**March 2021 Board Meeting Recording Transcript**

Kristen: [00:02](https://www.rev.com/transcript-editor/Edit?token=1HyjVZC9iB3_QyicbGArjXc7sb0HZRUqxN0rBF9Wcq76_3Nwb3pRevD4UQ6IvPCj6QJYUZDf4bBwfFRE4-a6n4XivV8&loadFrom=DocumentDeeplink&ts=2.52) I'm going to go ahead and call the meeting to order at 6:32. Hi everyone. March, almost April, my goodness gracious. Guersch can you scroll that down for me please?

Guersch: [00:17](https://www.rev.com/transcript-editor/Edit?token=ZC7zVScK2vz4AmAZlrrVOJA0CGbdCYlsR3DQLUnthvMoA1QMuwMFm0U1tSP5KG5DifrLZZ8s12Xtz2EAaC64oFVvKg4&loadFrom=DocumentDeeplink&ts=17.14) Absolutely. Sorry about that.

Kristen: [00:21](https://www.rev.com/transcript-editor/Edit?token=Xn6a5MLMTne7fYaUEKchy70oeIMiMLF4RzgSG2ipC0_6lbBKDeEFp3B8LNBI8PPxZ6vYcFzj_KuNBWeMneZz3PMl2O8&loadFrom=DocumentDeeplink&ts=21.69) Thank you. Okay. Are you all ready for secretary? I want to make sure before we do attendance call.

Lucy: [00:28](https://www.rev.com/transcript-editor/Edit?token=_PwEi2hWsR4GVA7-umpVjLyRYla1_95rTjIioLcbEbp2GxLpjuDpdEiSVTBV4bANqSa4eU4P8t10abIl-jAhf2Qxirk&loadFrom=DocumentDeeplink&ts=28.69) I'm trying. I got it.

Kristen: [00:30](https://www.rev.com/transcript-editor/Edit?token=5yd6VCvNNNy2k6mGyTwEcHvAvP0NOVMl-qIwjqm62r9_SNOfJljne1GhpveaoCnmpfFHW6_8XbH-k8Kpxa5dl40Dym4&loadFrom=DocumentDeeplink&ts=30.111) [inaudible 00:00:30] or is it easier to have those actually [inaudible 00:00:35]-

Lucy: [00:34](https://www.rev.com/transcript-editor/Edit?token=780RuxfVU0GFGLnfr8O4WmNuiy6S7WNcT754xwbcjJKvsaKnor7cVizoP76CS5e_Wvi87jVBiy-_zW4Jl9qiSpe2mRY&loadFrom=DocumentDeeplink&ts=34.84) No that's fine. I got it.

Kristen: [00:41](https://www.rev.com/transcript-editor/Edit?token=AUFJnJMH_IyPu60HsqJyvv9-ok-DtbS_OVABnIG0K4Ea2HHZBfNkpbWSKdaqj28QVpmKpC7YC_HQTC8X3RDJCJ8xhzE&loadFrom=DocumentDeeplink&ts=41.16) Okay, [inaudible 00:00:43] I did that out of order. I was supposed to do that first and then call the meeting to order, but we're here. Okay, first up on the docket, we approve the minutes from the last months meeting. So, I had an opportunity to brush up on my own [inaudible 00:00:54] here. So how it goes, I'll ask for a motion until we actually need a board member to make a motion, and then we need a board member to second it, and then I'll take it to a vote and then we'll be able to move forward. Sound good?

Guersch: [01:08](https://www.rev.com/transcript-editor/Edit?token=LwZAa4YtImgyAM-4E7chRHTH695-0TaeqfskycsaGy8Nd8XlzjZooMfdMqjCDXHy-VVWk3WRFy2hEpL00odhv-hHvqs&loadFrom=DocumentDeeplink&ts=68.43) Sounds great.

Lucy: [01:09](https://www.rev.com/transcript-editor/Edit?token=ZZOhSC0dYSgKQNjnHv5Y3JpEVdynOWWDGv7LelCmpINsUxHV7aIpDMmGxDIdw0ne-UNpoZDwXmF2lE2nFLpTBkwAi3A&loadFrom=DocumentDeeplink&ts=69.56) Yep.

Kristen: [01:11](https://www.rev.com/transcript-editor/Edit?token=ie0TXbYk1lpN1p_FiDX1kODqbThdkfHgviY8hK3iaBO7v1uYeZaxzqgC87D02jxnr4DSHzdKBRFE1vfUo2dS2uhVueY&loadFrom=DocumentDeeplink&ts=71.25) Thank you for posting those minutes. So do I have a motion to approve the minutes from the ... Is that right? The January board meeting?

Guersch: [01:19](https://www.rev.com/transcript-editor/Edit?token=1x9iPzuZwEQoFNY5edGpvcJSB_uCrBcz5hS74QeqrR5R-aiaeRjnqXlRBTdpLvgRPT5Q8WpMl4AypIBchsIl0kwdbzg&loadFrom=DocumentDeeplink&ts=79.92) That's the special board meeting that needed to be voted on last time.

Kristen: [01:23](https://www.rev.com/transcript-editor/Edit?token=dzwSHqCXYnbQOgulIwjl1qjEb4tqXQAbmJYYxKB4X6EMgTgUT3CHuUS6tYDnmN48_ysCaVhsKiYh5-bPUyFD-z3bpsM&loadFrom=DocumentDeeplink&ts=83.63) Okay. So we have two that we have to vote on.

Guersch: [01:26](https://www.rev.com/transcript-editor/Edit?token=KZEW-qJWmk17hCkbDKmJg25kNPLenPA3PnyHdMDkHC7yDQgVn7dqZkC_heBZo9I8eKlJ9Lz4fRbq8TJcACI6sbSUSG0&loadFrom=DocumentDeeplink&ts=86.16) Yes.

Kristen: [01:26](https://www.rev.com/transcript-editor/Edit?token=bek-J_sMGcHa--gZXktvfgA39loUaJD47qoSckxq0H8T_HmpjCv_PZXlngygCTLCFjv3gxzUfiyyG1PsLecR1eMopEU&loadFrom=DocumentDeeplink&ts=86.3) Got it. The motion to approve the minutes from a special board meeting on January 28th.

Lucy: [01:34](https://www.rev.com/transcript-editor/Edit?token=T8JArYFKMbc-ybw4EUehKhVKwyS7kvnkYz9nkdOOtDGrP_KHFlsl-x46d0p4NXFl5TpFmDWjrn_GxB_W9M6t4tdYIbo&loadFrom=DocumentDeeplink&ts=94.94) Motion to approve.

Zach: [01:37](https://www.rev.com/transcript-editor/Edit?token=S7uof2tcrzEF11AMJ0ANPpkCcMhoaglXrFRCUMPHrAMQiXNYWHOvMau1etAIsl5HRtWS8YrwV9er1agEqJn96bDf-mk&loadFrom=DocumentDeeplink&ts=97.15) Go ahead Lucy.

Lucy: [01:40](https://www.rev.com/transcript-editor/Edit?token=51GILE-l6fa0dd1e2e5s7sMnPBAupVTHiMpWiE_bHhslXljNi5hhW45wFA6pe-0GzUPesVTz8scocbhtwCcrZe8NYZQ&loadFrom=DocumentDeeplink&ts=100.76) Motion to approve the minutes.

Zach: [01:42](https://www.rev.com/transcript-editor/Edit?token=x5967qBzf4XlJFgqIjnrAwGMXM20iFpEv2ZsXg9iSrXga5G9vZJKV32GRjZU4PWARE4cTO_Kso4JPwEB1c4HmBBB_88&loadFrom=DocumentDeeplink&ts=102.53) I'll second. It's Zach.

Kristen: [01:44](https://www.rev.com/transcript-editor/Edit?token=3jRBUjTL_0G0iRJ6OPlTvm2pCgIdC2R4rQC4FrClR47_vNXFu2VN-mS8BMopLdtK0ma6yWLuMnGjZhmnoKHLDm1tnIg&loadFrom=DocumentDeeplink&ts=104.82) Okay. All in favor.

Zach: [01:46](https://www.rev.com/transcript-editor/Edit?token=3lrKZ6iACU9dGN91ENDd3_3WhYy8aWQYIGRsLCBLOhzrNNWkRyz97PjG-7QOD-oNSO8BJ6zQbtTDvP6R7XH_kpPDZfI&loadFrom=DocumentDeeplink&ts=106.28) Aye.

Lucy: [01:46](https://www.rev.com/transcript-editor/Edit?token=tEEJ_brWvhFzbeUH3zQxIvIgxQYrPks01r_LRBqvOnkuayll1aLLRHY5jeek_4ecN1xeaR-yot6xI6kAX8gy8O-4gZ8&loadFrom=DocumentDeeplink&ts=106.28) Aye.

