vote, did not participate in discussion)	Name of person holding interest or engaging in transaction and relationship to yourself
	NONE		

Please write "None" if applicable. Do not leave this space blank.

5. Identify each individual, business, corporation, union association, firm, partnership, committee proprietorship, franchise holding company, joint stock company, business or real estate trust, non-profit organization, or other organization or group of people doing business with the school(s) governed by the Education Corporation **and** in which such entity, during the time of your tenure as a trustee, you and/or your immediate family member(s) or person(s) living in your house had a financial interest or other relationship. If you are a member, director, officer or employee of an organization formally partnered with the school(s) that is/are doing business with the school(s) through a management or services agreement, please identify only the name of the organization, your position in the organization, and the relationship between such organization and the school(s). If there was no financial interest, write **None**.

Organization conducting business with the school(s)	Nature of business conducted	Approximate value of the business conducted	Name of Trustee and/or immediate family member of household holding an interest in the organization conducting business with the school(s) and the nature of the interest	Steps Taken to Avoid Conflict of Interest
	NONE			

Please write "None" if applicable. Do not leave this space blank.

Herbert M. Kaplan 7/12/16

Signature Date

Please note that this document is considered a public record and as such, may be made available to members of the public upon request under the Freedom of Information Law. Personal contact information provided below will be redacted.

Business Telephone: **Not Applicable (retired)**

Business Address: **Not Applicable (retired)**

E-mail Address: **herbkaplan3701@verizon.net**

Home Telephone718-549-5848

Home Address: **3701 Henry Hudson Parkway, Bronx, NY 10463**

Disclosure of Financial Interest by a Current or Proposed Charter School Education Corporation Trustee

Trustee Name:

VINCENT HANLEY JR.

Name of Charter School Education Corporation (for an unmerged school, this is the Charter School Name):

HYDE LEADERSHIP CHARTER SCHOOL

1. List all positions held on the education corporation board (e.g., president, treasurer, parent representative).

2. Is the trustee an employee of any school operated by the Education Corporation?
   ____**Yes** X **No**

   If **Yes**, for each school, please provide a description of the position(s) you hold, your responsibilities, your salary and your start date.

3. Is the trustee an employee or agent of the management company or institutional partner of the charter school(s) governed by the Education Corporation?

   ____**Yes** X **No**

   If **Yes**, for each school, please provide a description of the position(s) you hold, your responsibilities, your salary and your start date.

4. Identify each interest/transaction (and provide the requested information) that you or any of your immediate family members or any persons who live with you in your house have held or engaged in with the charter school(s) governed by the Education Corporation during the time you have served on the board, and in the six-month period prior to such service. If there has been no such financial interest or transaction, write **None**. Please note that if you answered **Yes** to Questions 2-4 above, you need not disclose again your employment status, salary, etc.

Date(s)	Nature of Financial Interest/Transaction	Steps taken to avoid a conflict of interest, (e.g., did not vote, did not participate in discussion)	Name of person holding interest or engaging in transaction and relationship to yourself

Please write "None" if applicable. Do not leave this space blank. None			

5. Identify each individual, business, corporation, union association, firm, partnership, committee proprietorship, franchise holding company, joint stock company, business or real estate trust, non-profit organization, or other organization or group of people doing business with the school(s) governed by the Education Corporation **and** in which such entity, during the time of your tenure as a trustee, you and/or your immediate family member(s) or person(s) living in your house had a financial interest or other relationship. If you are a member, director, officer or employee of an organization formally partnered with the school(s) that is/are doing business with the school(s) through a management or services agreement, please identify only the name of the organization, your position in the organization, and the relationship between such organization and the school(s). If there was no financial interest, write **None**.

Organization conducting business with the school(s)	Nature of business conducted	Approximate value of the business conducted	Name of Trustee and/or immediate family member of household holding an interest in the organization conducting business with the school(s) and the nature of the interest	Steps Taken to Avoid Conflict of Interest
Please write "None" if applicable. Do not leave this space blank. None				

Vincent Hanley Jr. July 25, 2016

Signature Date

Please note that this document is considered a public record and as such, may be made available to members of the public upon request under the Freedom of Information Law. Personal contact information provided below will be redacted.

Business Telephone: (212) 233-2364

Business Address: 233 BROADWAY, Suite 707, NYC 10279

E-mail Address: OZ@HANLEYZANETTI.COM

Home Telephone: (212) 385-1563

Home Address: 49 MURRAY STREET, 3RD FLOOR, NYC 10007

Disclosure of Financial Interest by a Current or Proposed Charter School Education Corporation Trustee

Trustee Name:
Jeanette Melendez

Name of Charter School Education Corporation (for an unmerged school, this is the Charter School Name): Hyde Leadership

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1. List all positions held on the education corporation board (e.g., president, treasurer, parent representative). Board Trustee /Parent

2. Is the trustee an employee of any school operated by the Education Corporation?
   ____**Yes** __X__**No**

   If **Yes**, for each school, please provide a description of the position(s) you hold, your responsibilities, your salary and your start date.

3. Is the trustee an employee or agent of the management company or institutional partner of the charter school(s) governed by the Education Corporation?

   ____**Yes** __x__**No**

   If **Yes**, for each school, please provide a description of the position(s) you hold, your responsibilities, your salary and your start date.

4. Identify each interest/transaction (and provide the requested information) that you or any of your immediate family members or any persons who live with you in your house have held or engaged in with the charter school(s) governed by the Education Corporation during the time you have served on the board, and in the six-month period prior to such service. If there has been no such financial interest or transaction, write **None**. Please note that if you answered **Yes** to Questions 2-4 above, you need not disclose again your employment status, salary, etc. **NONE**

Date(s)	Nature of Financial Interest/Transaction	Steps taken to avoid a conflict of interest, (e.g., did not vote, did not participate in discussion)	Name of person holding interest or engaging in transaction and relationship to yourself

	NONE		

5. Identify each individual, business, corporation, union association, firm, partnership, committee proprietorship, franchise holding company, joint stock company, business or real estate trust, non-profit organization, or other organization or group of people doing business with the school(s) governed by the Education Corporation **and** in which such entity, during the time of your tenure as a trustee, you and/or your immediate family member(s) or person(s) living in your house had a financial interest or other relationship. If you are a member, director, officer or employee of an organization formally partnered with the school(s) that is/are doing business with the school(s) through a management or services agreement, please identify only the name of the organization, your position in the organization, and the relationship between such organization and the school(s). If there was no financial interest, write **None**.

Organization conducting business with the school(s)	Nature of business conducted	Approximate value of the business conducted	Name of Trustee and/or immediate family member of household holding an interest in the organization conducting business with the school(s) and the nature of the interest	Steps Taken to Avoid Conflict of Interest
	NONE			

Signature 7/14/2016 Date

Please note that this document is considered a public record and as such, may be made available to members of the public upon request under the Freedom of Information Law. Personal contact information provided below will be redacted.

Business Telephone: 347-218-3464

Business Address: 1057 Southern Blvd Bronx NY 10459

E-mail Address: Jeanette.melendez@urbanhelathplan.org

Home Telephone: 917-645-5621

Home Address: 100 Erdman Place Apt 23G, Bronx NY 10475

Disclosure of Financial Interest by a Current or Proposed Charter School Education Corporation Trustee

Trustee Name:

Maureen Singer

Name of Charter School Education Corporation (for an unmerged school, this is the Charter School Name):

Hyde Leadership Charter School

1. List all positions held on the education corporation board (e.g., president, treasurer, parent representative). —

2. Is the trustee an employee of any school operated by the Education Corporation?
   ____**Yes** X **No**

   If **Yes**, for each school, please provide a description of the position(s) you hold, your responsibilities, your salary and your start date.

3. Is the trustee an employee or agent of the management company or institutional partner of the charter school(s) governed by the Education Corporation?
   ____**Yes** X **No**

   If **Yes**, for each school, please provide a description of the position(s) you hold, your responsibilities, your salary and your start date.

4. Identify each interest/transaction (and provide the requested information) that you or any of your immediate family members or any persons who live with you in your house have held or engaged in with the charter school(s) governed by the Education Corporation during the time you have served on the board, and in the six-month period prior to such service. If there has been no such financial interest or transaction, write **None**. Please note that if you answered **Yes** to Questions 2-4 above, you need not disclose again your employment status, salary, etc.

Date(s)	Nature of Financial Interest/Transaction	Steps taken to avoid a conflict of interest, (e.g., did not vote, did not participate in discussion)	Name of person holding interest or engaging in transaction and relationship to yourself

Please write "None" if applicable. Do not leave this space blank.			
N	O	N	E

5. Identify each individual, business, corporation, union association, firm, partnership, committee proprietorship, franchise holding company, joint stock company, business or real estate trust, non-profit organization, or other organization or group of people doing business with the school(s) governed by the Education Corporation **and** in which such entity, during the time of your tenure as a trustee, you and/or your immediate family member(s) or person(s) living in your house had a financial interest or other relationship. If you are a member, director, officer or employee of an organization formally partnered with the school(s) that is/are doing business with the school(s) through a management or services agreement, please identify only the name of the organization, your position in the organization, and the relationship between such organization and the school(s). If there was no financial interest, write **None**.

Organization conducting business with the school(s)	Nature of business conducted	Approximate value of the business conducted	Name of Trustee and/or immediate family member of household holding an interest in the organization conducting business with the school(s) and the nature of the interest	Steps Taken to Avoid Conflict of Interest
Please write "None" if applicable. Do not leave this space blank.				
N	O		N E	

Signature _____ Date 7/21/16

Please note that this document is considered a public record and as such, may be made available to members of the public upon request under the Freedom of Information Law. Personal contact information provided below will be redacted.

Business Telephone: 203-930-3840

Business Address: 100 West Putnam Ave - 3rd Fl. Greenwich, CT

E-mail Address: maureenesinger@gmail.com

Home Telephone: 914-841-6245

Home Address: 24 5th Ave. #1229 NY NY 10011

Disclosure of Financial Interest by a Current or Proposed Charter School Education Corporation Trustee

Trustee Name:

David M. Steadly

Name of Charter School Education Corporation (for an unmerged school, this is the Charter School Name):

Hyde Leadership Charter School-Bronx

1. List all positions held on the education corporation board (e.g., president, treasurer, parent representative). Chair-Finance Committee

2. Is the trustee an employee of any school operated by the Education Corporation?
   ____**Yes** X **No**

   If **Yes**, for each school, please provide a description of the position(s) you hold, your responsibilities, your salary and your start date.

3. Is the trustee an employee or agent of the management company or institutional partner of the charter school(s) governed by the Education Corporation?

   ____**Yes** X **No**

   If **Yes**, for each school, please provide a description of the position(s) you hold, your responsibilities, your salary and your start date.

4. Identify each interest/transaction (and provide the requested information) that you or any of your immediate family members or any persons who live with you in your house have held or engaged in with the charter school(s) governed by the Education Corporation during the time you have served on the board, and in the six-month period prior to such service. If there has been no such financial interest or transaction, write **None**. Please note that if you answered **Yes** to Questions 2-4 above, you need not disclose again your employment status, salary, etc.

Date(s)	Nature of Financial Interest/Transaction	Steps taken to avoid a conflict of interest, (e.g., did not vote, did not participate in discussion)	Name of person holding interest or engaging in transaction and relationship to yourself
	None		

5. Identify each individual, business, corporation, union association, firm, partnership, committee proprietorship, franchise holding company, joint stock company, business or real estate trust, non-profit organization, or other organization or group of people doing business with the school(s) governed by the Education Corporation **and** in which such entity, during the time of your tenure as a trustee, you and/or your immediate family member(s) or person(s) living in your house had a financial interest or other relationship. If you are a member, director, officer or employee of an organization formally partnered with the school(s) that is/are doing business with the school(s) through a management or services agreement, please identify only the name of the organization, your position in the organization, and the relationship between such organization and the school(s). If there was no financial interest, write **None**.

Organization conducting business with the school(s)	Nature of business conducted	Approximate value of the business conducted	Name of Trustee and/or immediate family member of household holding an interest in the organization conducting business with the school(s) and the nature of the interest	Steps Taken to Avoid Conflict of Interest
	None			

Signature _____ Date 7/12/16

Please note that this document is considered a public record and as such, may be made available to members of the public upon request under the Freedom of Information Law. Personal contact information provided below will be redacted.

Business Telephone: 212-893-6332

Business Address: 399 Park Avenue, 12thFloor NY, NY 10022

E-mail Address:
david.m.steadly@ms.com

Home Telephone: 212-543-3923

Home Address: 116 Pinehurst Avenue, New York, NY 10033

Entry 9 BOT Table

Created: 07/06/2016

Last updated: 07/12/2016

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1. Current Board Member Information

	Trustee Name	Email Address	Position on the Board	Committee Affiliations	Voting Member? (Y/N)	Area of Expertise, and/or Additional Role at School (parent, staff member, etc.)	Number of Terms Served and Length of Each (Include election date and term expiration)
1	Herbert B. Fixler	hfixler@cozen.com	Chair/Board President	Executive	Yes	Law	Four 3-year terms
2	Herbert M. Kaplan	herbkaplan3701@verizon.net	Secretary	Development	Yes	Development	Four 3-year terms
3	David M. Steadly	david.m.steadly@morganstanley.com	Trustee/Member	Finance	Yes	Finance	Three 3-year terms
4	Deborah Dumont	Deborahdumont@mac.com	Trustee/Member	Education	Yes	Education	Three 3-year terms
5	Dennis D. Mehiel	ddm@fourminvestments.com	Trustee/Member	Development	Yes	Business	Two 3-year terms
6	Jeanette Melendez	jeanette.melendez@urbanhealthplan.org	Parent Representative	Education	Yes	Education	Two 3-year terms
7	Maureen Singer	maureensinger@gmail.com	Trustee/Member	Finance	Yes	Finance	One 3-year term
		oz@hanley	Trustee/Me				One 3-year

8	Oz Hanley	zanetti.com	mber	Law	Yes	Law	term
9							
10							
11							
12							
13							
14							
15							
16							
17							
18							
19							
20							

2. Total Number of Members on June 30, 2015

8

3. Total Number of Members Joining the Board 2015-16 School Year

2

4. Total Number of Members Departing the Board during the 2015-16 School Year

0

5. Number of Voting Members 2015-16, as set by the by-laws, resolution or minutes

10

6. Number of Board Meetings Conducted in the 2015-16 School Year

12

7. Number of Board Meetings Scheduled for the 2016-17 School Year

12

Thank you.

Hyde Leadership Charter School
Trustees Meeting
July 27, 2015
830 Hunts Point Avenue Bronx NY 10474
Minutes

Trustees Present:	Herb Fixler Wilder Baker Herb Kaplan David Steadly Dennis Mehiel
Trustees Absent:	Robert Kramer Deborah Dumont Jeanette Melendez Oz Hanley
Also present:	Maureen Singer, Trustee nominee Thomas Sturtevant, Executive Director (via phone) Michael McNamara, Chief Operating Officer Joanne Goubourne, Hyde Foundation

With a quorum present the meeting began at 6:16 PM, Mr. Fixler presiding.

1. June 22, 2015 meeting minutes

A motion was made, seconded and unanimously approved by the Trustees present to approve the minutes from the June 22, 2015 Board meeting.

2. Nominating Committee

Mr. Fixler asked Ms. Singer to leave the room so that the Trustees could discuss her candidacy for the Board. Discussion ensued among the Trustees in favor of Singer joining the Board. A motion was made, seconded and unanimously approved by the Trustees present to add Ms. Singer to Hyde's Board of Trustees. Ms. Singer rejoined the meeting and was informed of the outcome of the Trustees vote and the DOE requirements for adding her to the Board.

Mr. Fixler, as Chair of the Executive Committee, appointed Deborah Dumont and Dennis Mehiel as Executive Committee members for a term starting August 1, 2015 and ending July 31, 2017. In accordance with the by-laws, he asked the Trustees to consent to their appointments and term. The trustees present gave their consent.

Wilder Baker has introduced Michael Sload, Global Head of Consumer Products for Colgate Palmolive, as a potential Board Trustee. Mr. Sload will attend the Board meeting in August.

3. Development Committee

Mr. Mehiel presented a year-end recap and July update on Development activity. He reported that fundraising is off to a strong start in FY16 with the receipt of the $50,000 Hechksher Foundation grant and over $25,000 of other donations. He reviewed a format that the Development Committee plans to use for monthly reporting to the Trustees and described Foundation activity currently in progress. He eloquently described the Hyde platform for marketing materials used with funders. He informed the Trustees that Mr. Williams, Associate Director of Development, hopes to meet with Trustees individually to discuss their fundraising goals and offer his assistance.

Mehiel acknowledged the strong year-end funding from members of the Hunts Point business community who are being actively courted by Herb Kaplan. Kaplan expressed gratitude for a large donation from D'Arrigo Brothers which is very supportive of Hyde but will not visit the school. Mr. Fixler recommended that a group of students visit D'Arrigo Brothers to personally thank them for their continued support.

There was a general discussion of ideas for a 10-year Hyde Bronx anniversary. Mr. Baker felt this event would be a good opportunity to approach Bronx-born celebrities. Mr. Steadly reminded the Trustees of the offer made to hold a joint fundraiser with the Bronx Museum of the Arts. Fixler recommended tabling the discussion until the August Board meeting.

4. Executive Director's Report

Mr. Sturtevant thanked Maureen Singer for joining the Board. He updated the Board on the status of the school's Strategic Plan. The previous Head of School had implemented a three-year Strategic Plan which ended June 30, 2015. A centerpiece of that plan was a commitment to data-drive instruction. While recognizing the value of data analysis, Mr. Sturtevant stated there is no strategy better than having great teachers. He said it was time consuming and difficult to develop great teachers and high turnover was a further problem with this strategy. Hyde needs to attract and retain the best teachers. That is a cornerstone of the Strategic Plan currently in development for the current Charter term.

Sturtevant has recently spent considerable time analyzing State test results, question by question for the last three years and drew some conclusions from the data. He sees gaps in students' mastery of specific Common Core reading and reading comprehension skills. He believes students need to practice more. More thinking, more reading, more use of important academic skills.

He sees a clear link to fundraising in improved academic performance. Foundations and individual funders intuitively appreciate the value of Hyde's character curriculum but are reluctant to donate to the school if the school does not also have strong academic results. Conversely, funding may flow much easier if Hyde can demonstrate both a commitment to academic and character. Mr. Kaplan stated that link did exist in Hyde's high school as evidenced by good Regents scores, high four-year graduation rates, high college acceptance and hopefully high college persistence. He believes we can make that case now even if 3-8 testing results are

not as good as we expect they will eventually be. He sees a strong call to action to have funders recognize our high school success and partner with us to improve K-8 performance.

Sturtevant noted Hyde-Bronx and the Hyde Foundation haven't been able to objectively quantify the value of the Family Education effort. Need to get this done as part of strategic plan.

Over the course of last school year, Sturtevant became concerned about consistency and culture in the Upper Elementary (4th and 5th grades) and Middle School. Hallway transitions have been particularly challenging. For the start of the FY16 school year, he has re-aligned classrooms on 4th floor to separate Upper Elementary from Middle School into separate spaces. There were a number of office personnel who have switched offices as well.

Regarding the State tests from April 2015, Sturtevant reported we don't have proficiency scores yet. Those scores should come in August. The school has received question-by-question test results for 2014-15. Looks like 3rd grade approximate city-wide results; 4th/5th down but some better 5th ELA scoring. 8th grade far exceeded city scores. ELA growth is a charter renewal goal. Will share results with Board next month but Tom does not expect to see dramatically different results from last year's.

Finally, he reminded Trustees that Hyde is working with a very small margin in this year's budget. More challenging still is FY17. Hyde expects to receive approximately $210,000 fro a State Senate set aside for charter schools but can't plan that into long-term decisionmaking because we don't know if Senate earmark will be repeated.

5. Finance Committee

Mr. McNamara reported on June and full-year 2015 results. The school benefited from strong Special Education division revenues and less attrition of general education students than in previous years. Costs were effectively contained. Not counting non-cash charges for rent and depreciation the school had a surplus over $500,000 but McNamara stated that audited financials, including those non-cash charges, would show a deficit of approximately $500,000.

At Mr. Fixler's request, McNamara summarized year-end cash and investment balances compared to the prior year.

6. Marketing/Advertising/Public Relations Committee

No report.

7. Human Resources Committee

No report.

8. Facilities Committee

No report.

9. Education Committee

No report.

10. Government Relations

Ruben Diaz, Jr. offered to teach a high school class. Mehiel wants to reach out to Hyde's High School Director to see if this is a good idea and then get back to him about it.

11. Hyde Foundation

Hyde celebrates 50 years of operation next June. Ms. Goubourne described the boarding schools and Hyde Foundation as going into a new phase. Malcolm Gauld is working to break down the us (urban) vs they (Boarding school) barriers. New discussion is taking place to bring the public schools into the celebration and work more collaboratively going forward.

12. Other Business

None.

13. Public Comments

None.

14. Adjournment

There being no further business, the meeting was adjourned at 7:50 pm.

Minutes prepared by Michael McNamara

Hyde Leadership Charter School
Trustees Meeting
August 24, 2015
830 Hunts Point Avenue Bronx NY 10474
Minutes

Trustees Present:	Herb Fixler Wilder Baker Herb Kaplan David Steadly Deborah Dumont Jeanette Melendez Dennis Mehiel
Trustees Absent:	Robert Kramer Oz Hanley
Also present:	Thomas Sturtevant, Executive Director Michael McNamara, Chief Operating Officer Joanne Goubourn, Hyde Foundation Josh Williams, Manager of Development Michael Sload, Guest

With a quorum present the meeting began at 6:00 PM, Mr. Fixler presiding.

1. Nominating Committee

Michael Sload, who is a potential Trustee candidate, attended the meeting as Mr. Baker's guest. He introduced himself and described his background, particularly his interest in urban education and his curiosity about Hyde's practices.

2. July 27, 2015 meeting minutes

A motion was made, seconded and unanimously approved by the Trustees present to approve the minutes from the July 27, 2015 Board meeting.

3. Finance Committee

Mr. McNamara presented results for July 2015, the first month of the fiscal year. He noted a budget-to-actual timing issue with summer school salaries that will reverse in August. Overall, revenues were ahead of budget due largely to receipt of a $50,000 grant from the Hecksher Foundation. Expenses were over budget due to the summer school salaries issue and some carryover from FY15 graduation activities. No major problem areas were noted.

McNamara reported that the financial audit was well underway and no financial issues had been identified.

4. Executive Director's Report

Mr. Sturtevant reported on State test results and summarized by stating the High School continues to perform very well but that performance was mixed in the Middle and Elementary school divisions.

Mr. Sturtevant presented 3rd through 8th grade State testing results in detail, focusing on both the successes and shortfalls vs. City averages and year-over-year within our own school. He drew distinctions between student and teacher performance and also across grades.

Trustees asked questions about the data—where were the surprises in the data (good and bad); what do we have to pay the best teachers; do we have effective strategies for finding and landing the right teachers?

He then turned to HS results and pointed to the strongest graduation rate in our history—94.12% of the 2015 class graduated in 4 years—far exceeding District and City averages.

Sturtevant described his goals for academic performance in FY16: consistent practice of thinking in all forms; authentic assessment projects in the high school; writing across the curriculum in middle school; academic vocabulary and reading in elementary school.

Mr. Fixler asked if Hyde's family-based education helped with academic performance and whether this could be measured. Sturtevant responded it did, using an example of how students must use advanced cognitive skill to demonstrate their mastery of Hyde's words and principles. He credited Hyde's character focus with leading directly to the success we see with our high school students.

5. Development Committee

Mr. Williams summarized fundraising for July and characterized it as a very strong start to the year. He is particularly optimistic about the Foundation fundraising pipeline.

Mr. Mehiel started a discussion of ideas for the school's 10th year anniversary. Mr. Fixler envisions a celebration (as opposed to a primarily fundraising effort) for all the constituencies that have supported Hyde and helped it along the way. Mr. Kaplan voiced a strong vote for having the celebration in Hunts Point. He pointed out the opportunities for publicity will be better in the Bronx than in Manhattan. Mr. Baker asked if a celebrity host, such as Supreme Court Justice Sonia Sotomayor, would be the right match for this event.

6. Marketing/Advertising/Public Relations Committee

No report.

7. Human Resources Committee

No report.

8. Facilities Committee

No report.

9. Education Committee

No report.

10. Government Relations

No report.

11. Hyde Foundation

Hyde 101—the Hyde Foundation training for new staff that took place August 12-14 went very well. Ms. Goubourn reported that a $2,000 contribution from students at Hyde Woodstock on its way to Hyde Bronx.

12. Other Business

Mr. Steadly reported that he has a client who is connected with ICAP. Mr. Williams updated the Trustees on his contact with leadership at ICAP.

13. Public Comments

None.

14. Adjournment

There being no further business, the meeting was adjourned at 8:01 pm.

Minutes prepared by Michael McNamara

Hyde Leadership Charter School
Trustees Meeting
September 28, 2015
830 Hunts Point Avenue Bronx NY 10474
Minutes

Trustees Present:	Herb Fixler Herb Kaplan David Steadly Deborah Dumont Jeanette Melendez Dennis Mehiel Maureen Singer Oz Hanley Rob Kramer
Trustees Absent:	Wilder Baker
Also present:	Thomas Sturtevant, Executive Director Michael McNamara, Chief Operating Officer Joanne Goubourn, Hyde Foundation Josh Williams, Manager of Development

With a quorum present the meeting began at 6:00 PM, Mr. Fixler presiding.

1. August 24, 2015 meeting minutes

A motion was made, seconded and unanimously approved by the Trustees present to approve the minutes from the August 24, 2015 Board meeting.

2. Board Chair Report

A motion was made, seconded and unanimously approved by the Trustees present to extend the Trustee terms for additional three-year terms: Deborah Dumont through September 30, 2018 and David Steadly through October 31, 2018.

3. Finance Committee

Mr. McNamara reported on favorable performance to budget for August and August year-to-date. He explained that although student enrollment started below Hyde's enrollment capacity of 940 students, additional students were drawn from the waiting list throughout September. He explained the favorable variance to plan salaries and wages as an outcome of a very difficult recruiting environment, leaving the school with teaching vacancies very late into August and early September.

4. Executive Director's Report

Mr. Sturtevant presented Strategic Plan themes for the year—Test Success; College Readiness; Growth Mindset and One School—and discussed key components of each. He discussed professional development seminars held already this year for staff around these themes.

He showed graphically how the Middle School, Upper Elementary space was realigned to consolidate each school's classrooms to allow better student transition management and minimize disruptions between older and younger students.

Mr. Sturtevant described a Faculty Fellowship program to allow teachers to pursue individually-driven professional development projects.

He explained the one-to-one computing now in place for all 10th to 12th grade students. Students have Chromebooks, which they check out in homeroom each day and return them there at the end of the school day. He gave a brief tutorial on Google Classroom and Google Drive and showed Trustees how teachers and students are using the Google platform to collaborate on classroom and extracurricular projects.

Hyde is committed to using the Hyde Foundation EEMO rubric (Excellence, Effort, Motions. Off Track) to measure character performance and growth throughout students' tenure at Hyde.

5. Development Committee

Mr. Williams informed the board of a visit from the Robin Hood Foundation scheduled for October 5. Through that visit, Hyde leadership hopes to develop a partnership with Robin Hood in strengthening academic and teacher performance with a focus on 3rd through 8th grade programs.

He recapped strong funding through August with over 25% of the fundraising plan received in just the first two months of the year. Hyde already has $175,000 in Foundation 'asks' in play, well ahead of last year's pace. Efforts for the next several months will focus on individual and Board giving.

Hyde is holding an Open House in the High School on October 22. Mr. Kaplan asked that each Trustee make a strong effort to bring one person to the event.

Mr. Steadly reminded everyone that Annual Appeal letters needs to go out before Thanksgiving. There was discussion of using personal letters from Trustees and perhaps a one- to two-minute video.

6. Nominating Committee

No report.

7. Human Resources

No report.

8. Marketing/Advertising/Public Relations Committee

Mr .Hanley attended a meeting with Chancellor Farina for Charter Boards. She is open to visiting charter schools and welcomes invitations.

9. Facilities Committee

No report.