Guersch: [01:46](https://www.rev.com/transcript-editor/Edit?token=Yt4X6QoRgiQVhVH4hiZ1DqgHtsb8Ajw7Iv6bTllVql7QYX_PRLpw1HlTJGA0RXc0Z0jLQZjJAeGRdOuR_Cyr2QmgQfw&loadFrom=DocumentDeeplink&ts=106.28) Aye.

Letta: [01:48](https://www.rev.com/transcript-editor/Edit?token=3Zm9LPmyA5rc38pQDVEZBDk_YWhBcYAP763xzC1MkhwBEeOUlZQ6SkoENfhg1loS_t3ilfSzOUU0E28UnbB16Tb2l2s&loadFrom=DocumentDeeplink&ts=108.87) Aye.

Kristen: [01:50](https://www.rev.com/transcript-editor/Edit?token=ZmvvzbSQXkQ-wyO5PB0z74goyGU-eQwecMjHyIo6JsIhdj6dByYDiha_FyBvnyWkZq9NpmdU09RP1LPTdQatRjHqAsg&loadFrom=DocumentDeeplink&ts=110.22) Any opposed? Cool, thanks. Lucy, I'm also tracking you so if at any moment it goes too fast let me know.

Lucy: [02:01](https://www.rev.com/transcript-editor/Edit?token=S4wrcCVeiMrfEoBtXuP9NNdsK5HcsFeZyXNZl1BAzv9muFHZWQXkN17WpuM6-aa91z2xeeFAIEbVLcdZzw2_ykT9iMc&loadFrom=DocumentDeeplink&ts=121.5) Okay.

Kristen: [02:03](https://www.rev.com/transcript-editor/Edit?token=jo84-G4mn3KLsAlxA9d3zhNDlCNu7QyoXRYUHbEuRqftm1JlpmxAXlqc4OLR2CbGp4UJdHbENYZ_pqpKCWzYvgogy-M&loadFrom=DocumentDeeplink&ts=123.29) All right. The motion to approve the minutes for the February board meeting.

Lucy: [02:09](https://www.rev.com/transcript-editor/Edit?token=iso3o8WiT_gS6NDhrHmCH-6nrmEI8gbGB_TRxo6pv28DA6z-vF3sNCtvWhCn93eT8gH06TG9vGOb5OtB-P-oDvuPVKA&loadFrom=DocumentDeeplink&ts=129.12) Motion to approve.

Zach: [02:11](https://www.rev.com/transcript-editor/Edit?token=3DlENgeoUib_tpOrNt8l2CqCY5Gmmzu1s6d4L7GzHUoO3YhC2alABkO01-bwsZP3hEMLnrbuzkYEqt0sdOxG-KUebB4&loadFrom=DocumentDeeplink&ts=131.63) Second.

Kristen: [02:15](https://www.rev.com/transcript-editor/Edit?token=O4c3T_4MCHSLJPVYV6SkkmcyeWwXP7fzlO6Zeycyj-J12JTNjk6ILLbRyVv8DJqiUvMJHsOUdzthBniMDWL0fByH7iI&loadFrom=DocumentDeeplink&ts=135.09) Who was the motion? Just so we know for ...

Lucy: [02:17](https://www.rev.com/transcript-editor/Edit?token=7XXSVOFMWFRvT1xJlv2ISXypFX9Ng7R5oD9XRvZwO4qER4O6ApQe3yst7wLFXhnBxOi14jT3I_VAUina-bNxCicXgPQ&loadFrom=DocumentDeeplink&ts=137.69) Lucy.

Kristen: [02:18](https://www.rev.com/transcript-editor/Edit?token=G7tQxYlN90p02_6DU_nooANjzyZ1UjY3_UaFavvqbmECiNOOQa89VSIFOoEyjlsFsUXXoRDU4OUZz_kTSsr-QG5Qsh8&loadFrom=DocumentDeeplink&ts=138.56) Lucy again, okay. All right, all in favor.

Lucy: [02:22](https://www.rev.com/transcript-editor/Edit?token=z26VkC4ejNT6SbNL_tk9s9PODGAndvgLeobyez17dg03eFxaL8DwiQbJ2RXh03TgYLCExiV2JzRCAp6Y1F0W1GqBg7c&loadFrom=DocumentDeeplink&ts=142.5) Aye.

Zach: [02:22](https://www.rev.com/transcript-editor/Edit?token=LbdD-ex1tHbsCDRWf0wsZ79ABcukLCoOP2hMcw7PDGY79WZyvJizAjMtchWIuA5JtHPSIAGwUSFZezziLNzEBULf_Ss&loadFrom=DocumentDeeplink&ts=142.5) Aye.

Letta: [02:23](https://www.rev.com/transcript-editor/Edit?token=Au9Xw8X02zscd-Spsc7r5Ceuj_SDUB38Q7ieRhJopMTUj2M8V9g_Sbsbcfya1pr24vHNbPIsRUC7p1IIn1f15eG2DIU&loadFrom=DocumentDeeplink&ts=143.33) Aye.

Guersch: [02:23](https://www.rev.com/transcript-editor/Edit?token=i_w5x7tyJnOBGTpBCz1Plan2fQajJksqBteMHS-QPWf6GWB8LfUf3KcrQTuLPje27IXlXCisCltYQn_89khelf5zqTI&loadFrom=DocumentDeeplink&ts=143.69) Aye.

Kristen: [02:27](https://www.rev.com/transcript-editor/Edit?token=aPJEDh9hUR3OofoXKRpSTqHHPbLRCqD2w7HsnVThq2Hhpl0--n9FQj-loQ4HJtaJ5xdHA8FaxdSS6X6DB3NaYf6xRwY&loadFrom=DocumentDeeplink&ts=147.69) Cool. Motion carries. My SGA [inaudible 00:02:34] right now, because I definitely had to pull up [inaudible 00:02:37] to make sure I didn't botch this. Okay. Next up, public comments. Do we have any members of the community to share in the public comments at this time?

Kristen: [02:54](https://www.rev.com/transcript-editor/Edit?token=btkqqJpQlCXxG9ha7uoH37XCbrTJsBnFjgNDXhF89f5SVFzPTKY38b5hiRTBOVBi__kd-6xnznIrmW4v5QFC8tuifqM&loadFrom=DocumentDeeplink&ts=174.48) Okay. Move this right along. Board chair update. So, on my 24th date in the seat we were able to get together as an executive committee to discuss some personnel matters. The board chair update is actually going to be held until executive session given the sensitivity of some of the updates. And if you have any questions feel free to reach out to me directly. And I will yield the rest of my time to Guersch for her ED update.

Guersch: [03:29](https://www.rev.com/transcript-editor/Edit?token=ZzoYKaZEo_qqXuJB1GrvixUjk3YCt0a8hdZ-ExEncHnb7ZNQB2vFg0E9mynTneuXYtsZeg8UoeK7dQAms7RhypCrxIM&loadFrom=DocumentDeeplink&ts=209.03) Hi everyone. So, thank you Kristen. You probably were able to review both the action plan as well as the renewal report. The action plan that I had shared with everybody is just one of the next steps that NISD asks all of its schools to do, is to look across the entire performance framework and to name all the places ... Well essentially name what you're going to do the next charter term for each area of the performance benchmark, whether you met it or not.

Guersch: [04:05](https://www.rev.com/transcript-editor/Edit?token=WCTS-pV1OVcWVbxXyUHwifTVPCPav-qeNHCz2T6tKpdaSRuyV_aMSt9D0huaUwMxA_WNacedB4fxqJhUjxaq7_2xcG8&loadFrom=DocumentDeeplink&ts=245.71) And so that is what I showed you, but I'm actually going to share with you my typical PowerPoint Ed update.

Kristen: [04:20](https://www.rev.com/transcript-editor/Edit?token=PSTf6qWb_AkY0EWIJvKUlu6gxPqt2yOE3u04jt6pvc8kK11PE1ptgQbrXVtFWFQ3N5Jv2K4_cj0DcmInCE1W7EKHL3Q&loadFrom=DocumentDeeplink&ts=260.42) And while Guersch gets that together, because she's not going to do this herself and it should have been me.

Guersch: [04:24](https://www.rev.com/transcript-editor/Edit?token=Uhki5uoZYaL_WCpUsuGqbp3I_BNSzjRkUI-voA8C3MYO1Q1kKmfjbTqSyNgbNqyQGky-DVwhjaG5SDItWmb9zSfcTd0&loadFrom=DocumentDeeplink&ts=264.11) Yeah, I promise I am.