10. Education Committee

Ms. Dumont reported on a meeting with Mr. Sturtevant on the best use of the Education Committee. Sturtevant would appreciate a 'fresh eyes' approach from the Committee on the school's test results. Ms. Dumont will follow up on that request.

Mr. Kramer reported on the Surge Up technology camp for rising 1st, 2nd and 3rd graders. Use of tablets for inquiry-based learning was a highlight of the program.

11. Government Relations

Mr. Mehiel sent an email to Ruben Diaz Jr.'s office to see if he will come to the Hyde High School to teach a class as he suggested he might.

12. Hyde Foundation

Ms. Goubourn shared the relationship among the Hyde Foundation, the boarding schools and the charter schools is changing in a positive way. Walls are coming down among the constituent groups to better serve all the schools and maximize the value of Hyde alumni. The fall version of 'Hyde 101' is happening the first week of October.

13. Other Business

Mr. Hanley offered that the preschool he chairs has offered to do co-training for Hyde early elementary school teachers at its Tribeca location.

14. Public Comments

None.

15. Adjournment

There being no further business, the meeting was adjourned at 7:55 pm.

Minutes prepared by Michael McNamara

Hyde Leadership Charter School
Trustees Meeting
October 26, 2015
830 Hunts Point Avenue Bronx NY 10474
Minutes

Trustees Present:	Herb Fixler Wilder Baker Herb Kaplan David Steadly Jeanette Melendez Maureen Singer Oz Hanley Dennis Mehiel
Trustees Absent:	Deborah Dumont Rob Kramer
Also present:	Thomas Sturtevant, Executive Director Michael McNamara, Chief Operating Officer Joanne Goubourn, Hyde Foundation Josh Williams, Manager of Development Elizabeth Hittenmark, Director of Family Support

With a quorum present the meeting began at 6:00 PM, Mr. Fixler presiding.

1. September 28, 2015 meeting minutes

A motion was made, seconded and unanimously approved by the Trustees present to approve the minutes from the September 28, 2015 Board meeting.

2. Nominating Committee

A motion was made, seconded and unanimously approved by the Trustees present to extend the Trustee term for an additional three-year term for Wilder Baker, through November 31, 2018.

3. Report of Independent Audit

Representatives of BDO, the school's independent auditor, presented their findings from the audit of the financial results and internal control systems for the year ended June 30, 2015. Trustees asked questions and received satisfactory responses to those questions. The BDO representatives told the Trustees they would issue a 'clean' audit for the year.

A motion was made, seconded and passed unanimously by the Trustees present to accept the audit findings and report as issued by BDO, LP.

4. Executive Director's Report

Mr. Sturtevant circulated and described the background and rationale for an enrollment cap increase Charter Material Revision request. The Trustees asked a number of questions regarding the proper maximum enrollment for the school. The following resolution was made, seconded and approved unanimously by the Trustees present:

> Be it resolved, that the Board of Trustees of Hyde Leadership Charter School approves the School's submission of a Charter Material Revision Request to increase its authorized enrollment to 960 students beginning with the school year starting July 1, 2016.

Sturtevant shared with the Trustees a letter he received from Chancellor Farina after her visit to our co-located DOE school partner as well as Hyde. He also read a letter from State Senator Diaz congratulating Hyde on the selection of one of its high school students as one of 10 State of New York applicants to the President's Scholar's Program. Two representatives from New York State will be selected from these 10 applicants for this prestigious national program.

Standards-based, short-cycle feedback to students is an ongoing programmatic priority—a new focus for this year, and includes weekly check-ins to assess student progress against Common Core standards. He reported that the National Honor Society induction was held last week and was a great event for parents and students.

5. Development Committee

Mr. Williams presented month and year-to-date fundraising activity. He listed a number high probability Foundation 'asks' outstanding. Mr. Mehiel asked how the Trustees could support the Foundation requests. Williams also spoke of the successful Open House held last week. Mr. Steadly discussed a potential dinner fundraiser with a Hyde graduate who now is a top chef. Williams introduced a donor-restricted fund—arranged by the family of Board Trustee Wilder Baker—to help Hyde graduates with college-related costs that they might not be able to afford otherwise.

The annual fundraising appeal letter is scheduled to be finished this week. Target date for distribution is November 20. A separate appeal is planned simultaneously to businesses in the Hunts Point area.

6. Finance Committee

McNamara reported on financial results for the month of September and the first quarter of the fiscal year. The school is on budget for revenue for three months and ahead of budget for net surplus.

McNamara informed the Board trustees that the audit of the school's retirement plan was completed and submitted October 15. He asked the Board to ratify two changes to the retirement plan. After discussion among the Trustees, he following resolution was made, seconded and approved unanimously by the Trustees present:

> Be it resolved, that the Board of Trustees of Hyde Leadership Charter School adopt the following amendments to the Hyde Leadership Charter School Defined Contribution Plan:

Effective January 1, 2016 for all newly-hired employees with employment dates on or after January 1, 2016, employer-matching contributions will be 100% vested, as of each employee's employment date once the employee reaches two years of Vesting Service. Employees who fail to reach two years of Vesting Service will be 0% vested in employer-matching contributions.

Effective January 1, 2016 for all newly-hired employees with employment dates on or after January 1, 2016, there will be no matching contribution for employees whose regular work schedule includes less than 37.5 hours per week.

A motion was made, seconded and passed unanimously by the Trustees present to adopt these amendments to the Hyde Leadership Charter School Defined Contribution Retirement Plan.

7. Human Resources

No report.

8. Marketing/Advertising/Public Relations Committee

No report.

9. Facilities Committee

No report.

10. Education Committee

Ms. Melendez reported that the school year is off to a great start academically. Teachers seem to be experienced and engaged, especially in the critical Upper Elementary grades. Parent Teacher conferences held last week were overwhelmingly positive as she observed and parents reported to her.

11. Government Relations

Mr. Mehiel reached out to Borough President Diaz regarding having Mr. Diaz teach a one-day seminar at Hyde's High School. Mr. Diaz is open to this possibility sometime in early 2016.

12. Hyde Foundation

No report.

13. Other Business

Mr. Fixler raised the issue of timing and location for the Board retreat. Target date is January 9, 2016. Location has not yet been determined.

14. Public Comments

None.

15. Adjournment

There being no further business, the meeting was adjourned at 8:05 pm.

Minutes prepared by Michael McNamara

Hyde Leadership Charter School
Trustees Meeting
November 23, 2015
830 Hunts Point Avenue Bronx NY 10474
Minutes

Trustees Present:	Herb Fixler Wilder Baker Herb Kaplan David Steadly Deborah Dumont Maureen Singer
Trustees Absent:	Oz Hanley Dennis Mehiel Jeanette Melendez Rob Kramer
Also present:	Thomas Sturtevant, Executive Director Michael McNamara, Chief Operating Officer Joanne Goubourn, Hyde Foundation Josh Williams, Manager of Development Elizabeth Hittenmark, Director of Family Services Hyde Parent Representatives Cecilia Dougherty, Young Professionals Committee

With a quorum present the meeting began at 6:11 PM, Mr. Fixler presiding.

1. October 26, 2015 meeting minutes

A motion was made, seconded and unanimously approved by the Trustees present to approve the minutes from the October 26, 2015 Board meeting.

2. Executive Director's Report

Mr. Sturtevant discussed three non-material revisions to its charter: 1) an update to the Employee Handbook; 2) an update to the Parent/Student Handbook and 3) a change to the Lottery Preference to allow staff children to have 1st preference for open enrollment slots. Siblings of current students would have second preference; families from District 8 would have third position in the lottery and any New York City resident families would have the final lottery preference position.

A motion was made, seconded and unanimously approved by the Trustees present to approve the three non-material charter revisions.

For the Spanish speaking parents in attendance, Ms. Hittenmark translated the proceedings of the meeting to Spanish.

Sturtevant provided a brief update on initiatives related to the Strategic Plan, most importantly, on student-driven learning. Elementary School students continue to work on the 100-book challenge to encourage at-school and at-home reading. School leadership have developed a common core standards tracking system to focus lesson plans and re-teaching on the learning achieved on the individual standards. To focus further on making ELA gains, students are reading and writing in all classes, including music, performing arts, science and athletics.

The High School Fall Family Day took place on Saturday November 21. Parent council meetings were held in conjunction with monthly Parent Discovery Nights in the Elementary School and Middle School and as part of Family Day for High School parents.

3. Board of Trustees Retreat

Hyde's Board of Trustees retreat will take place on Saturday January 9, 2016. The venue has not yet been determined.

4. Development Committee

Mr. Williams presented year-to-date fundraising results by month and category. Hyde and Watson agreed to a $15,000 donation and the William E. Simon foundation confirmed a $10,000 donation. He reported that although Foundation cultivation activities will continue, he does not expect significant additional funding from foundations in FY16. A parent asked if fundraisers from parent activities were included in the fundraising totals and Mr. Williams said they were and asked for ideas to celebrate the parent activities.

A meeting with the Cummings Foundation went well. Hyde had asked for two $25,000 grants. The Foundation responded favorably and we are hopeful of a meaningful donation, up to the full $50,000 ask. Mr. Fixler pointed out that the Foundation representatives asked about Board donations and emphasized how donations from all Board members is seen as an important metric Foundations look for.

The Development Committee is recommending a Block party to commemorate the school's 10-year anniversary. It is tentatively scheduled for Saturday June 11, 2016.

5. Finance Committee

Mr. McNamara reported that the school was on track to exceed its budget for the year but has financial challenges as it looks forward to FY17. He informed the Board that cash expenses are exceeding cash revenues by less than $15,000 per month which is good performance given the decrease in allowable enrollments with little opportunity to offset the lost revenue with staffing reductions.

6. Human Resources

Ms. Dumont reported on meetings she is having with Mr. Sturtevant on the Strategic Plan and Mr. Sturtevant's FY16 goals. She proposed an Executive Session at the December Board

meeting to discuss his goals. She is continuing discussion with Mr. Sturtevant on strategies for student-centered thinking.

7. Marketing/Advertising/Public Relations Committee

No report.

8. Facilities Committee

No report.

9. Education Committee

See. Human Resources Committee report above.

10. Government Relations

No report.

11. Hyde Foundation

Ms. Goubourne is working with the High School staff to re-engage Hyde parent alumni in school affairs. The Foundation also continues to work with the Middle School leadership on Discovery Group planning.

12. Other Business

Mr. Fixler made a plea for the Trustees to do everything they can to make the year-end fundraising appeal successful.

13. Public Comments

Mr. Fixler invited the parents present to speak. Ms. Josephine Carerra opened her remarks by saying how she has been a parent for 8 years and has been pleased overall with her experiences with the school. She asked Ms. Hittenmark to read a letter from many parents from the K-8 school expressing concerns with teacher turnover and school culture. Mr. Fixler responded by thanking the parents for bringing their concerns to the Board. He assured them that teacher retention was a major concern of the Trustees and school leadership and received regular attention. Discussion continued about dissatisfaction with the cost and customer service from a new school uniform program the school instituted in the summer of 2015.

Mr. Sturtevant offered to use a December 10 parent event for a follow up meeting with parents about their concerns.

14. Adjournment

There being no further business, the meeting was adjourned at 7:55 pm.

Minutes prepared by Michael McNamara

Hyde Leadership Charter School
Trustees Meeting
December 14, 2015
830 Hunts Point Avenue Bronx NY 10474
Minutes

Trustees Present:	Herb Fixler Herb Kaplan David Steadly Deborah Dumont Maureen Singer Oz Hanley
Trustees Absent:	Wilder Baker Dennis Mehiel Jeanette Melendez Rob Kramer
Also present:	Thomas Sturtevant, Executive Director Michael McNamara, Chief Operating Officer Joanne Goubourn, Hyde Foundation Josh Williams, Director of Development

With a quorum present the meeting began at 6:04 PM, Mr. Fixler presiding.

1. November 23, 2015 meeting minutes

A motion was made, seconded and unanimously approved by the Trustees present to approve the minutes from the November 23, 2015 Board meeting.

2. Executive Director's Report

Mr. Sturtevant discussed a Parent Council meeting held Thursday December 10. A group of parents shared concerns with communications with teachers and administrative staff, dress code issues and parent accountability for their piece of the Hyde culture. The Trustees were very interested in hearing the issues discussed and asked a number of questions to understand the issues better and to impress on school leadership a desire to stay in touch regularly with parents about these and any other concerns that may arise. An action plan to address parental concerns is forthcoming.

He further reported on administrative changes at the school, including the promotion of Josh Williams to Director of Development. A search is well underway to hire a Director of Recruitment.

Mr. Sturtevant informed the Board of 3 expulsion hearings recently. One student was expelled and has notified the school it plans to appeal the expulsion to Hyde's Board of Trustees. A second student was expelled and the third's status is pending a Manifestation Determination Review (MDR).

Following the resignation of one of the High School's deans of students, a planned reorganization of the High School leadership team was implemented. The Manager of Alumni Affairs replaced the Dean of Students and his former workload is being shared among three senior administrators.

On December 15, Hyde is hosting the public hearing for its material charter revision request. That request is scheduled to be presented to the State Education Department's Board of Regents at its December meeting.

Sturtevant asked the Trustees to list their top priorities for school leadership and for the Board. Teacher turnover, raising academic performance and K-8 space constraints were listed as high priorities for school leadership. The Trustees set themselves the goals of fundraising and expanding board membership.

Sturtevant described the structure and operation of the K-8 Saturday Academy. This program is targeted specifically for 'cusp' students—those who were very close to proficiency on last year's state tests. This tactical approach to raising test scores should have near-term tangible results.

Longer term, the school has implemented a number of ongoing practices to increase academic rigor in the classroom and at home, increased writing and reading time in all grades and added focus on detailed common core standards.

Mr. Fixler thanked Sturtevant for a very thorough description of academic initiatives.

3. Development Committee

Mr. Williams showed YTD November results. He pointed out pluses and minuses for fundraising performance to date but characterized the results as on or ahead of target for the year. He reported on the $100,000 grant award we received from SUNY for capital improvements at the High School. He updated Trustees on the Foundation pipeline and activities by the Young Professionals Committee, among other items.

Mr. Fixler reminded the Trustees of the 'give or get' expectation for Trustees. He emphasized that potential funders look to see that Board members donate personally to the school as a demonstration of their support.