Kristen: [04:26](https://www.rev.com/transcript-editor/Edit?token=fhLElofwVaJYvHiM_QIf0kViJktmyW9B6CtI1oQH4bqy6v8Zn4L49xWx6ROGUJG6yXsUOGnSMgDfc971VLcMfG9MOxE&loadFrom=DocumentDeeplink&ts=266.64) Is congratulations on a four year. We can get into the business, give people their prowess. Congratulations.

Guersch: [04:42](https://www.rev.com/transcript-editor/Edit?token=CaXQvkAsJIhPU6xehSWbxK1K0SuwAAaq9EAgNKsI3-hKPikJ4C9dBKZs3OuauB0_GcjERz5DlFy-sPDUZV_QrfWYdUw&loadFrom=DocumentDeeplink&ts=282.2) This was certainly a team effort. So I was going to do it. We can do it again. There's actually a lot of good news to share this month. So number one is the four year short term renewal that we received. As you saw in my communication to the school, this was a pretty long road for La Cima, and this is the best possible outcome that we could have received from our authorizers. I think it says a lot about the trust that they have in this team, which is not surprising because you should have heard this leadership team on the call with Paula doing our visit. I was teeming with pride. And so that four year renewal was, it was really a sigh of relief, if you will.

Guersch: [05:33](https://www.rev.com/transcript-editor/Edit?token=g-k6R4xoQZx3K27sJ3BqJRn3us6jI1nw3I3RsxAxYqt-V1NcevuyGzXtABrMbFZC68skzGf0i80mAxJwYUyDLWNlbtg&loadFrom=DocumentDeeplink&ts=333.81) The other thing is just logistically speaking, that longer runway is going to be so helpful for us because as we grapple with issues around state testing, which I do want to say a little bit about. As we grapple with issues around state testing, it's very likely that the start of our charter term is not going to include a state assessment. And so that means we're off by one year from the data that we can demonstrate for a full-time next time. That puts a lot more pressure on the remaining years, but the good thing is we have many remaining years. So we'll three remaining years versus two had it been a three year short term.

Guersch: [06:15](https://www.rev.com/transcript-editor/Edit?token=IukKod5WFxfWKrIStJMB562QwGDIOWbR3V6a47o-S2zX3tL84ayUld8HST5mVcR1tGJqHlLSuyfh4Giy9_FwjAtv8eE&loadFrom=DocumentDeeplink&ts=375.94) The video from the board of regions meeting that demonstrated our approval I believe is up on their website. If you like psychological thrillers you can go ahead and watch it. It was a nail biter. It's up on the website. I would send you the video that I took, but you'd have to hear all of my voicemails of the top of it and I don't think you want to hear all of that. But yeah, so just want to give congratulations to the full team, to the board. This is a really great, great bit of news for us. And now as Letta said, now the work begins.

Guersch: [06:55](https://www.rev.com/transcript-editor/Edit?token=FT34gl08XGNPTUHLSh_Mf6PfdlAS46SXX0Yz3P3dzug2QwH9kb_eLkn3GfNVPZxPfGEbRN8CAovhevkG7ImVp16Wz5E&loadFrom=DocumentDeeplink&ts=415.89) The other thing that I wanted to highlight is about attendance. For those of you who were board members last year and prior to the pandemic, you might remember that one of the things that I had flagged as a concern was our attendance issues. We have a chronic absenteeism challenge at La Cima. I think a lot of that has to do with school culture issues that we feel like we've resolved, and the rest of it has to do with just the population that we serve. And yet, despite the fact that we know that the population that we serve may find it very challenging to be in school consistently, we're not going to have any excuses around whether or not students should be in school. They should be in school.

Guersch: [07:46](https://www.rev.com/transcript-editor/Edit?token=LpR7_3hkTCnkW7rObo8V0Zjefd2Jwd7aBVnGO4Z60l26u7lDqZHQ4joPGHPG8cqmMqo-U5H0d7b1hmYZynIGbPLB6rk&loadFrom=DocumentDeeplink&ts=466.8) And so during the, over the course of pandemic, this team has done a really phenomenal job of making attendance a priority during this really challenging time, and we're seeing the results yielded here. So, in our cabinet retreat I believe is when this was shared, Mr. Cruz, our attendance coordinator, he has a different title but attendance coordinator for now, reported that 100 scholars achieved perfect attendance for the month of January. And that in February that grew to 114 scholars. And so I will repeat what Mr. Cruz said which is, in order for you to get perfect attendance you have to both be in school and be there on time. So we have a very high bar for perfect attendance.

Guersch: [08:40](https://www.rev.com/transcript-editor/Edit?token=fVQ8jk_P8kOMtnq9EQj7hFyFgSCfT7TVaiSX6MyxL-pYylFDmjDwYbV8s1CzPHSfhCcDX24W6f0xrBNvTIVODzSfUMc&loadFrom=DocumentDeeplink&ts=520.71) So this is to say if we had included students who were late but present for that day, these numbers would be a lot higher. And so just for a school that has 258 students, for 114 of them to have perfect attendance in a month I think is something that we should certainly be proud of. And I'm sure that number is just going to grow over time. So just shout out to the team, Robin who manages, Mr. Cruz, Letta who sets the vision and the pace. So I just wanted to share that. And that our average daily attendance, pardon the typo, for the week of 3/8-3/12 was 90%.

Guersch: [09:23](https://www.rev.com/transcript-editor/Edit?token=O-8ziutpVQdonITjPWdquYn9NepX7pmmOF3_IhxWu88l1VJZbBUwcDXKLovzurqkocM2wEi8IJVPhpj3PVOT9AlFvS0&loadFrom=DocumentDeeplink&ts=563.21) Yes, thank you for the spirit fingers Robin. So this is really excellent news. So back to our normal programming. So strategic planning time. As I shared before the renewal, the first order of business is for us to create our strategic plan. The framework of that plan is going to be based in the performance framework from NISD. The caveat that I want to include ... Thank you all for the shout out on attendance. I saw your note. The caveat that I want to add is that in this particular conversation, I will only be talking about the strategic plan from the lens of the performance framework, which is kind of boring. A strategic plan is really something to be excited about. It's all of the things, all the exciting things that you want to do as a school over the course of the next five years.

Guersch: [10:19](https://www.rev.com/transcript-editor/Edit?token=ki3rSyE6Tl9Sfyu07X3s3MRV0qdSjOvM8UFraOMe352C1rSsZdmLrEgneoC3qoeE_Sy7q4h-8qH6p7V7lO0Q-Ou1I6g&loadFrom=DocumentDeeplink&ts=619.1) So you should not get a sense that our strategic plan will only be the things that are in the NISD framework, but rather that we want to make sure we're keeping our eye on the framework. That is the thing that NISD is looking at for our next renewal, but we are going to enter into a conversation cabinet wise and then school wise about all of the other things that we want to make sure are a part of our strategic planning. Particularly those things that speak to our key design elements of constructing this approach, social justice and solid centered learning.

Guersch: [11:02](https://www.rev.com/transcript-editor/Edit?token=3EnpI4cr3kezq1IT1AB9edhgiwHdurbx7BNx6HkrUA-mSnpaTaqNJBxS89iC198r30f90zP2xC0MrolKIAwkadQE66A&loadFrom=DocumentDeeplink&ts=662.48) So like I shared last month, these are just some headlines that I want everybody to be aware of. These are the benchmarks. Benchmark one and two, benchmark nine and benchmark ten where we have some challenges. And one of the things that I'm wondering about is, if any one of these is a little bit stronger, could we have gotten the five. I'm always thinking about that, even though Lisa gave me feedback about that. Four years is fine, but we also wanted to make sure to share the headlines around the particular benchmarks where we had challenges. And I want to share specifically what we plan to do in those benchmarks.

Guersch: [11:46](https://www.rev.com/transcript-editor/Edit?token=8AVMLLkEfyFJo9BRfUpNXtDXHNcL82S6BdhMYtG5yCe4IMH7GVBfXcEiwZeVj6blUl7ysZcdFDXaXx9T0Gr0Ai4olVI&loadFrom=DocumentDeeplink&ts=706.08) So for benchmark one, which is academic performance. So think state assessment, despite the fact that we outperform the district of location for four out of the five years in the last charter term, the other thing that, the other lever or metric that NISD looks at is trending towards proficiency. So we talked about this a little bit. It's a really obscure data point. For most schools they don't know how its calculated. We've spoken with NISD and their data people to try to figure out how it's calculated. And so to the best of our ability, we created what we think are the right outcomes that would get us to meeting that benchmark.

Guersch: [12:36](https://www.rev.com/transcript-editor/Edit?token=8HolLldFQ3SnGAs_Ez4q36JjbHzK9taJStsrojmSyvhrvjWSHOupP66Yn4ov54MuOR7-u-9uSfRpCkOIuqwQfwCvuFY&loadFrom=DocumentDeeplink&ts=756.58) So said differently, we met one part of the benchmark, which was to outperform the district. We did not meet trending towards proficiency for any year of the charter term, which is why we didn't get a meet for benchmark one. I think the challenge though is it wasn't really on our radar to look at trending towards proficiency because it's not the sort of thing that a school really calculates on their own, because it's not clear how it's calculated. Now that we have more clarity on how it's calculated, it's something that we can track over time so that we know how close or how far we are from NISD's benchmarks on this.

Kristen: [13:21](https://www.rev.com/transcript-editor/Edit?token=75_NCgdYBj2sfcpOvKLJtASIf_9TOOSwpwRdToHYXTkyuTxPRuqimhFIdb5d3O010-CXOkLPPGvKaF8YFsZoJEv7-ng&loadFrom=DocumentDeeplink&ts=801.68) Can I ask a quick question?

Guersch: [13:23](https://www.rev.com/transcript-editor/Edit?token=_vbfaeV0c-wdg32bIqNVzWRdmv_eZvyGzSr3qJDrNLIYKntFcG4brzhmjZRqC7E6iV1m6HYv8CAFYXxmFGgsC8DWw58&loadFrom=DocumentDeeplink&ts=803.02) Yes.

Kristen: [13:24](https://www.rev.com/transcript-editor/Edit?token=Uu8iFkHAeFZq5nnIIsQO-BAYGzC00kmq_8sIfdWVFoflD_Oa2htDDlP1_bvlhrjv5URsGoJr-qHTq1piI313rC78Oes&loadFrom=DocumentDeeplink&ts=804.11) So trending towards proficiency, does that mean that ... obviously you just said we don't really know how they track it, but is it like they're tracking each grade making sure that it's increasing the percentage of proficiency across the grade? Or is it entirely as a school, or as individual scholars?

Guersch: [13:44](https://www.rev.com/transcript-editor/Edit?token=w11HaGJsHd2WqR2fCtZTVYVcuDMThuM7uNY0noU4sFiegzuoCNZOChGCZnVghGbx7OkLEa_LHARDAI_DNjgY64rD0Dw&loadFrom=DocumentDeeplink&ts=824.76) Yeah, I had NISD tell me what is trending towards proficiency. So trending towards proficiency most simply put, is basically are you keeping proficient scholars proficient? Are you increasing proficiency? So those are the two things. So they'll take one student and they'll say, Letta was in your school for third grade. She scored a two on the state assessment. Now she's in fourth grade, did she get a three?

Kristen: [14:17](https://www.rev.com/transcript-editor/Edit?token=hvgMtMMaU_yWnaSBEczkpCaYEhljBmsbVqZgI58Bo3STz9rAh1qTYNjvp8VdJjjrjNVz50VOQUPgPCB3FP3uurkpSbM&loadFrom=DocumentDeeplink&ts=857.98) Got it.

Guersch: [14:18](https://www.rev.com/transcript-editor/Edit?token=hyGVElCY37BjBGe8Fr5JiK1SUGzZ2kMwhjBr53Nu6OYUQlu7WSEwP3o4FXuLxlgCLoqRCTXWfjqN9Z4RVRoWBxOMitI&loadFrom=DocumentDeeplink&ts=858.51) Now if Letta gets a two in that next year, that counts as a strike against us because she didn't become proficient. Or if she scored a three in the third grade and then scored a two in the fourth grade, that means she regressed.

Kristen: [14:31](https://www.rev.com/transcript-editor/Edit?token=O3Q7DY6UO80f9h8cAQkSBnpYuZDPg98If7SSdKNYV-_fV6sKXYCWfC47p8HdWee-729vTCOf_1zQ8dEHt-KeLsCB-ds&loadFrom=DocumentDeeplink&ts=871.87) I see. Okay, that explains a lot. Thanks.

Guersch: [14:35](https://www.rev.com/transcript-editor/Edit?token=fCKAJxQzmJQPkg9cyulTjxmw96uwwltY3WHh3l3xHiygdMWKXbk7_qO22zKKqEfhHue-WlbMX5WHTeeWvJ_K_Qz1el4&loadFrom=DocumentDeeplink&ts=875.91) So the only students that are counted in trending towards proficiency are students who are with you for both school years during the state assessment window. That means as we lose scholars, the number of scholars that actually count, they are much, much smaller, which makes this a much more challenging benchmark to ... not to track, but to keep pace with.

Kristen: [15:04](https://www.rev.com/transcript-editor/Edit?token=W_fq0Z4o_4BrbmbNBJ4rHzDQJD_GFSFUCX5YvNak4p-iTo6-2sWFJPPLBvOKmL6nANIih2CFk0R7MB7sWasWMdEINt4&loadFrom=DocumentDeeplink&ts=904.06) This is also something that you all had already noted. Isn't this what you presented on last month around what you all had found was [crosstalk 00:15:14]-

Guersch: [15:14](https://www.rev.com/transcript-editor/Edit?token=mgFO18iukDoYrzjZ_v882vcBcEfOWCDANEB_Kcr6bmVNhSKJpF6n3vZLRexhcaM7_ItyDkFE5KtSBxZdGgm4PUsf9gg&loadFrom=DocumentDeeplink&ts=914.19) Yes. Absolutely, we noticed before the state pointed out to us that we saw this trend with students just really falling off as they progressed to the upper grades and the plan that we put in place and they were working through them and thank goodness we're really seeing some results around is to really shift that whole narrative around students being worse off the longer they stay with us. We really wanted to at minimum maintain their performance level, and then improve it.

Guersch: [15:48](https://www.rev.com/transcript-editor/Edit?token=pOMz25l-PapSu_UAzN96GejBRaAUjdjyCYwfUMDfhKpZ1Nk_2Atb4jcoByG5EuLx00O7-8he1wCnIOaKR4xTdk6nSGk&loadFrom=DocumentDeeplink&ts=948.44) And so, I think the good news there is the only schools who worry about trending towards proficiency are those schools that are just barely exceeding their district. Schools that are doing really well, particularly against their district, typically are also doing well on trending towards proficiency. And so on the trending towards proficiency benchmark, the framework essentially says, you're trending towards proficiency is greater than 60%, or the average of your proficiency and your trending toward proficiency is 45%. If you meet either number four or five, they'll give you credit. That is my understanding of it. I've asked Paula to clarify, she hasn't gotten back to me yet.

Guersch: [16:40](https://www.rev.com/transcript-editor/Edit?token=D1I-Sxyt13NCeKpLH6I44-mMMPYPA6JNxyY4lH-2t8y5JtwkmnwPEJOLybglKuBcL6gtQkaJl1y0BMTXivncDPAzw1w&loadFrom=DocumentDeeplink&ts=1000.09) And then the goals for number, so ELA proficiency, being equal to or greater than 55%. Math proficiency greater than or equal to 60% are our internal benchmarks as a school. Ultimately those numbers don't mean anything if the district is outperforming those numbers. So we believe based on the data that we have currently, that 55% and 60% for ELA and math respectively are achievable goals for the next time we take the state assessment, which we think will be in the 21-22 school year. I kind of forgot which school year I was in for a second. So the 21-22 school year. Just based on the MAP data, the [luminate 00:17:28] data and all other data that we collect.

Guersch: [17:33](https://www.rev.com/transcript-editor/Edit?token=65zoZ27-Akk0e66INKvDoDUHLzWqVoQRilC_FJbcetsDOIN9lA4ziN2IYgw8p8SeL7hGevVz5FIGEbDEghILPZK4zy0&loadFrom=DocumentDeeplink&ts=1053.29) Any other questions about this before I talk about the state assessment?

Guersch: [17:38](https://www.rev.com/transcript-editor/Edit?token=5W3lVsa6Zr0YakRS5joSAupLlsQZKezowl1-G06xhE_e26l1u2TYrNzgWEeEg9LKOTdgwvqnHjaAXEXMr-4sXJsmVyY&loadFrom=DocumentDeeplink&ts=1058.47) So the only other thing that I would add is that we received some guidance on state assessments for this school year. So the state assessment is being administered for this school year.

Letta: [17:49](https://www.rev.com/transcript-editor/Edit?token=BlcBR3f95rB9Lol9HAamApgIndZIR1f661tAr-ZP1igYzs8x8JNxUsP9V3bKMitqjCmb3QJ-fTZ75cR8qaBSHTEEsRw&loadFrom=DocumentDeeplink&ts=1069.51) Guersch, I'm sorry, pardon my interruption, but I don't know if you realize that you're in presenter mode. You want to make sure that the whole slide is showing.