4. Finance Committee

Mr. McNamara reported that November results were in line with recent months' performance and the school is on track to exceed its financial goals for the year.

5. Human Resources

No report.

6. Marketing/Advertising/Public Relations Committee

No report.

7. Facilities Committee

No report.

8. Education Committee

No report.

9. Government Relations

No report.

10. Hyde Foundation

No report.

11. Other Business

None.

12. Public Comments

13. Executive Session

A motion was made, seconded and approved unanimously by the Trustees present to enter Executive Session to discuss a personnel matter. At 7:53 pm, the Board exited the Executive Session.

14. Adjournment

There being no further business, the meeting was adjourned at 7:55 pm.

Minutes prepared by Michael McNamara

Hyde Leadership Charter School
Trustees Meeting
January 9, 2016
410 Indian Trail Ridge Rd, Darien CT
Minutes

Trustees Present:	Herb Fixler Herb Kaplan David Steadly Maureen Singer Oz Hanley Wilder Baker Dennis Mehiel
Trustees Absent:	Deborah Dumont Jeanette Melendez Rob Kramer
Also present:	Thomas Sturtevant, Executive Director Michael McNamara, Chief Operating Officer Joanne Goubourn, Hyde Foundation Cindy Warnick, Hyde Woodstock School

With a quorum present the meeting began at 9:05 AM, Mr. Fixler presiding.

1. December 14, 2015 meeting minutes

A motion was made, seconded and unanimously approved by the Trustees present to approve the minutes from the December 14, 2015 Board meeting.

2. Strategic Review

Mr. Fixler set the stage for the Board meeting by explaining the meeting would follow a different format dispensing with regular committee reports and would instead focus on key short- and long-term issues affecting the school.

Board growth and development:
Mr. Baker stated his belief that the board lacks professional in public relations. Opportunities to promote ourselves in positive ways but expertise does not currently exist on the board.

Mr. Fixler suggested school needed a politically-connected South Bronx member.

Mr. Steadly stated that the Bronx is still a largely forgotten borough and has more difficulty than other low-income areas attracting charitable activity. He believes the most logical board members for Hyde-Bronx are through the Hyde Foundation and the Hyde boarding schools.

They should provide trustees (HAPAs and Hyde graduates). Fixler responded this has been an issue over many years.

Sturtevant asked the trustees to first identify the characteristics desired in new trustees. (Money, mission-driven,etc.)

Mr. Steadly said he has not asked anyone to join the board because his contacts resist the give/raise money constantly.

Mehiel said we need skills + money in the same person. Skill without money not worth 'burning a board seat'. Skills are definitely needed—in legal, real estate, finance, etc. but skills alone will not complete the desired board member profile. The school needs a steady stream of fundraising to close the gap between State and Federal revenues and the funds needed to support mission-driven activities and higher teacher pay. Former Hyde parents fit this profile.

Mr. Hanley wonders if we need rich people on the board or committed people on the board who can find people with money.

Fixler says current make up is people committed to the mission. He wouldn't want 'money only' people. Mehiel said this was up for discussion. What's wrong with someone not super-committed, wouldn't come to board meetings, but would write big checks.

Singer said it keeps coming back to professional fundraiser. Could be committed or not.

Fixler says there is a leadership council for people like this. This council is for individuals who don't want to be on the board but will give. Not a great success except for one individual. Baker said we should do an annual retreat for these guys. Fixler says we should celebrate this group, bring them together.

Steadly says PR should be focused on recruiting teachers and getting us in to graduate schools.

Mr. Baker says we can't lose sight of individuals but Foundations are where the big money is. Kaplan disagrees.

Mr. Sturtevant said best play is people connected to Hyde, committed to public education generally, and wealthy.

Mr. Hanley says individual giving is tied to relationship with the board trustee as an individual, not the school.

Singer asked ow do you systematically engage people with money?

Fixler says best candidate is one who retired in PR business so can approach former, not current, clients.

Hyde Foundation

Fixler says current contract is being 'radically modified'. What can Hyde Foundation do for us at this point? And what can Hyde Bronx do for the Hyde Foundation? He asked Ms. Goubourne to speak to this. Big component is 'delivery' to Hyde Bronx of new Board members.

Ms. Goubourne says progress from past where there was a firewall between HAPAs and Hyde Bronx. Ms. Goubourne now can speak to individuals she thinks would be a good fit. Finally a sense we are all moving together for same thing—serve more kids, more families. Big issue is capacity at the Foundation. Ms. Goubourne needs more clarity on what Hyde Bronx is asking of the Foundation. Fixler replied that the Hyde Foundation's 50th anniversary will have a lot of people. Allow Hyde Bronx a 30-45 minute opportunity to speak to them. Ms. Goubourne—there will be 'something' about the public schools at the 50th anniversary. Need to celebrate public school effort. Kaplan says this is consistent with Joe Gauld's national vision of Hyde. Ms. Goubourne—what is the event? Is it a presentation? Is it more than that? Malcolm says let me know what you want to do.

Mr. Sturtevant stated we need to find money for things public school funds don't fund. Ms. Goubourne don't think we'd make a presentation and ask for money—another fundraising effort is going on by boarding schools. Joe Gauld always believed his vision should be available to anyone (private or public).

Ms. Goubourne ask this board to truly reconsider its relationship with Hyde Foundation. Hyde Foundation is trying to have a bigger impact on public education. Ms. Goubourne stated she has heard Sturtevant say Hyde Bronx is the best example of an urban Hyde model. She accepts this in general. Ms. Goubourn stated the contract between the Foundation and Hyde Bronxis not an arms-length agreement for services. Mr Handley pressed on this. What would be different in the agreement specifically? Ms. Goubourn replied that public Hyde schools should be fed by bigger vision. Research, articles, etc. She didn't have a definitive answer and asked the Trustees to help shape that.

Mr. Kaplan asked what is the mission of Hyde Foundation? Ms. Goubourne replied it is to bring Hyde vision to more kids. Mr. Fixler if this meant through more charter schools. Ms. Goubourne said that for right now, the Foundation is stopping to shore up what we've got. Haven't put a new charter out there. She stated that current academic performance at schools doesn't warrant charter expansion

Mr. Fixler asked if there any thought of revenue sharing toward Hyde Foundation from Hyde Bronx? Ms. Goubourne replied Foundation fundraising would have a box to direct money to public schools. Mr. Sturevant suggested the Foundation give thought to shifting Hyde Foundation role from instructional support to board development support.

<u>Teacher retention and stability</u>

Mr Fixler said two things. Leadership (which we have a lot of) and money. Has turnover gotten worse? Or stayed the same? What do the data say? **[MAC FOLLOW UP]**

Mr. Sturtevant: Teacher competition from DOE, other charters, higher labor costs.
Mr. Baker: what can we offer in professional development? Doesn't it matter?
Mr. Sturtevant: Teacher retention committee: Support individual teachers' individual development needs. Bigger picture—teachers who are successful stay. Virtuous cycle.
Mr. Baker: Is there a common thread for unsuccessful teachers? Mr. Sturtevant: Yes. Lack of ability to manage the classroom. Greater focus on academic outcomes putting pressure on them too. Mission-aligned staff stay. Demanding and limited market.

Mr Fixler said hiring practices in the past haven't been as successful as they should have been. What are doing to improve that? Don't have Recruitment director right now, what are we changing in recruitment process?
Mr. Sturtevant: Staff in it for the long haul identify with our community and are aligned with the mission.
Mr Fixler said Single most issue is pay scale?
Mr. Sturtevant: Yes. Need to look at how to do better with fewer staff. Board can help identifying our unique characteristics.
Mr. Baker: Go back to individual giving…have individuals underwrite specific staff PD ideas.

Keep Character Culture Alive
Mr Fixler said Hyde culture is the reason trustees are here and underpins everything at the school. Hasn't spent enough time at the school to have his own data to state Hyde culture is alive at the school. Just doesn't know. Mr. Hanley agreed.

Mr. Hanley: Have FED department report to the board.
Mr. Sturtevant: Come to Discovery night.
HK: Forum to talk to teachers? Students?
Mr. Sturtevant: Board needs to operate at a higher level. Could talk to students but due to governance, reporting relationships…board shouldn't meet with teachers.
Ms. Singer: Heard about Hyde through Staci and YPC. She came to YPC/student session about college application process. YPC more engaged with the school. Board engagement less tangible. More strategic at Board level.
Mr. Sturtevant: What about sending monthly calendar to board with activities they could attend?

Leadership Growth and Continuity
Mr. Fixler: Board should be thinking about this. Tom should discuss what current players might be candidates to replace him and how should we help them develop?
Mr. Sturtevant: 3 candidates for ED. HS candidates exist. No viable internal candidates for ES, Ms. Singer Director, COO.
Mr. Fixler: How do we develop ED skills in key staff?
Mr. Sturtevant: Great question. Need to think about it?
Mr. Hanley: What would happen if Tom disappeared tomorrow?
Mr. Sturtevant: first, ask Celia.
Mr. Fixler: Acting ED (someone from within), hire the search firm….Tom should designate who his interim replacement should be and let the Board know.

Long Range

Mr. Fixler: Wholly-owned sub of Civic owns the building. Financing was provided by Civic, LIIF and Goldman. Lots of ways we could refinance a takeout—bonds…
Mr. Hanley: We should be able to find mortgage (recorded).

Bryant Avenue:
Mr. Fixler: No great ideas. Sturtevant and McNamara should put together a list of things in the building we want. Maybe we can find someone to pay attention.

Board Survey

Mr. Fixler disseminated and led a discussion of the Trustee's self-assessments of the Board's effective across a range of topics. Trustees generally challenged themselves to do better on determining a cohesive fundraising strategy but felt they met or exceeded their obligations on fiduciary responsibility, school leadership performance and strategic vision.

3. Public Comments

None.

4. Adjournment

There being no further business, the meeting was adjourned at 12:55 pm.

Minutes prepared by Michael McNamara

Hyde-Bronx Trustee Meeting Minutes
Hyde Leadership Charter School
Trustees Meeting
February 22, 2016
830 Hunts Point Avenue Bronx NY 10474
Minutes

Trustees Present:	Herb Fixler Deborah Dumont Maureen Singer Oz Hanley Jeanette Melendez Dennis Mehiel Wilder Baker
Trustees Absent:	Herb Kaplan David Steadly
Also present:	Thomas Sturtevant, Executive Director Josh Williams, Director of Development and Communications

With a quorum present the meeting began at 6:06 PM, Mr. Fixler presiding.

1. **January 9, 2016 meeting minutes**

   A motion was made, seconded, and unanimously approved by the Trustees present to approve the minutes from the January 9, 2016 Board meeting.

2. **Executive Director's Report**

   Mr. Sturtevant discussed the success of Hyde's summer learning programs, including data regarding students' literacy growth over summer months. Mr. Sturtevant noted the importance of quality teachers, structured curriculum, and inquiry-based methods of instruction allowing for student choice. Mr. Sturtevant also identified that attendance rates at Hyde's 2015 summer program met or exceeded both prior year's attendance and the New York City summer school attendance average. Members of the Board recommended that this positive information be communicated with Hyde teachers and families.

   Mr. Sturtevant informed the Board that Hyde Elementary School Director Peter Anderson has accepted a position with Washington Latin Public Charter School in Washington D.C. for

the 2016-2017 school year. Hyde will be using this transition as an opportunity to engage teachers and parents in the search for a new Elementary School Director.

Mr. Sturtevant reported that the Department of Education will likely visit Hyde in March for its annual site visit; details are still pending. Hyde's request for additional enrollment is also still under consideration at the State Department of Education.

Mr. Sturtevant reported that Laura Troy has been promoted to Director of Recruitment. Ms. Troy has years of experience as a Hyde High School math teacher and department head. She has effectively transitioned into her new role.

Mr. Sturtevant informed the Board of a recent incident during Hyde's 4th and 5th grade students' recess, in which a flasher outside of the playground fence approached a small group of children and revealed himself. Hyde school leaders worked with the police and other schools in the building to ensure the safety of all children. A shelter in drill was conducted February 26 building wide to reinforce protocols for potentially dangerous situations outside the school building. Mr. Sturtevant reported that we will continue to coordinate with the other schools in the building on our on-going safety planning and practice.

3. Development Committee

Mr. Williams showed YTD January results. He indicated that while fundraising started strong for the year, November through December fundraising was lower than expected. Mr. Williams expressed that while foundation and grant giving was up for the year, individual and board giving was below expected. Mr. Fixler encouraged the Board to finish strong and to make contributions to the school.

Mr. Williams reported on recent development activity, including a $50,000 gift from The Frances L. & Edwin L. Cummings Memorial Fund that was recently received for support of Hyde's Kindergarten ICT program. He updated the trustees on other development and communications activity, such as an outstanding grant request to The AthLife Foundation, personalized thank you notes that were delivered to all donors, and upgrades to the website.

Mr. Fixler encouraged Hyde to create a short promotional video that articulates the mission and the success of the school.

Mr. Fixler, Ms. Singer, and Mr. Baker volunteered to form a Website Committee to provide feedback and ideas regarding the new Hyde website currently under construction.

4. Finance Committee

In Mr. McNamara's absence, Mr. Sturtevant reported that January results were in line with recent months' performance. He also conveyed a note from Mr. McNamara, "Hyde received a payment from DOE this morning of $2,588,180. This is the 5th of 6 bi-monthly payments for General Education and Special Education services in FY16. The payment is down $1,696 from the last one. General Education enrollment is at 934 students—below Hyde's current 940 cap. The school is not taking new students so that will carry forward. Special Education revenue is up as Liz Springer, Director of the Special Education Department, continues to get approval for Special Education services for students who need them."

5. Human Resources

No report.

6. Marketing/Advertising/Public Relations Committee

No report.

7. Facilities Committee

No report.

8. Education Committee

Mr. Fixler requested an update regarding an earlier Trustee meeting, in which attending Hyde parents expressed concern over a variety of issues, including school uniform policies, the clarity of communications, and support for new teachers. Mr. Sturtevant indicated that these issues are currently being resolved by School Directors and that the Parent Council has been established as a forum for responding to parent concerns.

9. Government Relations

No report.

10. Hyde Foundation

No report.