Guersch: [17:59](https://www.rev.com/transcript-editor/Edit?token=3p9Z1VahJ3Y8w33r3mXgJNLJIlHY12smu70kBYAz2mTisbmXFzOtVtvLnnCCiGarGlxYhZUQw5461fNFgnbngxaN6QY&loadFrom=DocumentDeeplink&ts=1079.56) Oh yeah, thank you so much. You know that I don't like to be in presenter mode. Did that fix it?

Letta: [18:14](https://www.rev.com/transcript-editor/Edit?token=fwgGhiGFpAR5LDWuoMayN2funNbC7TwKLFp0hYjH0Lryc28LtYRnMbqmKsqp70OMTJd2uKCeS-JNzAVQJ-KkrT4WzgY&loadFrom=DocumentDeeplink&ts=1094.44) It's coming up. Yep, you got it.

Guersch: [18:16](https://www.rev.com/transcript-editor/Edit?token=7jxYW415vU1sdkULbyftOYE_28xmGkcDZZsRAplbi6u4tUsodedQG5urqzS6nzIifc0jUj-5Kt6UW8zHV8x5SSjZMhM&loadFrom=DocumentDeeplink&ts=1096.27) Perfect, thank you so much Letta. Word about the state assessment, it is being administered for schools that have decided to go back in person, even in a hybrid model. Because La Cima has been remote all school year and will continue to be remote, we will not be held accountable for administering the state assessment. I'm a little bit careful with my language because the guidance is a little bit convoluted. For the most part the New York state board of regions, I think they don't want to have to administer the state assessment, they've applied for a waiver. But because they haven't heard back from the federal government they've given us this guidance. It's not entirely clear guidance.

Guersch: [19:02](https://www.rev.com/transcript-editor/Edit?token=klc9sSpqCvUxRVtduddpf-WTrCbiv6wS-9iw_2t7BAfSDdI8xWBcjQPrq2W3uxb4Cht6T6KAfWM0M6TFlaInfIh4LsM&loadFrom=DocumentDeeplink&ts=1142.77) So we do have a communication going out to parents to share with them that we are not administering the state assessment. That letter is being reviewed by Paul O'Neil, our attorney, right now just to make sure that our letter does not conflict with anything in the guidance. But essentially it's something like, if a parent wants to take the test ... not a letter but the guidance, then you should allow them to take the test but you shouldn't open your doors if you're already remote just to take the test. It's very tricky. So I figured Paul navigating that would make a lot more sense.

Guersch: [19:38](https://www.rev.com/transcript-editor/Edit?token=SvsTw7uI5Y4qddg35WNG90roeqDvLuKPeUFLZvm00iH5izBL3LM816xMTrzDP3R_Swf849jMyNe_K_08tzRdSE4Kh64&loadFrom=DocumentDeeplink&ts=1178.59) But based on our read of the guidance, we will not need to administer the state assessment. Additionally, NISD is asking for all schools to submit their interim assessment data. So all the data that the academic committee reviews on a monthly basis with MAP and other assessments, we will be sharing with NISD. It is unclear how they are going to apply interim assessments into their framework because every school takes different kinds of IA's, and they administer them in very different ways. So I'm not sure how that's going to play out in the future, but that's just something to be aware of.

Guersch: [20:21](https://www.rev.com/transcript-editor/Edit?token=2QzoyS4JjEd0Lo-zBkdrueyWRZYBDBZsYzdoUtw8vrF9SrUvAkrv3sCOvw1NvQRIce8C4FjBG7a2ZmJlG3_7n5xfx2U&loadFrom=DocumentDeeplink&ts=1221.73) Any questions about that?

Guersch: [20:26](https://www.rev.com/transcript-editor/Edit?token=B86zQ4iotGDjbtcxlCxUktCS6_vAgrT4cShlfXb2PqeSn4FMeJwdCjYg-4gpvDTD4L4YMybp6_sEShll9tGBTi5bIPQ&loadFrom=DocumentDeeplink&ts=1226.71) Okay. The next benchmark is benchmark 9. Not surprising, this is another benchmark we talked quite a bit about. It's enrollment. So general enrollment looks specifically for us SPED enrollment. Now, I'll take SPED enrollment first because the conversations that we've been having about SPED enrollment over the past couple of years is maybe we should just open a 12:1:1, maybe we should add a SPED preference in the lottery. So we've done the latter, we have not opened the 12:1 because we didn't see a demand in our applicant pool that would make a 12:1 viable at this school.

Guersch: [21:08](https://www.rev.com/transcript-editor/Edit?token=F0l9aJBm8akZEfZj13oLZLFtP4UvU2hQeem1HGpK5E2h3j6XoSo-KOIGZlcgZz9Cwh0k1dhzwWQgq4nX1jfuvKfiR28&loadFrom=DocumentDeeplink&ts=1268.56) And so ultimately if we're going to have SPED programming, it needs to be quality programming. However, we have found that by tightening up our child find process, we've been able to identify students who are possibly eligible for special education services that essentially we have just missed before because our child find process was just not as tight.

Guersch: [21:32](https://www.rev.com/transcript-editor/Edit?token=tpSYljHFt5PNzZKI_VjNV5A7xCZ6i13SPos4by7q9dZ91z538SWRTaYz31qscdmNxLgbO2R_r6NKctFfISst-6Gkk-Y&loadFrom=DocumentDeeplink&ts=1292.58) And so over the course of the past couple of days, Capri has been able to share with us some updates on those number. So Capri, could you provide to us some percentage information about SPED? Essentially the email that you sent, I think it was two or three weeks ago.

Capri: [21:55](https://www.rev.com/transcript-editor/Edit?token=QxfEOJN5BRHLJfSjhOA3LuytWijHqehVIukyR5AZgr5CGX8OGv_i5bXupNNmvDbChMqb1mflNFRNo10EGbJfC8p-X5Y&loadFrom=DocumentDeeplink&ts=1315.07) Yeah, we're waiting for a couple more to be finalized with the paperwork through the CSC. But once they're finalized I believe we're going to be 20%. I believe that's the number.

Guersch: [22:07](https://www.rev.com/transcript-editor/Edit?token=3tJCOxWYuszacLqGwINLJy9p0IpPH0uBGm9kPPn-hAO8WwWLXdsdqH7QnSeR7stjVBU_etwOPAI0jzwKi8tSI7WngpI&loadFrom=DocumentDeeplink&ts=1327.52) Yep. So for those of who may not remember or are unaware, our number was hovering around 16-18% for a really long time, whereas the district was at 27%. So, the fact that we are now inching towards 20% is really great news, because we at least need to demonstrate that we're closing the gap with the district. And we got a condition about this in the renewal. So it's really important that we increase these numbers so that we can meet the condition for the next time we're going for the renewal.

Guersch: [22:43](https://www.rev.com/transcript-editor/Edit?token=mAhLACuAQtOC1YvFSxuPKA31H-pmfJThi-r0w3QT6xNigxN3g_xdUxNdo_L67-PCIK5rvnbXreHgldrO7AOumR2fods&loadFrom=DocumentDeeplink&ts=1363.79) And as long as we are within five percentage points, NISD considers this met. I see what looks like a question on your face Kristen.

Kristen: [22:54](https://www.rev.com/transcript-editor/Edit?token=-J5dHYvZ45jRUkgp6haU2FyPakNTltr5BcnEZA_oclh8yKm0bAr8dQpsPTJmTu2nbhmjxkkJcSjp-gniDgQ5ET69x9k&loadFrom=DocumentDeeplink&ts=1374.96) Yeah, I just want to clarify my understanding. We're inching towards 20%, is that a result of existing students who are now receiving special education services?

Speaker 7: [23:06](https://www.rev.com/transcript-editor/Edit?token=H7-mpH7aL8vsbQgOuhx_I5F4gLMF07G-ZJuWj2IVx7hnIBRk2SW5Q1wuTR7zveCC781pj-v-zI7IhLWNMRNrB6UeVY8&loadFrom=DocumentDeeplink&ts=1386.82) Yeah. So can I just add to that Kristen. So one of the things that we found when we started at La Cima was that teachers were not being very proactive in the referral process. And so we were very intentional this year and reversed that. We get a considerable amount of data from NWEA, from interim's and so forth, and what we decided to do was take a look at the data, look at report cards and identify students who were performing in the lowest quartile, and for those students who already did not have an IEP it just raised our flags and we decided to check in with teachers to find out should we dig deeper to find out what is going on with this scholar?

Speaker 7: [23:47](https://www.rev.com/transcript-editor/Edit?token=aNNMWqbeOa4h_r9UDeiNnRvVWrh9pXUizeCJpj1l5R5VBADm5OMDSu11HLNAYcYCvljvuEdDzv67g64SYt0jJN18xNQ&loadFrom=DocumentDeeplink&ts=1427.8) And so we reversed the way that we approach the process. Instead we decided to take the reigns and go to the teacher if they had not already come to us, because a lot of times we would have to ask our teachers to share information, but we decided to look at the data ourselves and start asking the questions and initiate the [inaudible 00:24:08] process and as a result, were able to identify more scholars who needed support when we were not able to do that, or that was not happening I should say, in the past.

Guersch: [24:23](https://www.rev.com/transcript-editor/Edit?token=nb3kJAXZtdZrvqncgRawibIb7Cmj_RT9bfnELmv2sjreq_it_qPPxvO7wcFNL9f6TQOnV0x9cxuTgygb-Lam7XJBmzc&loadFrom=DocumentDeeplink&ts=1463.77) Any other questions about that?

Guersch: [24:28](https://www.rev.com/transcript-editor/Edit?token=3ijIf16QnR92s4TIoAqHhPXcr5ceopPiqx4x2PYkhWm0Pu5hjNZunCpU0AswpsZoH6NZ4iy09Hp1AnomOLrdxJSD-EA&loadFrom=DocumentDeeplink&ts=1468.43) I'll say a quick beat about the other two items and the invisible fourth item. So we did have an enrollment working group conversation either last week or the week before where we discussed all of the options here. I think that we're no stranger to the information about that side being a very small district and getting smaller every day. As a matter of fact, it was a topic of discussion during the board of regions meeting. The board of regions was a little bit concerned actually about us contracting the number of students that we have. Lester Young, one of the regions members was actually able to shed a bit of light for us in support of the school essentially, which is a big deal because typically he's very hard on charters.

Guersch: [25:23](https://www.rev.com/transcript-editor/Edit?token=WuN6aPFd9Vfj4XddoG9J9b_CNQC9TIgDFvXMZYXsEMdQBRSgRrt4by-1HLqSjpFkpjyHkYSR_vZHpqcEntVGBsYrMgM&loadFrom=DocumentDeeplink&ts=1523.83) And so he was able to share with the rest of the board of regions that this is a small district, La Cima at 330 students would still be considered one of the largest school in District 16. But all that being said, we should truly consider moving the school. Now we are not yet sure of what CSC that would bring us to, but this is a time for us to start the research on what CSC we should go to. One that has demand, one that has space, so that we don't have to continue to contract our enrollment, because obviously there are budget implications, there are staffing implications and at this point if we don't do something drastic and soon, then we're not going to be better for it in the long run. That's just the nice way to put it.

Guersch: [26:20](https://www.rev.com/transcript-editor/Edit?token=9_JHNzeKD2QDdzzFUYlVeCCHqvnuWHoo6IBLuE_TxEt0QqBBMA46MqBTd4LQ2PdtcSp6DCtlXKU1ihuncfBlUGF-68I&loadFrom=DocumentDeeplink&ts=1580.95) So I think moving is one item. Adding a Pre-K is another, just to have a feeder. I think also academically that supports everything that we're trying to do if you're getting the students younger. And then the third piece is a middle school partnership. So is there a middle school that needs a feeder elementary school, and we can partner with them to provide them with students and how that supports us is that families are always looking for K-8 continuous. So all of that being said, my suggestion is that we leverage all of these options, not one or the other. It's not going to be a vote of which one do we like more, but rather we will do all of these things. We will take the thing that is the biggest lever, which I think is moving, and then we will see, does it make sense for us to add the other items. Or, is it enough that we moved and did that solve the problem?

Guersch: [27:21](https://www.rev.com/transcript-editor/Edit?token=Aigi5PvHnBJm6_6rXge_uTjbS-TJCqxA05y4Dev_aRpiW1LfaM54czBRg67JmLWGA7nxMEJvj8xrlSZ93xAZyjM64K4&loadFrom=DocumentDeeplink&ts=1641.48) So I just shared quite a bit. Want to see if folks had any thoughts, questions, comments, concerns. Also, anybody who was on the enrollment working group call can jump in as well. Norah.

Norah: [27:34](https://www.rev.com/transcript-editor/Edit?token=48_Szg5SW-gu_AS3n_qPY55joaXWuSW8FP24l0QbqRZ6iyqqaiBzvrAmsqQKjaaXslhtczhkZNlN4fQIPPzFiHt6yN4&loadFrom=DocumentDeeplink&ts=1654.78) I was just going to say moving is not a totally new concept. It's something that we had discussed previously, more so about opening another school in a high need area, but also thinking about moving understanding how the district was changing. What does that mean for our approval? That goes wherever we got, right?

Guersch: [27:56](https://www.rev.com/transcript-editor/Edit?token=6jtto7HDf6d4axTU-FIbTcB6j8euD-v_Z0RjwPzyZJ8WYzmlS7PFPVMTLHzc-YC6ekKYzflPZhry0LDffCtuZ3fxLFc&loadFrom=DocumentDeeplink&ts=1676.29) Yeah, it's not a new charter. So that's a great question. It's not a new charter, it's a change of location. And so, obviously there's some logistical things that we definitely have to keep in mind. The good thing is our charter renewal will not change as a result of us moving.

Norah: [28:15](https://www.rev.com/transcript-editor/Edit?token=XI9ASogVhjyroZbjyAb7gWUtpB7C-Rd-H2JP05PF06kgnfja8uRJWjP-4fiIrBQloS9iE7EPmAZRyqp-N-aFMpdsUHA&loadFrom=DocumentDeeplink&ts=1695.73) Got it, okay.

Guersch: [28:16](https://www.rev.com/transcript-editor/Edit?token=FoX4D_yfcXKOQa0LpQTczm3swnzKY5DmeVdcVDCjPPeGVSlO6v2Q9Up3j7rifEQ1IPqvfIJeCp2kD525NO0sB5ZOe3k&loadFrom=DocumentDeeplink&ts=1696.83) At this point the board of regions has decided it is official. We're waiting for our incorporation documents, or our charter agreement. So at this point there are no backsies. So we're in the clear. Any other questions?

Guersch: [28:35](https://www.rev.com/transcript-editor/Edit?token=q7N0Qe_rYUUE17h-pIwsiO-DI1C3mxhqr7ImHdoj4dUqz3K1gxxqACHXzsCYjwNeTiY-kjGM7QNr2zUc7zMO676aYjM&loadFrom=DocumentDeeplink&ts=1715.66) Okay, so more to come on this as well. And then the last piece was benchmark 10. This was surprising to us that this was an approaches versus meets because as it relates to legal compliance, I would say that we run a pretty tight ship. But where we got dinged was there were one or two, there were a couple of parent complaints that they wanted to put into the renewal. We were able to have conversations with Koran, who's the legal counsel there, to say that these are parent complaints that we were not aware of. So that was what Lucy was referencing in the last board meeting.

Guersch: [29:19](https://www.rev.com/transcript-editor/Edit?token=Ngqz_LNmyeEMVQvD-udAYvqz1yFVsZIUQaNG9Rrt6Uiq_00gDx6qOL-K_6e14gvazRm8HqeYuCmV2x_9lX4Ka5zEhA4&loadFrom=DocumentDeeplink&ts=1759.91) But then also some of the challenges around fingerprinting, which we've talked about. And I think there was one more thing about our DASA policy that the NISD office was unclear about, and again that was also part of the conversation we were having because if there was anything that was not clear, the lines of communication have always been open.

Guersch: [29:41](https://www.rev.com/transcript-editor/Edit?token=c9I-qxm-h2u1K0LFdMC5QUeExKK3Q0J0V5m5T-7gvlsiKqlIBHQmMf-GLhelVdmPel1QR0Fi8ax4dchuG7mbC-cEREQ&loadFrom=DocumentDeeplink&ts=1781.02) Despite our advocacy, while they did remove a lot of the language that we felt was either wrong or not accurate, they did not change our designation from approaches to meets. So all of that being said, I think that these are some things we can do now. If you are looking at our strategies, these are things we already do. The only thing that we have not done is annual non-material, or material submissions to NISD because typically they ask for schools to do everything during the renewal process so that you're not going in front of the board of regions multiple times before your renewal.

Guersch: [30:18](https://www.rev.com/transcript-editor/Edit?token=GgCg0sNXXOzZgMsXtAOgNXSQbZos0OMtXtDoDFrZuQGCkMaMnCnPxqhVAmoTIBXEQON242UK9u3KYm3_u0ajLg0fvhw&loadFrom=DocumentDeeplink&ts=1818.46) I actually feel like that strategy shot us in the foot a little bit because the team was inundated. The NISD team was inundated with all the changes that we were trying to make in one sitting, and it gave them the sense that maybe over scrutinizing our documents was necessary. I think moving forward in this next charter term, as we are doing all of our document review and annual review of policies, that we just go ahead and submit things piecemeal so that by the time we get to renewal in four years, we're really just submitting the renewal application with very little changes to other documents and policies alongside it.