11. Other Business

None.

12. Public Comments

None.

13. **Executive Session**

N/A

14. Adjournment

There being no further business, the meeting was adjourned at 7:34 pm.

Minutes prepared by Josh Williams.

Hyde-Bronx Trustee Meeting Minutes
Hyde Leadership Charter School
Trustees Meeting
March 21, 2016
830 Hunts Point Avenue Bronx NY 10474
Minutes

Trustees Present:	Herb Fixler Herb Kaplan Deborah Dumont Maureen Singer Oz Hanley Dennis Mehiel Wilder Baker David Steadly
Trustees Absent:	Jeanette Melendez
Also present:	Thomas Sturtevant, Executive Director Mike McNamara, Chief Operating Officer Josh Williams, Director of Development and Communications Richard Romanoff, Nebraskaland, Chief Executive Officer Florentina Cruz, Hyde Parent Larry Cruz, Hyde Sibling Rumina Munoz, Hyde Parent

With a quorum present the meeting began at 6:05 PM, Mr. Fixler presiding.

1. **February 22, 2016 meeting minutes**

   A motion was made, seconded, and unanimously approved by the Trustees present to approve the minutes from the February 22, 2016 Board meeting.

2. **Executive Director's Report**

   Mr. Sturtevant discussed the progress that has been made in the search for an Elementary School Director for the 2016-2017 schoolyear. Mr. Sturtevant has collaborated with Hyde parents, teachers, staff, and the Board to create a position description and summary of the key characteristics the school is seeking in its new ES Director, and is now working with Hyde's

Director of Recruitment, Senior Leadership Team, and the global search firm Carney, Sandoe, and Associates, in recruiting qualified candidates.

Mr. Sturtevant also indicated that in the process of considering the elementary school senior leadership opportunity, a decision was made to re-configure the Hyde elementary and middle school divisional structures; in 2016-2017 Hyde Elementary School will serve students in kindergarten through 3rd grade, and Hyde Middle School will serve students in 4th through 8th grade. This change will balance the weight of each school division, align better with the physical space in the building, ensure that each school director is empowered to be physically present within their school, and create a more logical, welcoming environment for Hyde families.

Mr. Sturtevant welcomed the input of Hyde parents Ms. Florentina Cruz and Ms. Rumina Munoz, who had come to speak to their hopes and ideas for the school, as summarized in the Public Comments portion of the minutes.

Mr. Sturtevant distributed a report from the Hyde High School college office, including updates on Hyde graduates' college matriculation rates and college persistence rates. The report noted that as of March 21, 2016, 95% of Hyde's Class of 2016 has applied to college and 89% of applicants have been accepted into one or more colleges. Mr. Sturtevant mentioned that SAT preparation has become more of a focus for Hyde High School, as this exam is a key pathway for opportunity.

Board Trustee Deborah Dumont inquired if the school has any interest in providing additional practice tests to students throughout the schoolyear. Mr. Sturtevant communicated the school's commitment to its current testing systems, including consistent application of the nationally-normed NWEA assessment, and expressed hesitancy to over-test students throughout the year.

Mr. Sturtevant summarized an elementary school project in which Hyde students collaborated to replicate the Empire State Building in Legos, using this as an example for strong, inquiry-based academic instruction. Mr. Sturtevant also reviewed the recent Hyde High School Senior Retreat, in which a majority of Hyde's Class of 2016 attended an off-site retreat to discuss their personal growth, progress, and visions for themselves.

Mr. Sturtevant communicated that the school had not yet received word regarding its request to the Board of Regents for additional enrollment spaces, but he expected after the March or April Board of Regents meetings. Mr. Sturtevant also expressed that the NYC Department of Education will not be physically visiting the school this year for its annual review, but will be completing a remote review, or "desk audit".

3. **Development Committee**

Mr. Williams showed YTD February results. He reminded the Board that while foundation and corporate giving has been strong, working to meet fundraising goals across all funding categories is critical, including individual and Board giving. Mr. Williams also indicated that Board fundraising totals would increase markedly in March, due to the recent generosity several board members.

Mr. Williams reported on recent development activity, including a $5,000 gift from The AthLife Foundation that was recently approved for support of Hyde's student-athletes. He updated the Trustees on other development and communications activity, such as an outstanding grant request to City Council, a letter of inquiry distributed to The Charles Hayden Foundation, upgrades to the website, as well as upcoming fundraising and promotional events.

Mr. William suggested Hyde host a Spring Open House in May and the Board unanimously approved.

Hyde Board Chair Herb Fixler suggested that when a working version of the Hyde website is ready, the Board should be provided a demonstration. Mr. Williams agreed.

4. **Finance Committee**

Mr. McNamara reported that February's financial results were consistent with the school's performance year-to-date. Mr. McNamara projected that the school would have a favorable budget variance of approximately $500,000 for the fiscal year.

5. **Human Resources**

Ms. Dumont reported that she has been in collaboration with Mr. Sturtevant in the search for a new Elementary School Director, including conversations with teachers and staff regarding the needs of the elementary school and distinct characteristics desired of its incoming leader.

6. **Marketing/Advertising/Public Relations Committee**

No report.

7. **Facilities Committee**

No report.

8. Education Committee

Ms. Dumont reported that she and Mr. Sturtevant recently conducted a school visit with Cynthia McCallister, an early childhood education professor at New York University, in order to review the pedagogical practices of Hyde Elementary School. Ms. McCallister, Ms. Dumont, and Mr. Sturtevant discussed best practices in promoting "Learning Cultures", a student-centered approach to learning.

9. Government Relations

Mr. Mehiel reported that Hyde High School recently invited a variety of local political leaders to attend its Hunts Point 2030 Community Discussion to be held on Friday, April 8th. The event will be an opportunity for Hyde students to discuss with local political and CBO leaders the future of the Hunts Point community. Mr. Mehiel and Mr. Williams are currently reaching out to local political leaders, such as the Office of Borough President Ruben Diaz, to invite them to the event.

10. Hyde Foundation

No report.

11. Other Business

Mr. Hanley reported that he will be attending the Hyde School 50th Anniversary Celebration on Saturday, June 4th. Mr. Hanley and Mr. Williams are collaborating on information to present to the guests of the boarding school event, as a means to encourage further collaboration and support among the schools.

12. Public Comments

Hyde parents Florentina Cruz and Rumina Munoz were present, as well as Hyde sibling Larry Cruz, who acted as translator. At Mr. Sturtevant's invitation, Ms. Cruz and Ms. Munoz communicated their hopes for the new Hyde Elementary School Director and ideas for strengthening the school. Ms. Cruz and Ms. Munoz expressed a desire for the school to continue to hire excellent teachers committed to Hyde's long-term mission, to continue investing in student-family-teacher relationships and communication systems, and to offer additional supports for Hyde families so that they are best able to support students' academic growth.

Mr. Sturtevant and the Board thanked Ms. Cruz and Ms. Munoz for their thoughtful feedback. Mr. Sturtevant indicated that the Hyde Senior Leadership Team is currently working on these important initiatives, including high-quality teacher recruitment and retention, best practice communication systems, and skill-building Family Education Department events.

13. **Executive Session**

The Board of Trustees went into Executive Session at 8:20 pm to discuss a personnel matter.

14. Return From Executive Session

The Board of Trustees returned to Open Session at 8:50 pm.

15. Adjournment

There being no further business, the meeting was adjourned at 8:50 pm.

Minutes prepared by Joshua Williams.

Hyde-Bronx Trustee Meeting Minutes
Hyde Leadership Charter School
Trustees Meeting
April 18, 2016
830 Hunts Point Avenue Bronx NY 10474
Minutes

Trustees Present:	Herb Fixler Herb Kaplan Deborah Dumont Maureen Singer Wilder Baker Jeanette Melendez
Trustees Absent:	Oz Hanley Dennis Mehiel David Steadly
Also present:	Thomas Sturtevant, Executive Director Mike McNamara, Chief Operating Officer Josh Williams, Director of Development and Communications Joanne Goubourn, Executive Director, Hyde Foundation Richard Romanoff, Guest Ting Chen, Young Professionals Committee

With a quorum present the meeting began at 6:03 PM, Mr. Fixler presiding.

1. **March 21, 2016 meeting minutes**

   A motion was made, seconded, and unanimously approved by the Trustees present to approve the minutes from the March 21, 2016 Board meeting.

2. **Finance Committee**

   Mr. McNamara reported that Hyde's medical renewal from Tri-Net will be a 10.6% increase from the prior year, an increased cost of approximately $100,000. The school will be increasing both employee and employee premiums by this percentage to account for the change, and the school will be renewing with Tri-Net on July 1st.

Mr. McNamara reported that the school experienced a negative financial variance in the month of March due to building renovations and repairs, costs that will be reimbursed by a grant awarded by the State University of New York.

3. Executive Director's Report

Mr. Sturtevant reported on faculty retention. Mr. Sturtevant noted that teachers will be receiving their offer letters on Friday, April 22nd and indicated that a larger proportion of teachers are expected to return than in prior years. Mr. Kaplan suggested that Mr. Sturtevant meet personally with individual teachers uncertain of their plans to return, as an effort to positively influence their decision.

Mr. Sturtevant reported on the school's search for a new Elementary School Director. Mr. Sturtevant noted that he and the staff advisory committee are excited about the candidates under review, and that 3 finalists are under consideration. Following the school's spring break, candidates will visit the school, interview with staff and undergo performance tasks aligned to the roles and responsibilities of school director. Mr. Sturtevant indicated that the school's goal is to have a hiring decision made by the end of May.

Mr. Sturtevant reported that the grades 3 - 8 state tests are now complete and that Hyde teachers feel positive about students' performance. Mr. Sturtevant noted that 6 students and their families chose to opt-out from taking the tests, a small fraction of Hyde's grades 3-8 population. Mr. Sturtevant also reported that politically, the Department of Education appears to be leaning away from high stakes exams.

Mr. Sturtevant mentioned that the school is evaluating its schedule for next school year, and is considering a revised structure in which the official school day ends at 3:00 pm, providing more time for teachers to plan, for clubs, and for targeted enrichment/intervention.

Mr. Sturtevant noted that Ms. E is currently working with a parent group to identify a brick-and-mortar store for the sale of Hyde-Bronx uniforms.

Mr. Sturtevant reported that discipline challenges have tangentially impacted Hyde students; MS 424 student fights have been on the rise and a shooting in the neighborhood was also recently reported. Mr. Sturtevant expressed that he and other members of Hyde's Senior Leadership Team are in regular communication with school security and MS 424 school leaders in a shared effort to keep students safe.

4. Development Committee

Mr. Williams showed YTD March results. He encouraged the Board to meet their personal commitments to charitable giving, and to inspire their "Last Year But Unfortunately Not This Year" colleagues to make year-end contributions.

Mr. Williams reported that he and Mr. Kaplan are collaborating to solicit contributions from local Hunts Point businesses in support of Hyde-Bronx's graduation program. As a result, Mr. Williams noted that he expects corporate giving to increase by year-end.

Mr. Williams updated the Trustees on other development and communications activity, such as an outstanding grant request to City Council, a letter of inquiry distributed to The Charles Hayden Foundation, upgrades to the website, as well as upcoming fundraising and promotional events.

Mr. Williams inquired who should be invited to graduation; the Board recommended that all donors and supporters should be provided with an invitation to Hyde-Bronx's graduation ceremony in June.

5. Human Resources

Ms. Dumont complemented the Executive Director's report, indicating that finalists for the Elementary School Director search will be interviewed following the school's spring break.

6. Marketing/Advertising/Public Relations Committee

Mr. Williams noted that D'Arrigo Bros. Co. of New York will be visiting Hyde-Bronx on Tuesday, May 17th in an effort to highlight their ongoing support of the school.

7. Facilities Committee

Mr. Sturtevant noted that the 4th floor of 730 Bryant Avenue is being painted over the summer. This project will be completed in an effort to distinguish the new Hyde Middle School, serving students from 4th through 8th grade.

8. Education Committee

No report.

9. Government Relations

Mr. Williams reported that Councilmember Salamanca has been invited to visit Hyde-Bronx with Matthew D'Arrigo on May 17, 2016. Mr. Williams will inquire with Councilmember Salamanca about the status of Hyde-Bronx's $10,000 discretionary funding request at that time

10. Hyde Foundation

Ms. Goubourn reported that Oz Hanley will be present at the Hyde-Bath 50th anniversary on June 2nd and will present the progress of Hyde-Bronx.

Ms. Goubourn noted that Hyde-Bronx conducted its first Hyde Alumni Parents Association meeting. The group is interested in fundraising for the school and providing their feedback on post-secondary success.

Ms. Goubourn expressed that the Hyde School in New Haven is currently changing its name to Creed Health and Sport Sciences High School.

11. Other Business

No report.

12. Public Comments

Ms. Chen inquired about how Hyde-Bronx selects students for its Saturday Academy. Mr. Sturtevant indicated that Saturday Academy was established as a targeted intervention for children approaching proficiency in math and ELA, and that the program was offered as a voluntary option for children and their families.

13. Adjournment

There being no further business, the meeting was adjourned at 7:40 pm.

Minutes prepared by Joshua Williams.

Hyde-Bronx Trustee Meeting Minutes
Hyde Leadership Charter School
Trustees Meeting
May 23, 2016
830 Hunts Point Avenue Bronx NY 10474
Minutes

Trustees Present:	Herb Fixler Herb Kaplan Oz Hanley Dennis Mehiel Maureen Singer Wilder Baker Jeanette Melendez David Steadly
Trustees Absent:	Deborah Dumont
Also present:	Thomas Sturtevant, Executive Director Mike McNamara, Chief Operating Officer Josh Williams, Director of Development and Communications Joanne Goubourn, Executive Director, Hyde Foundation Michelle Lopez, Charter School Business Management Richard Romanoff, Guest Amir Asadi, Guest

With a quorum present the meeting began at 6:02 PM, Mr. Steadly presiding.

1. **April 18, 2016 meeting minutes**

   A motion was made, seconded, and unanimously approved by the Trustees present to approve the minutes from the April 18, 2016 Board meeting.