Guersch: [31:03](https://www.rev.com/transcript-editor/Edit?token=kKJulxamkIwAca6nDjBBu4rg03U7AhomdCQXKvv8U64Eq8_LNhy1l9DaCTetKcXgWEI0P03MUXeGxoHTPTZghEOsCT4&loadFrom=DocumentDeeplink&ts=1863.92) Questions, comments, concerns about that?

Zach: [31:06](https://www.rev.com/transcript-editor/Edit?token=8r7BzrOVmenG4lHfCjHke9oJ8zOCsVcveGoKZpKAOjvSjfLWwIemooL76xU8UfV4cVpgbhu9Ccrqrd-D3MKE4FsP4yE&loadFrom=DocumentDeeplink&ts=1866.5) Guersch, I just want to make sure that I heard that right. We followed their guidance in submitting everything with the renewal. But you're saying you think that that hurt us a bit.

Guersch: [31:21](https://www.rev.com/transcript-editor/Edit?token=ZZVQNtO64EYfkht1_sPG_lBIS-MS-qJtkstJOsmKP7QXb7W9SjuO0wwhnpu8ROqk3eAgmzcK221hRQW0QfZTxvX_sp8&loadFrom=DocumentDeeplink&ts=1881.24) Yeah, I do. Essentially I think it raised an alarm with their legal counsel to say, why do they have so many changes? And it was, I think it was because there were multiple teams looking at the renewal, always. So the team that we talk to all the time, that I have lengthy calls on, Paula, who you met, knew that we were going to be submitting all of these documents. I had primed her for that. Koran, who I don't typically speak with, felt that we had a lot of changes and it caused her I think to over scrutinize everything.

Guersch: [32:00](https://www.rev.com/transcript-editor/Edit?token=MyskeqwNSkAYimRoydUI2-v8Rq7xYTnsdVbpQ5FVjXxNuJ_i7-OJh1JsN6b4tYN6U26USzdjEkYg3mcCOChPadAsttw&loadFrom=DocumentDeeplink&ts=1920.9) She also wasn't aware that we were in a turnaround, and so it makes sense that you are submitting a lot of changes because your turning around an organization. So that was context that Paula had that Koran didn't have, and I think that's part of the sticky wicket that we got caught in.

Zach: [32:16](https://www.rev.com/transcript-editor/Edit?token=Hmgt4JLsFJ_fKCt411kUSxgKvdsNwq6gSeB0tXm0ykVnc57h5VlGhZyFv5YiZq6oew2SPp1gQmI1xcNAcaJ6gVX3Jps&loadFrom=DocumentDeeplink&ts=1936.68) Yeah, okay. Thank you.

Guersch: [32:18](https://www.rev.com/transcript-editor/Edit?token=yalCd8wEDRa_GOh2U-FryP6QSfgzZEzAbsafgVSwFmJDGwxYP2v2iJ8E3jNPueJu6TTO10-Sx7tfDLv3h8Xc1_41_Fw&loadFrom=DocumentDeeplink&ts=1938.39) Mm-hmm (affirmative).

Lucy: [32:20](https://www.rev.com/transcript-editor/Edit?token=zRjzWtQZvZ9fbWgvlf8lqVRX11vbMZjgXtaZkjlKGwpZf_Wys3KHDOmBN2U0R7-Qv3xYAIMzh8tiFF8FZBU0skjI4dU&loadFrom=DocumentDeeplink&ts=1940.71) One thing from my perspective that I'm not sure is clear, just from all board members if you don't, if you're seeing some of this play out up close, there is a lot of different parties that you're negotiating with at any time. So if we had a main authorizer who might give us some advice and was helping us a lot through the process and we found out later was really a huge advocate, which I think reflects really well on the team with the person closest to us really was pushing hardest for us to get the longest renewal period.

Lucy: [32:48](https://www.rev.com/transcript-editor/Edit?token=ToFAFma9Rw8RdXudUFa1-FxTsClOfLJdgVYEuxYUpooGIaFHCVGnSYBhDfJTNUCpeouT3r50sLaQn6xJYUR71b1PukI&loadFrom=DocumentDeeplink&ts=1968.72) But you then have other people at NISD that you're intersecting with, and then our main point of contact was advocating up to her higher ups who make a recommendation ultimately to the regions. So while we can be getting advice from different people, there are so many different, for lack of a better way to say it, hands in the pot at any given time that it might feel from the outside, how could we get advice from one person that doesn't work out ultimately? But I think that's a little bit of what goes on, that's a little complicated or opaque from the outside if you don't see it up close.

Guersch: [33:26](https://www.rev.com/transcript-editor/Edit?token=AiO_nbHzlKVCYCm0y7s4b0ada8Nzdt36lsidlmYXZxZRHOH4evQfuloygXQysGj_CY_yZPWF0apWvF0OXvfnlvdBV2I&loadFrom=DocumentDeeplink&ts=2006.64) Any other questions? All right. So that is all from my ED updates. I'll just bring up the ... there we go.

Kristen: [33:54](https://www.rev.com/transcript-editor/Edit?token=rgxj7-LdbrFYif1PDoemYbWnhQkkBraJuRhdtc2WC1fQkkFE2NPSx2CZrDfQjdH8w8TwfkuyvnRif--57XYBSQ6r82c&loadFrom=DocumentDeeplink&ts=2034.27) [inaudible 00:33:54] committee updates right?

Guersch: [34:01](https://www.rev.com/transcript-editor/Edit?token=rPiudAKpndP9bHq52KyXXQIVBgQTcKBwSRFskZgKVRi9AnR-j-BOmf_Qgbc2PpncB_E4UDT2YlbAI6Mmdv6E8W_-LQU&loadFrom=DocumentDeeplink&ts=2041.69) Yes.

Norah: [34:03](https://www.rev.com/transcript-editor/Edit?token=zqiHqW0TeakYAR1fCJpJ6GTj3Jta3rwjxUjMtYaaUJRUWbK6RTPFjV2FLk9pEmig1dxzv8dLOooPXAWlO9Tj7t-ylsI&loadFrom=DocumentDeeplink&ts=2043.45) I don't have much because we went through a lot related to academics.

Guersch: [34:08](https://www.rev.com/transcript-editor/Edit?token=XLfBT2L-uOP0zZqrnb3IALrvpv_dSK16vuulSD5v_pP8LIQOzCc8bvSe6fhOCb4XGI6I4Mhdfim1XZwV9J8l_XBvsEM&loadFrom=DocumentDeeplink&ts=2048.02) Can you all see my screen?

Zach: [34:13](https://www.rev.com/transcript-editor/Edit?token=LCwph4HXgfWf_zTGG78i3M0KVSK39nWwCrNgxQs26CiQoqgSpcBwbibOMJCYkPastPU7oBHnfBvC3xQcRnNsMDVbykk&loadFrom=DocumentDeeplink&ts=2053.22) Yes.

Lucy: [34:14](https://www.rev.com/transcript-editor/Edit?token=0E79J-pirbbg_3WfnpD1jl4dX6LV_EiKdF9g8Mcm5_gi2g_PGEVs6DlBJOAKEVmOnfzbQTHRDTeYyvbUpVTsqcJeSpU&loadFrom=DocumentDeeplink&ts=2054.05) Yes Guersch, we can see it.

Guersch: [34:15](https://www.rev.com/transcript-editor/Edit?token=JiN7LTvYy3HUvYwHNxy5z4FX6jr7KH5wBDwvp6rD-xqNwklbCLT1XbZr8sKVGKFE0qk2GLdiyWPMxmOJFxfocl7h1XM&loadFrom=DocumentDeeplink&ts=2055.62) Perfect. There is no COVID task force update other than what I shared in my ED update regarding statement assessment and staying remote for the rest of the school year. And then I also gave the enrollment working group update as well.

Guersch: [34:35](https://www.rev.com/transcript-editor/Edit?token=1NonixRpgbOAaSwAedfKx93CkOIog1nz53Ei3eTppmsTg8tvxE6_G1Oi0IMI3vXrjJZjnA2hHh-UYwZ9NBmd1POB-b0&loadFrom=DocumentDeeplink&ts=2075.27) So next would be executives, which should say Tristan and not Lucy. So apologies for that.

Speaker 9: [34:43](https://www.rev.com/transcript-editor/Edit?token=gU2Gx-MW_LWXM8XBlz2at9Mlw7l2UcolJmgEazLdYDSs8AUhnG8NHgy2kTM9-KyGn90qVSitCmskTFAMCryB0G9eJUM&loadFrom=DocumentDeeplink&ts=2083.32) Executive committee updates are all pertaining to personnel matters and we will discuss them in executive session.