2. **Nominating Committee**

   While Mr. Romanoff was asked to wait outside of the meeting, the Board discussed Mr. Romanoff's candidacy for Board membership. A motion was made, seconded, and unanimously approved by the Trustees to approve Mr. Richard Romanoff for Board membership, effective May 23, 2016. Mr. Romanoff returned to the meeting and was warmly welcomed by his fellow Board Trustees.

3. **Executive Director's Report**

Mr. Sturtevant summarized a number of Hyde-Bronx stories reflecting a character-based culture that is alive and well at the school. These included a middle school team that is working with a Hyde-Bronx student and family to reflect on hurtful comments made toward others, Hyde-Bronx high school students who have collaborated with City Councilmember Rafael Salamanca to improve safety in the neighborhood, and a Hyde-Bronx 1st grade teacher who is working with students to strengthen their growth mindsets.

Mr. Sturtevant reported that under the leadership of Ms. Elizabeth Hittenmark and the Hyde-Bronx parent council, uniforms will now be available for purchase at storefronts in the area, rather than just online. This meaningful change was initiated based on parent feedback earlier this school year.

Mr. Sturtevant indicated that the Elementary School Director search is nearing its final stages. Three finalists were brought to the school for a thorough interview, and one finalist is being considered for hire. An offer will likely be made by May 27, 2016 following final reference checks.

Ms. Singer questioned whether there was a contingency plan in the event that the finalist decided not to accept Hyde-Bronx's offer. Mr. Sturtevant replied that additional internal and external candidates are currently being cultivated, and that a viable candidate will be selected by year end.

Mr. Hanley asked if additional resources were needed for recruitment. Mr. Sturtevant replied that the school's current budget is more than adequate for securing a top-tier school leader.

Mr. Sturtevant reported on faculty retention and indicated that 74 of the 79 teachers asked to return to Hyde-Bronx in 2016-2017 have currently accepted their offer letters, a marked improvement from prior years. Mr. Sturtevant attributes the retention success to the school's leadership and ongoing efforts to improve retention, including longevity bonuses for teachers with 5 or more years of service to the school, a staff-led Faculty Retention Committee working in collaboration with Hyde-Bronx's Senior Leadership Team, a $25,000 investment in Faculty Fellowships to promote teacher autonomy and teamwork, a restructured K-8 space, and efforts to promote additional planning time for teachers.

In alignment with efforts to provide additional planning time for teachers and more targeted enrichment and remediation instruction, Mr. Sturtevant requested that the Board approve a

material change to Hyde-Bronx's charter document, enabling the school to dismiss students at 3:00 pm beginning in August of 2016. Mr. Sturtevant summarized the benefits of such a change, including additional planning time for teachers, additional time for targeted remediation and enrichment activities during the 3:00 pm – 4:00 pm hours, and a likely improvement in disciplinary challenges which increase for younger students in the late afternoon hours.

Mr. Mehiel motioned, Mr. Hanley seconded the motion, and all Trustees voted in favor of approving a change to Hyde-Bronx's charter document allowing the school to dismiss students at 3:00 pm beginning in August of 2016, and enabling Mr. Sturtevant and Mr. McNamara to work with the New York City Department of Education to execute this charter revision on behalf of the Hyde-Bronx Board of Trustees.

4. Finance Committee

Mr. McNamara reported on the status of Hyde-Bronx's year-to-date financial performance and noted that the school currently has a budget surplus for the year-to-date figures through April 2016.

Mr. McNamara introduced Ms. Michelle Lopez, a Director with Charter School Business Management. Ms. Lopez has been contracted to support the school's financial operations three days per week while Mr. McNamara is working remotely to strengthen his health.

Mr. McNamara reviewed and proposed a budget for the 2017 fiscal year. Following a thorough review, Mr. Baker motioned, Mr. Hanley seconded the motion, and all Trustees voted in favor of approving the 2017 budget proposed by Mr. McNamara.

5. Development Committee

Mr. Williams showed YTD April results. He projected that the fundraising totals for the year would exceed the annual fundraising target, based on Board giving commitments. Mr. Williams encouraged the Board to meet their personal commitments to charitable giving, to inspire their "Last Year But Unfortunately Not This Year" colleagues to make year-end contributions, and to invite friends and colleagues to Hyde-Bronx's graduation ceremony on June 25th, 2016.

Mr. Williams reported that he and Mr. Kaplan are collaborating to solicit contributions from local Hunts Point businesses in support of Hyde-Bronx's graduation program. Mr. Williams noted that in the month of May, local business leaders Omni Foods and D'Arrigo Bros. Co. of New York had collectively pledged to donate $20,000 to the school.

Mr. Williams updated the Trustees on other development and communications activity, such the success of recent events at the school, the forthcoming edition of *Character Matters*, and a website revitalization project that is being completed with the partnership of Rodriguez Valle Creative.

Mr. Fixler recommended that Board of Trustees contribute a full-page ad in Hyde-Bronx's commencement ceremonies, including a $1,000 contribution. The Board indicated their support, and Mr. Williams was instructed to draft a message to students on behalf of the Hyde-Bronx Board of Trustees.

6. Human Resources

Mr. Sturtevant reminded the Board that an offer will be made to a finalist candidate for the Elementary School Directorship within the next 2-3 business days.

7. Marketing/Advertising/Public Relations Committee

Mr. Baker indicated that he is soliciting colleagues at The New York Times to feature coverage of Hyde-Bronx, although thus far these efforts have been unsuccessful.

8. Facilities Committee

No report.

9. Education Committee

Mr. Sturtevant reminded the Board that an offer will be made to a finalist candidate for the Elementary School Directorship within the next 2-3 business days.

10. Government Relations

No report.

11. Hyde Foundation

Ms. Goubourn reported that the Hyde Foundation is excited to be celebrating the Hyde-Bath 50th Anniversary the weekend of June 4th. Ms. Goubourn indicated that Mr. Hanley will be speaking on behalf of Hyde-Bronx, to promote the success of our school and encourage additional support.

12. Other Business

No report.

13. Public Comments

Mr.Asadi asked the Board how the school tracks its reserves. Mr. Sturtevant responded that the schools financial reserves are reported in audited financial statement in accordance with Generally Accepted Accounting Principles.

14. Adjournment

There being no further business, the meeting was adjourned at 8:02 pm.

Minutes prepared by Joshua Williams.

Hyde-Bronx Trustee Meeting Minutes
Hyde Leadership Charter School
Trustees Meeting
June 27, 2016
830 Hunts Point Avenue Bronx NY 10474
Minutes

Trustees Present:	Herb Fixler Herb Kaplan Oz Hanley Wilder Baker David Steadly
Trustees Absent:	Deborah Dumont Dennis Mehiel Maureen Singer Jeanette Melendez Richard Romanoff
Also present:	Thomas Sturtevant, Executive Director Amaris Obregon, Elementary School Director Josh Williams, Director of Development and Communications Michelle Lopez, Charter School Business Management Ruth Jarmul, Guest

The meeting began at 6:05 PM, Mr. Fixler presiding.

1. **May 23, 2016 meeting minutes**

   A motion was made, seconded, and unanimously approved by the Trustees present to approve the minutes from the May 23, 2016 Board meeting.

2. **Executive Director's Report**

   Mr. Sturtevant updated the Board regarding the progress of the school's initiative to modify the timing of the school day in 2016-2017. Mr. Sturtevant reported that the Department of Education approved the change in schedule and the bus logistics have been worked out; in 2016-2017 the K-12 school day will run from 8:00 am – 3:10 pm

Mr. Sturtevant provided updates regarding charter-related activity in the New York state government. Mr. Sturtevant reported that charter schools have a one-time opportunity to change authorizers, and also that recent legislation was passed allowing SUNY-authorized charters to modify operational regulations. The language and implications surrounding this legislation has been vague, and the school will continue to be attentive to new developments.

Mr. Sturtevant summarized the success of the school, as evidenced by Hyde-Bronx's graduation ceremony on June 25, 2016. 94% of the Class of 2016 graduated on time, and their speeches included themes of independence, growth, and social justice. Mr. Sturtevant remarked that Celia Sosa (High School Director) has done an excellent job this year. He also noted that the Class of 2016 had the highest rate of Advanced Regents diplomas of any Hyde-Bronx class to date (17%). Mr. Sturtevant noted that 95% of the gradates have enrolled in college, and that the Alumni Affairs team will provide a more thorough report on alumni progress at the July Board meeting.

Mr. Sturtevant reported that, at the middle school level, 100% of 8th graders took 3 Regents level classes – Algebra, U.S. History, and Living Environment. Approximately 40% of 8th grade students earned college-ready scores on their U.S. History and Living Environment exams, doubling the total number of 8th grader students achieving this. Hyde Middle School continues to push rigor and higher-level skills to prepare students for college and for life.

Mr. Sturtevant introduced Hyde Elementary School Director Amaris Obregon, who will be leading the school in 2016-2017 and recently completed her 5th day as a team member. Mr. Sturtevant then invited Ms. Obregon to share her experiences as an educator, and what attracted her to Hyde-Bronx.

Ms. Obregon gave a brief summary of her work and life experience, including roles as an elementary school teacher, counselor, charter school consultant, school leader, and most recently, Director of Teaching and Learning at an international school in Sao Paulo, Brazil. Ms. Obregon conveyed her excitement to be joining the team, as well as the key opportunities for growth she sees in the school.

Mr. Sturtevant remarked on the status of Hyde's Signature Practices. Mr. Sturtevant reported that this year Hyde-Bronx has continued to authentically employ numerous Signature Practices, including concern meetings, EEMO (effort) rubrics, faculty evaluations, senior evaluations, admissions interviews, and more.

Mr. Sturtevant concluded his report by noting that, as a component of the strategic planning process, he is considering how to best promote a school culture in which students take ownership over Hyde-Bronx's character culture.

3. **Finance Committee**

Ms. Lopez reported on the status of Hyde-Bronx's year-to-date financial performance and noted that the school currently has a budget surplus for the year-to-date figures through May 2016.

Ms. Lopez pointed out that while the Medical Insurance line item appears at a budget deficit for the month, this is primarily attributable to the timing of premium payments.

Ms. Lopez noted that the school's finances are in good condition as the business team works to close out the year, and that based on her experience working with other charter schools via her organization, Hyde-Bronx has impressive, highly-functioning systems, including appropriate paperwork.

4. **Development Committee**

Mr. Williams showed YTD May results. He projected that the fundraising totals for the year would exceed the annual fundraising target, based on Board giving commitments. Mr. Williams noted that while May contributions appeared below average, a substantial deposit was made in the 1st week of June, which included the majority of these contributions.

Mr. Williams reported that the school was recently approved of a $5,000 grant from The New Yankee Stadium Community Benefits Fund, as well as a $5,000 contribution for the New York City Council, both in support of Hyde-Bronx's summer programs. Mr. Williams indicated that he is currently completing the necessary forms and coursework in order to ensure that Hyde-Bronx receives funds from the City Council.

Mr. Williams noted that the school raised $23,300 from local business in support of the school's graduation program campaign. Mr. Williams indicated that this was a substantial increase from years past, and that in addition to gifts from new companies, many of the companies supporting the school have increased their tiers of giving.

Mr. Williams reported that a revised school website is currently being constructed by Rodriguez Valle Creative, a website design firm. A draft of the website will be available to test in the 1st week of July, and the website will go live by July 31, 2016.

In addition to upcoming communications, Mr. Williams indicated that he plans to submit a variety of grant requests, including proposals to The Hyde and Watson Foundation and The Bronx Rotary Club.

5. **Human Resources**

No report.

6. **Marketing/Advertising/Public Relations Committee**

No report.

7. **Facilities Committee**

Mr. Steadly reported that the Class of 2016 signatures plaque would be installed over the summer.

8. **Education Committee**

No report.

9. **Government Relations**

Mr. Fixler encouraged the school to invite local political leaders, such as Borough President Ruben Diaz, Jr., State Senator Reverend Ruben Diaz, Sr., and City Council Member Rafael Salamanca, Jr., to attend the Hyde-Bronx 10th anniversary celebration on Saturday, October 15th.

10. **Hyde Foundation**

Mr. Fixler reported that Hyde-Bronx and the Hyde Foundation are currently negotiating their partnership agreement.

11. **Other Business**

Mr. Hanley reported on his visit to the Hyde-Bath 50th Anniversary Celebration. Mr. Hanley indicated that he was able to speak with approximately 45 people about the success of Hyde-Bronx, and that a handful of guests indicated an interest in supporting the school. Mr. Hanley will continue to cultivate these relationships.

12. **Public Comments**

Ms. Jarmul expressed her appreciation for the school, and encouraged the school to continue its efforts to empower children and families in the South Bronx.

13. Adjournment

There being no further business, the meeting was adjourned at 7:40 pm.

Minutes prepared by Joshua Williams.

Entry 11: Enrollment and Retention of students with disabilities, English language learners, and students who are eligible for free and reduced priced lunch

	2014-2015 Hyde	2015-2016 Hyde	2015-2016 District 8	2015-2016 Citywide
Students with disabilities	17%	19%	22%	19%
English language learners	7.6%	8%	12%	13%
Students eligible for free/reduced lunch	93%	90%	89%	77%

Hyde's enrollment of students with disabilities increased from 17% to 19% in the 2015-16 school year. Although this is slightly lower than the average percentage of students with disabilities in District 8, it should be noted that Hyde's population of students with disabilities reflects the 2015-2016 citywide average of students with disabilities. Hyde's percentage of English language learners increased slightly this year (from 7.6% to 8.0%), although still lagging behind the percentage of ELLs in District 8 and the rest of the city. Lastly, Hyde's percentage of students eligible for free or reduced lunch prices was 90%, well above the citywide average (77%) and above the average for District 8 (89%).

Hyde does not discriminate in admission and enrollment practices on the basis of the student having a disability, limited English proficiency, or being eligible for free or reduced priced lunch. Students with disabilities, English language learners, and students eligible for free or reduced lunch are accepted into the school through the regular admissions process. For the 2016-2017 school year, Hyde received a record number of 2603 applications for approximately 100 open seats. Hyde's recruitment efforts included the following:

- All recruitment documents noted services offered for English language learners and students with disabilities
- Recruitment documents were translated into Spanish
- Information sessions, which were offered in English and Spanish
- Participated in the Common Charter Application to extend our reach
- Distributed recruitment materials in to daycare centers, private and public schools in District 8 and Bronx

Hyde Leadership Charter School will make efforts to attract a comparable or greater enrollment of students with disabilities and English language learners as compared to the enrollment figures for students in the district locations by notifying the CSE of our educational programs and possible openings for the coming school year. Hyde Leadership will continue to hold additional information sessions for parents who are interested in learning more about special education services and the structured English immersion program our school provides. Hyde will retain special education students and English language learners by ensuring to offer exceptional programs that are responsive to the needs of our students and their parents.

Entry 12 Teacher and Administrator Attrition

Created: 07/06/2016
Last updated: 07/25/2016

Report changes in teacher and administrator staffing.

Page 1

Instructions for completing the Teacher and Administrator Attrition Tables

The following tables reflect formatting in the online portal required for Regents authorized charter schools. Schools should provide, for teachers and administrators only, the full time equivalent (FTE) of staff on June 30, 2015; the FTE for added staff from July 1, 2015 through June 30, 2016; and the FTE for any departed staff from July 1, 2015 through June 30, 2016 using the two tables provided.

2015-16 Teacher Attrition Table

	FTE Teachers on June 30, 2015	FTE Teachers Departed 7/1/15 – 6/30/16	FTE Teachers Filling Vacant Positions 7/1/15 – 6/30/16	FTE Teachers Added in New Positions 7/1/15-6/30/16	FTE of Teachers on June 30, 2016
	99	24	12	0	103

2015-16 Administrator Position Attrition Table

	FTE Administrative Positions on June 30, 2015	FTE Administrators Departed 7/1/15 – 6/30/16	FTE Administrators Filling Vacant Positions 7/1/15 – 6/30/16	FTE Administrators Added in New Positions 7/1/15-6/30/16	FTE Administrative Positions on June 30, 2016
	34	3	3	0	32

Thank you

Entry 13 Uncertified Teachers

Created: 07/11/2016

Last updated: 07/25/2016

Page 1

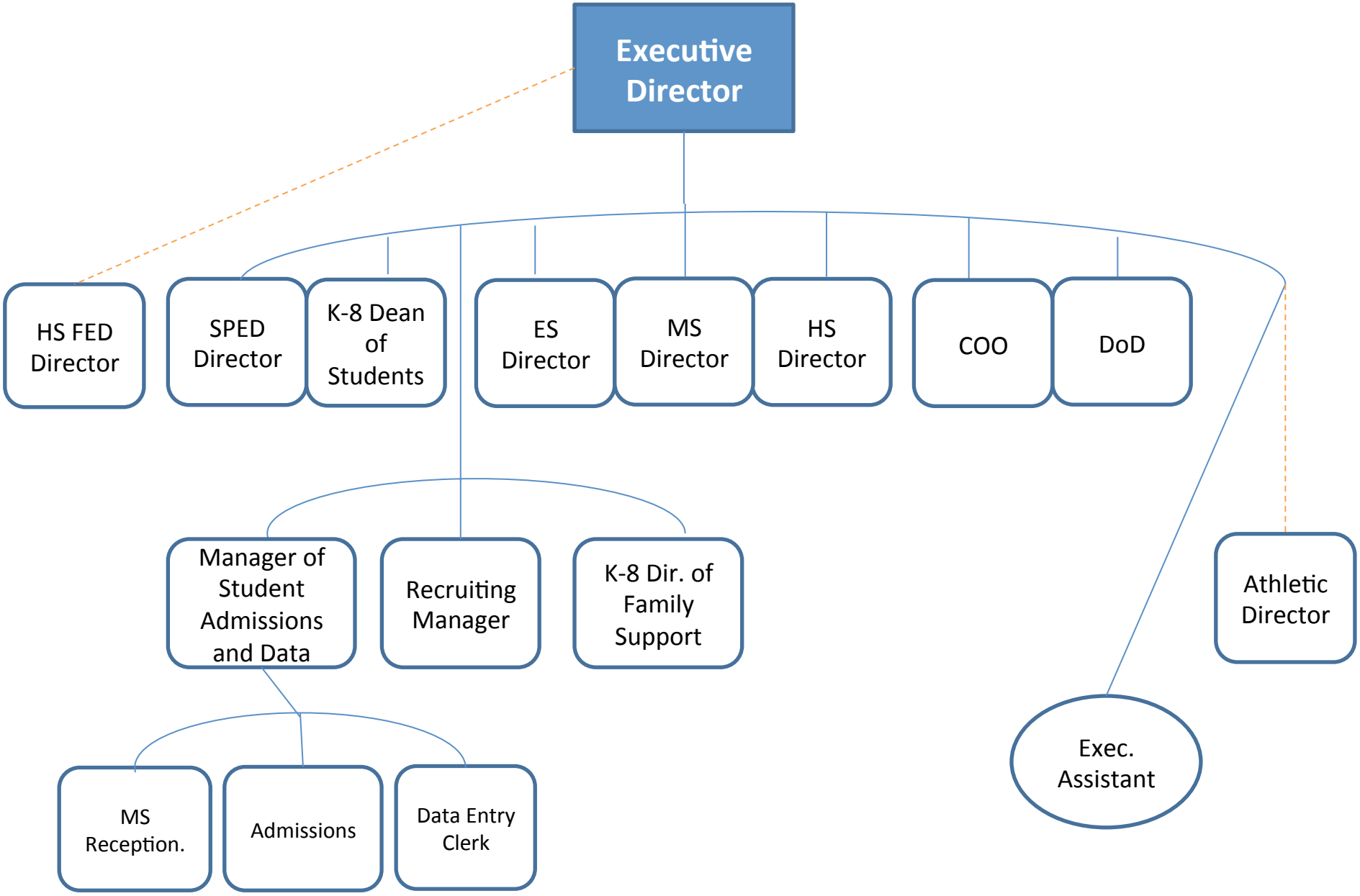
The table below is reflective of the information collected through the online portal for compliance with New York State Education Law 2854(3)(a-1) for teaching staff qualifications. Enter the relevant full time equivalent (FTE) count of teachers in each column. For example, a school with 20 full time teachers and 5 half time teachers would have an FTE count of 22.5. If more than one column applies to a particular teacher, please select one column for the FTE count.

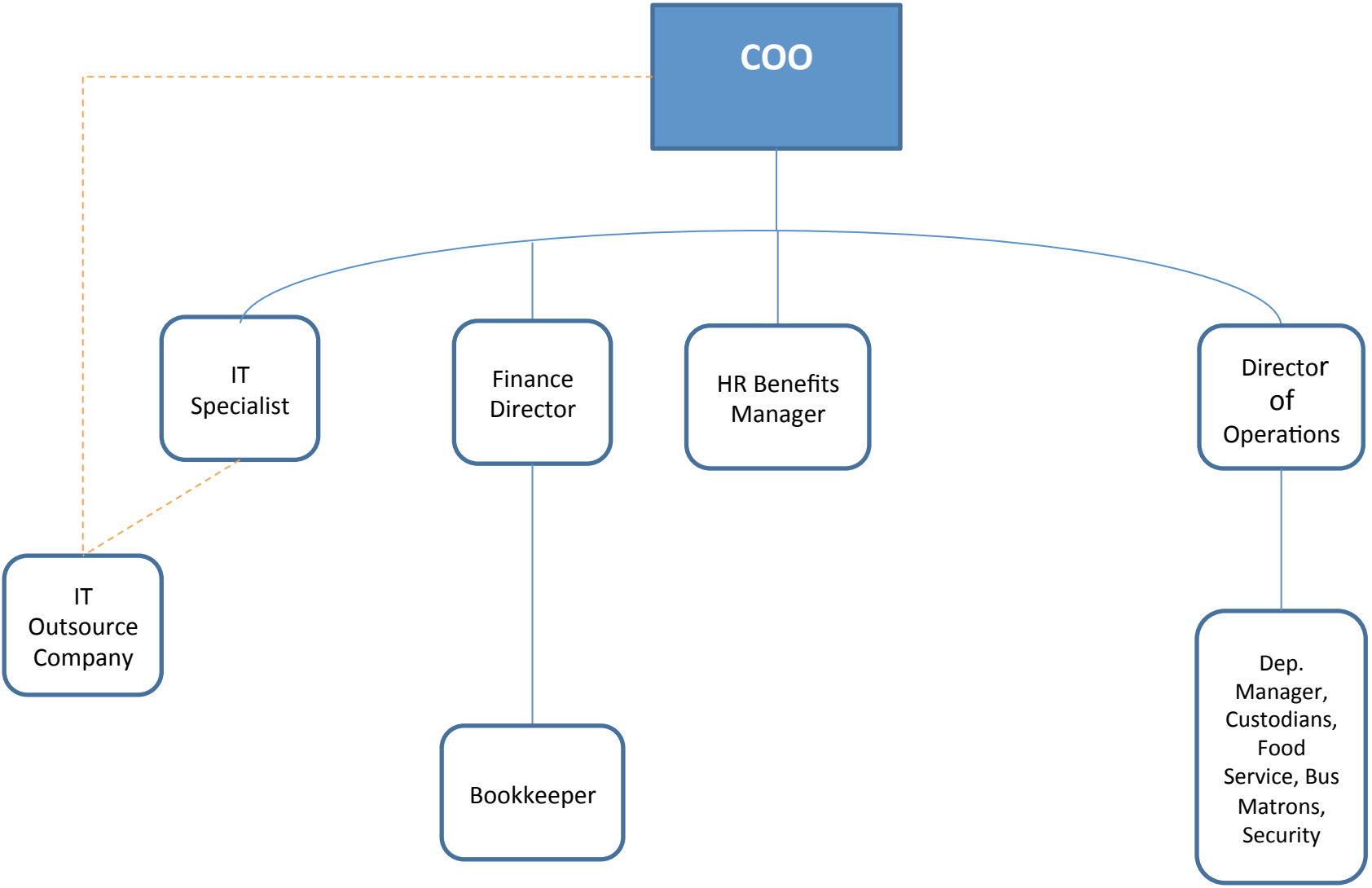
Staff Qualifications (June 30, 2016)

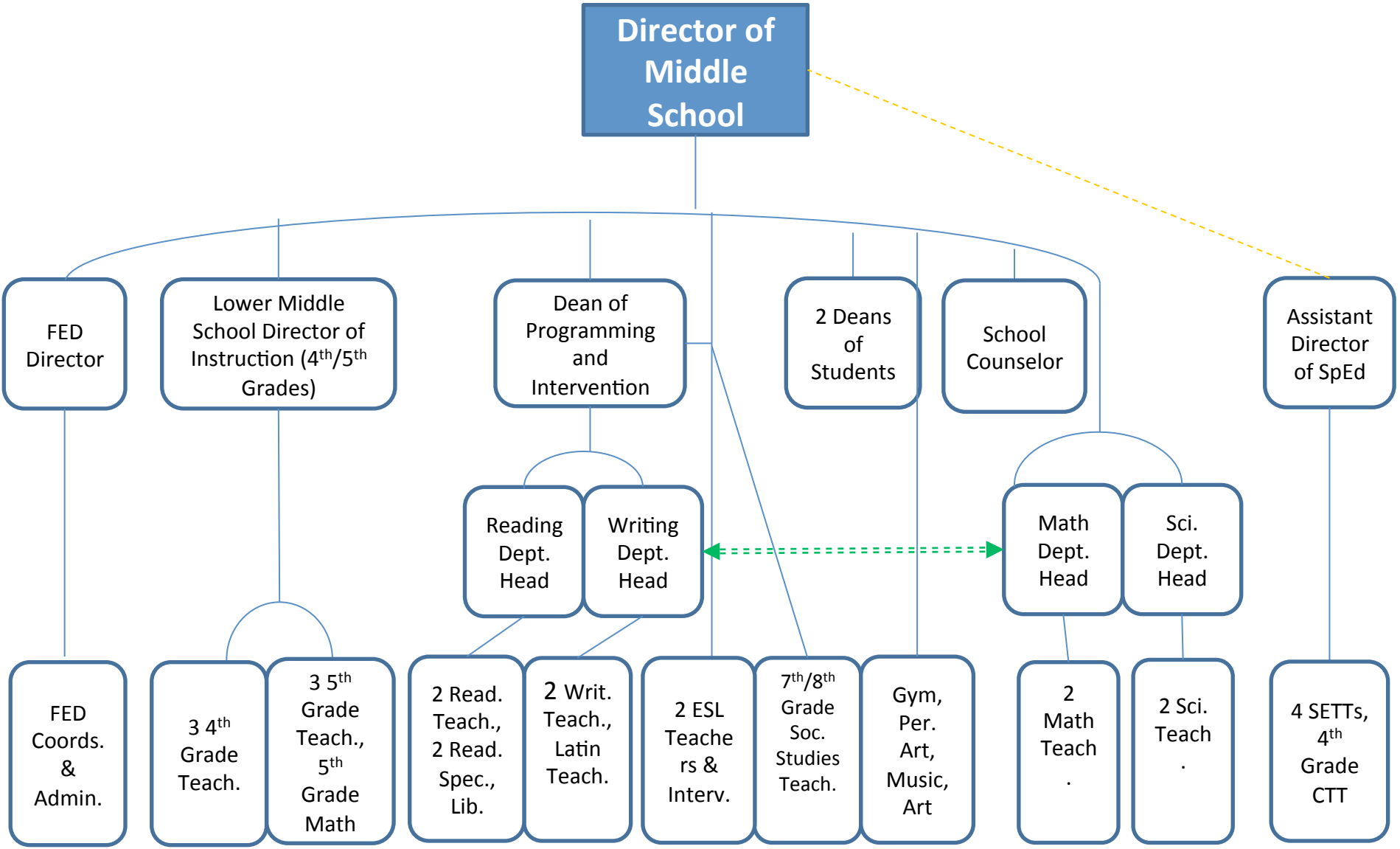
Note: Columns should sum to the FTE count of Teachers on June 30, 2016, and each teacher should be in only one column.

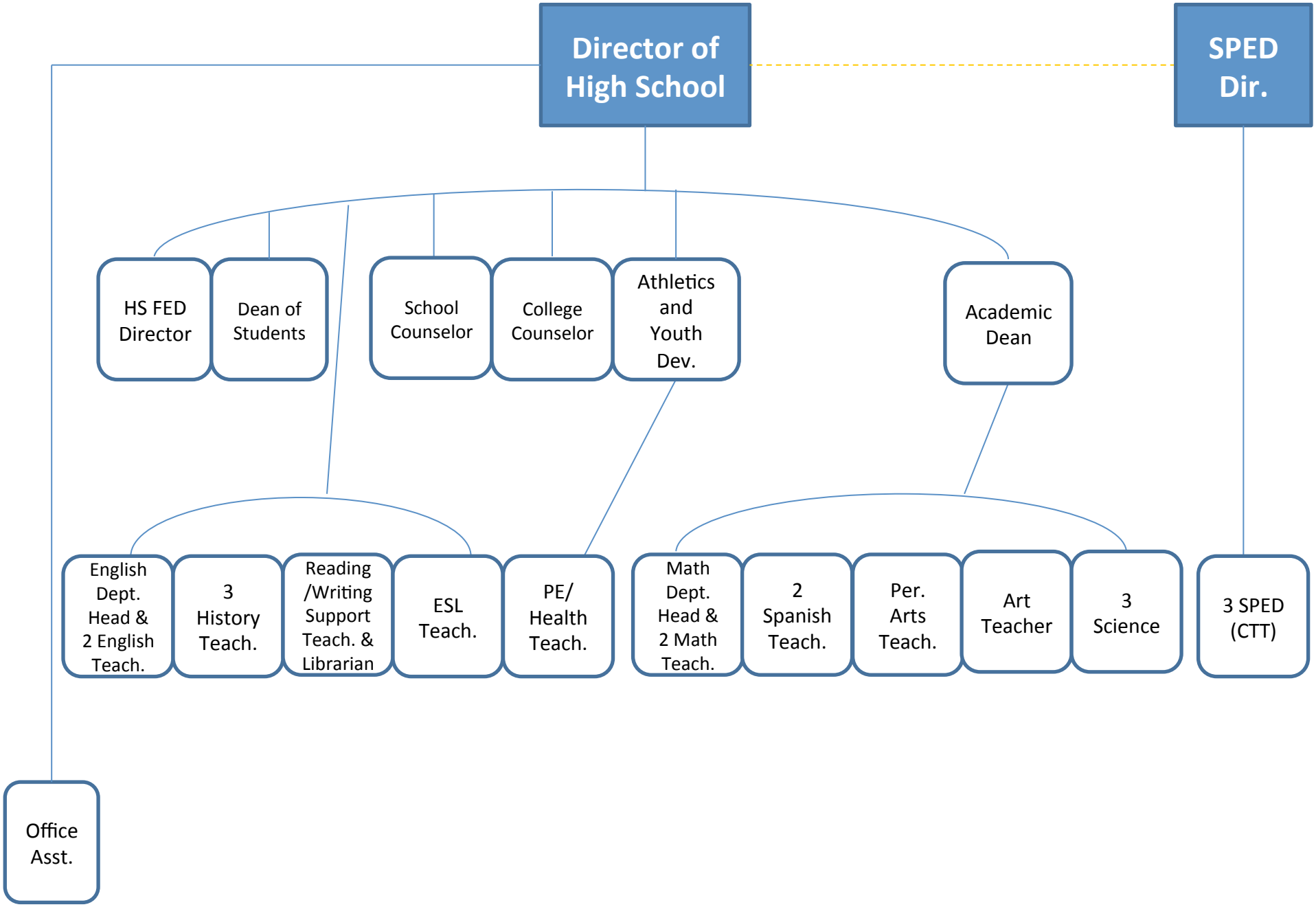
1. FTE Count of Uncertified Teachers (6-30-15)	0
2. FTE count of uncertified teacher with at least three years of elementary, middle or secondary classroom teaching experience (6-30-15)	10
3. FTE count of uncertified teachers who are tenured or tenure track college faculty (6-30-15)	0
4. FTE count of uncertified teachers with two years of Teach for America experience (6-30-15)	2
5. FTE count of uncertified teachers with exceptional business, professional, artistic, athletic, or military experience (6-30-15)	2
6. FTE count of uncertified teachers who do not fit into any of the prior four categories	10
Total	24.0

Thank you.


Executive Director
HS FED Director
SPED Director
K-8 Dean of Students
ES Director
MS Director
HS Director
COO
DoD
Manager of Student Admissions and Data
Recruiting Manager
K-8 Dir. of Family Support
Athletic Director
Exec. Assistant
MS Reception.
Admissions
Data Entry Clerk


COO
IT Specialist
Finance Director
HR Benefits Manager
Director of Operations
IT Outsource Company
Bookkeeper
Dep. Manager, Custodians, Food Service, Bus Matrons, Security


Director of Middle School
FED Director
Lower Middle School Director of Instruction (4th/5th Grades)
Dean of Programming and Intervention
2 Deans of Students
School Counselor
Assistant Director of SpEd
Reading Dept. Head
Writing Dept. Head
Math Dept. Head
Sci. Dept. Head
FED Coords. & Admin.
3 4th Grade Teach.
3 5th Grade Teach., 5th Grade Math
2 Read. Teach., 2 Read. Spec., Lib.
2 Writ. Teach., Latin Teach.
2 ESL Teachers & Interv.
7th/8th Grade Soc. Studies Teach.
Gym, Per. Art, Music, Art
2 Math Teach.
2 Sci. Teach.
4 SETTs, 4th Grade CTT


Director of High School
SPED Dir.
HS FED Director
Dean of Students
School Counselor
College Counselor
Athletics and Youth Dev.
Academic Dean
English Dept. Head & 2 English Teach.
3 History Teach.
Reading /Writing Support Teach. & Librarian
ESL Teach.
PE/ Health Teach.
Math Dept. Head & 2 Math Teach.
2 Spanish Teach.
Per. Arts Teach.
Art Teacher
3 Science
3 SPED (CTT)
Office Asst.

HYDE
Preparation for Life

HYDE LEADERSHIP CHARTER SCHOOL

as of 5/21/15

2015-2016 SCHOOL YEAR CALENDAR (HIGH SCHOOL)

SEPTEMBER 2015

2	**½ Day: First Day of School** (Wednesday) All Students (K-12) Dismissed @ 12:30pm
3	HS Q1 Begins
7	**No School (K-12): Labor Day** (Monday)
14-15	**No School (K-12): Rosh Hashanah** (Monday-Tuesday)
22	**HS Back-to-School Night** (Tuesday)
23	**No School (K-12): Yom Kippur** (Wednesday)
24	**No School (K-12): Eid al-Adha** (Thursday)
25	**No School (K-12)** (Friday)

OCTOBER 2015

12	**No School (K-12): Columbus Day** (Monday)
14	**PSAT Administration** (Early Dismissal for Students)
15	**HS P-T Conferences & Q1 Progress Reports Issued** (12:30pm HS Dismissal)
23-25	**HS Family Retreat** (Friday-Sunday)

NOVEMBER 2015

2-5	**HS Q1 Benchmark Exams** (12:30pm HS Dismissal)
6	HS Q1 Ends
9	HS Q2 Begins
11	**No School (K-12): Veterans Day** (Wednesday)
13	**No School for HS Students: Q1 Data Day** (Friday)
18	HS Q1 Report Cards Issued
21	**HS Fall Family Discovery Day** (Saturday)
25-27	**No School (K-12): Thanksgiving Break** (Wednesday-Friday)
30	School Resumes (Monday)

DECEMBER 2015

17	**HS P-T Conferences & Q2 Progress Reports Issued** (12:30pm HS Dismissal)
21-31	**No School (K-12): Winter Recess** (Monday-Thursday)

JANUARY 2016

1	**No School (K-12): New Year's Day** (Friday)
4	School Resumes (Monday)
14	**HS Parent Discovery Night** (Thursday)
18	**No School (K-12): Dr. Martin L. King Day, Jr. Day** (Monday)
25	HS Q2 Ends
26-29	**Regents & Q2 Benchmark Exams**

½ Day Every Friday – 12:30 p.m. Dismissal
Red: No School
Blue: HS Family Education Department (FED) Events
Note: P-T Conferences = Parent-Teacher Conferences

FEBRUARY 2016

1	HS Q3 begins **Regents Grading Day** (12:30pm HS Dismissal)
5	**No School for HS Students: Q2 Data Day** (Friday) S1 Report Cards, Summer School & PID Notifications Issued
11	**HS Parent Discovery Night** (Thursday)
15-19	**No School (K-12): Mid-Winter Recess** (Monday-Friday)
22	School Resumes
26-28	Senior Class Retreat (Friday-Sunday)

MARCH 2016

10	**HS P-T Conferences & Q3 Progress Reports Issued** (12:30pm HS Dismissal)
25-28	**No School (K-12): Easter Break** (Friday & Monday)

APRIL 2016

4-7	**HS Q3 Benchmark Exams** (12:30pm HS Dismissal)
7	HS Q3 Ends
8	HS Q4 Begins
15	**Class Trips: Q3 Data Day** (Friday) HS Q3 Report Cards Issued
16	**HS Spring Family Discovery Day** (Saturday)
25-29	**No School (K-12): Spring Recess** (Monday-Friday)

MAY 2016

2	School Resumes
3	AP Spanish Language & Culture Exam
4	AP English Literature & Composition Exam
6	AP US History Exam
19	**HS P-T Conferences & Q4 Progress Reports Issued** (12:30pm HS Dismissal) S2 Summer School & PID Warnings Issued
27	**Last Day of Senior Classes**
30	**No School (K-12): Memorial Day** (Monday)

JUNE 2016

1	**Regents**: Common Core Algebra 2
10	HS Q4 Ends
11	**Senior Parent Graduation** (Saturday) (by invitation only)
13	Regents & Final Exams Review Day
14-22	**Regents & Final Exams**
23	**No School for HS students: Regents Exams Rating Day** (Thursday) **Parent Celebration** (Thursday) (by invitation only)
24	**No School for HS Students** (Friday) S2 Report Cards, Summer School & PID Notifications Issued **Class of 2016 Baccalaureate**
25	**Class of 2016 Commencement** (Saturday) *(tentative)*
29	**½ Day: Last Day of School** (Wednesday) All Students (K-12) Dismissed @ 12:30pm

HYDE
Preparation for Life

HYDE LEADERSHIP CHARTER SCHOOL
www.HydeBronxNY.org

2015-2016
K-8 School Year Calendar

September 2015

1	Back-To-School Event (K-8)
2	First Day of School: Half-Day Dismissal (K-12)
7	No School: Labor Day
8	First Day of Busing
14-15	No School Rosh Hashanah
23	No School: Yom Kippur
24	No School: Eid al-Adha
25	No School

October 2015

12	No School: Columbus Day (K-12)
13-14	6-8 Parent Teacher Conferences (Appointment Only)
15	K-8 Parent-Teacher Conferences: Half Day Dismissal
17	Fall Family Day (Grades 6-8) (FED)
23	Hispanic Heritage Month Celebration (Grades 6-8)
23-25	MS/HS Family Retreat
27	A-Net A-1 (ELA): Grades 2-8
28	A-Net A-1 (ELA): Grades 2-8
29	A-Net A-1 (Math): Grades 2-8

November 2015

3	No School for Students: Election Day
	K-8 DATA DAY (8:00-4:00)
11	No School: Veterans Day (K-12)
12	K-5 Parent Discovery Night
19	6-8 Parent Discovery Night
25-27	No School: Thanksgiving Break (K-12)

December 2015

5	ES Winter Concert
15-16	6-8 Parent Teacher Conferences (Appointment Only)
17	K-8 Parent-Teacher Conferences: Half Day Dismissal
18	6-8 Winter Talent Show
21-31	No School: Winter Recess (K-12)

January 2016

1-3	No School: Winter Recess (K-12)
4	School Resumes
11	A-Net A-2 (ELA): Grades 2-8
12	A-Net A-2 (ELA): Grades 2-8
13	A-Net A-2 (Math): Grade 2-8
14	K-5 Parent Discovery Night
18	No School: Martin L. King Day (K-12)
21	6-8 Parent Discovery Night
22	No School K-8: Data Day (8:00-4:00)

February 2016

11	6-8 Parent Discovery Night
15-19	No School: Mid-Winter Recess (K-12)
25	K-5 Parent Discovery Night
26	6-8 Black History Month Celebration

March 2016

7	A-Net A-3 (ELA): Grades 2-8
8	A-Net A-3 (Math): Grades 2-8
9	A-Net A-3 (ELA): Grades 2-8
11	K-8 DATA DAY: Half-Day Dismissal
	6-8 Mother/Son Night (FED)
15-16	6-8 Parent Teacher Conferences (Appointment Only)
17	K-8 Parent-Teacher Conferences: Half Day Dismissal
18	Father/Daughter Night (Grades 6-8) (FED)
25	No School: Good Friday (K-12)
28	No School: Easter Monday (K-12)

April 2016

2	6-8 Spring Family Day
5-7	Grades 3-8 English Language Arts Assessment
12-30	NYSESLAT Speaking Exams
13-15	Grades 3-8 NYS Mathematics Assessment
25-29	No School: Spring Recess (K-12)

May 2016

2-13	NYSESLAT Listening, Reading, Writing Exams
6-8	6-8 Spring Family Retreat
17-18	6-8 Parent-Teacher Conferences (Appointment Only)
19	K-8 Parent-Teacher Conferences: Half Day Dismissal
25-31	4th and 8th Grade Science Performance Test
27	6-8 Mother/Daughter Night (FED)
30	No School: Memorial Day (K-12)
31	A-Net A-4 (ELA): Grades 2-8

June 2016

1-3	4th and 8th Grade Science Performance Test
1	A-Net A-4 (ELA): Grades 2-8
2	A-Net A-4 (Math): Grades 2-8
6	4th and 8th Grade Written Science Test
7	ES Spring Concert
10	6-8 Father/Son Night (FED)
14	6-8 Spring Concert
15	US History Regents Grade 8 (PM Session)
	Living Environment Regents Grade 8 (AM Session)
16	Common Core Algebra Regents Grade 8 (AM Session)
	K-12 Parent Celebration (Half Day Dismissal)
17	6-8 Spring Talent Show
25	Commencement (High School Seniors)
29	Last Day of Classes: Half-Day Dismissal
	K-5 Stepping Up Ceremony
30	8th Grade Stepping Up Ceremony

Revised 08/26/15