Guersch: [34:51](https://www.rev.com/transcript-editor/Edit?token=u7VPkUieTeWyfgS-hmVcL9104sqyV-y5x8_Gz2YuK3OBC83DA_acjPW1PoGf-p40yEz3IZbAMjkLq3X1RXWO8ce1VNo&loadFrom=DocumentDeeplink&ts=2091.79) All right. So, I will bring up the financials.

Speaker 9: [35:07](https://www.rev.com/transcript-editor/Edit?token=P4Y00Us0yrl-P3I7YjIFW1jnV40o-O2RCJyPDYRNYMGBPZDazGzFrbljwLDhq2tEVJe-ciE1Td7A8kdhyDb2U6LvQFc&loadFrom=DocumentDeeplink&ts=2107.69) And then this actually says Norah, but we did the changeover on-

Guersch: [35:10](https://www.rev.com/transcript-editor/Edit?token=g8cntgp4E5MiOeInjcjHyM6uk93RLu2u6TY2PayN904RzjGZLPbtXwUWwJp9kQ7hm9exPRle-iHUNdPWx47dancTjuE&loadFrom=DocumentDeeplink&ts=2110.99) Yeah, I'll do it. Okay, can you all see the financials? Great, awesome. So essentially there isn't much change from last month in terms of enrollment. You'll see that in terms of our March forecast, we're still forecasting about 365. That is going to change once we get into March actuals next month. The other thing to be aware of is that with enrollment being stable, which is good, we still have one more per pupil payment before reconciliation, and so ultimately we don't think that that's going to create much of a swing in terms of reconciliation because enrollment has been essentially stable for this school year. And we don't have any reason to believe that that would not continue to be the case.

Guersch: [36:18](https://www.rev.com/transcript-editor/Edit?token=nEmKDbGJrsndaxIA1gYoOt4oE9-nbT8gbWoVTIKpnCm-BvnLMp-ZfCvnSycSO2ZwXWAnuM2xPBFOIMxbiPyu6Pt2JRo&loadFrom=DocumentDeeplink&ts=2178.65) For next month, we're going to make some pretty big shifts with boosted around what we are showing. It'll still be the same document obviously, but at the beginning of the year, as per usual for La Cima, we have a lot of padding that we put into our budget lines. And so now that we're moving into the last quarter of the fiscal year, we just want to make sure that we're getting a little bit closer to what we will actually be spending. And so that way we'll see some increases around the bottom line, which will then be offset by some revenue that was already built into this forecast, including revenue around the PPP loan forgiveness. Based on our conversation with Josh, he said he's done a couple of PPP loan forgiveness applications for other schools. It's taken anywhere between three to six months, which is to say that it's not likely that we should see forgiveness in this school year, but rather the forgiveness will come next school year.

Guersch: [37:21](https://www.rev.com/transcript-editor/Edit?token=eNoYZRNRLI-lFU4WexByZU0K6fg7gJJk5n0zpNCRJBbS6o0iEQuDEgRuCTI6Is0FQ_2qmv_ibqNHB2Ggu2NEmbW2vbs&loadFrom=DocumentDeeplink&ts=2241.64) So what does that mean in terms of our bottom line? So I think in the conversations we've had with Adele, he was showing us two scenarios with forgiveness, without forgiveness. When we don't have the forgiveness it showed a pretty large deficit, but again, that was because of a lot of padding that we saw in a lot of these budget lines. So based on what Josh was saying, he thinks that there's still a possibility that we'll see a little bit of a surplus, but not to the tune of $365,000.

Guersch: [37:57](https://www.rev.com/transcript-editor/Edit?token=Tb_oBgNV6eLtopYS3ISllRjfnGnEkW_qPxk-ZQMlKrDN8IewSmlY4BFe-Q-oEdPwt8SFhU3EK54RobfddJgjjxU_K4E&loadFrom=DocumentDeeplink&ts=2277.31) So there's more to come on that front. And then just to provide some clarity around this forgiveness piece. So although we're not baking in forgiveness for this year, it shouldn't affect our audit. It's not considered an audit event, that maybe we haven't operated the deficit or maybe not. Since the audit is really about our procedures and what have you. So we shouldn't be too concerned about that, and again, we know that in the following school year it is likely that we will have that forgiveness.

Guersch: [38:34](https://www.rev.com/transcript-editor/Edit?token=eoJAx1CBTljF1u8I32FXc_bgJlnug1FjrjJjR_Dj9HGk0alCGNCpIHJs4MeuCFIebUihcfiC6BCJUZt_PLOBs2ro09g&loadFrom=DocumentDeeplink&ts=2314.47) If for some reason we don't get forgiveness, one of the things that we're working on with Josh is a scenario that demonstrates no forgiveness, but paying back the loan over the course of five years with the first loan payment being this coming June. So that's essentially all of the notes around finance, unless folks have any questions, comments or concerns.

Zach: [39:06](https://www.rev.com/transcript-editor/Edit?token=nrJqOPVm5J0-n0w1Rlp5NhKzwRDJstnjm5YHWB2eVGoVn1CxTfEpyXq2tNoNFPrVpixN0J4uPD95nzO3w8HJkpCT4Z8&loadFrom=DocumentDeeplink&ts=2346.47) Guersch, could you remind us the size of the PPP loan?

Guersch: [39:10](https://www.rev.com/transcript-editor/Edit?token=baxkn8byZazxWqujP3_QQ8sEGj6McuHiJj6Kwc6yeIMMxWux06omFHI7kY34yGeFxszCW4PVPDL9ZQhS3L5J_JKiUkw&loadFrom=DocumentDeeplink&ts=2350.08) Yeah, it was about $900,000.

Zach: [39:14](https://www.rev.com/transcript-editor/Edit?token=IJ0lRPfdZrpDJPzva1CinxHDapz_it7M9d6KjjA6o2vzGGMiFPAfoaicvQyLP06T4qFFzoo8KjRHRd_EuE-E94A3KQs&loadFrom=DocumentDeeplink&ts=2354.89) Okay.

Guersch: [39:18](https://www.rev.com/transcript-editor/Edit?token=BvEw8wh5PCNOxz1z0tbpdx0OAcA3HSmOn22mMfH2T6E7mlA2k1oWbVkG6LkpgnqOAyKqlaXX8KH7216qJQvjvwGSHvQ&loadFrom=DocumentDeeplink&ts=2358.54) The other thing that I could mention just briefly, I see, Jen did you unmute yourself? Sorry.

Jen: [39:25](https://www.rev.com/transcript-editor/Edit?token=1xAqfjMDwXCJzEmqwciLBHCN1fggKxsKcuGVZlRhHNnzn5cffUuWgzBtXvCVlbywRmxXC4ZblypRWr8AjtnuxbNPmv4&loadFrom=DocumentDeeplink&ts=2365.27) Sorry, my internet was acting up so I'm on my phone now and trying to get the sound. Sorry.

Guersch: [39:31](https://www.rev.com/transcript-editor/Edit?token=GGL1HNocdd1AM4tCpXwC8sf-3PKvvbvSPpt_xY58b-OBjJT2G4OerdJz0ZMSRmAKZZE0r55N6-qtiGNaSgsjJFDgKmc&loadFrom=DocumentDeeplink&ts=2371.07) All right. I just wanted to make sure you didn't have a question. In terms of our grant, we do have a couple of grants in the pipeline. So typical grant that we have is Title I 2A and 4. So that is still going to work the same way it usually does. Every year we'll get 20% of it upfront, and then we work on getting the rest of the 80% towards the end of the school year.

Guersch: [39:55](https://www.rev.com/transcript-editor/Edit?token=r2DmOrWjwbRTkV-0Hyews73DhESAAa1Yn2FE6Brx5EXie4wuSMF1PXLDRzz_L1Vp7WZf-iELGqkAeHA0Np7E0RLqVsU&loadFrom=DocumentDeeplink&ts=2395.66) We also have an additional grant that we don't normally get because we're not usually eligible for it, and that's the CSP grant. It's stands for Charter School Program. It's usually reserved for brand new charter schools. But because of COVID, brand new charter schools didn't open, and so all of that money was available. So they repurposed those funds to be COVID relief for schools. And so we applied for that grant, it is based on your enrollment where the top allocation was about 49.9, but luckily La Cima actually got the full allocation. So we should see about 20% disbursement on that. NISD hasn't yet given us any guidance on when we should see that, but we're expecting for that to come because we did get notification that we got the full allocation.

Guersch: [40:47](https://www.rev.com/transcript-editor/Edit?token=KRheYf95fniLqbRFmoUGonppNY5NXwal2G0A3PTBH-WEshmYl2CXiBHMqPpoGMHAMP7Uos4_1zU5A6TRG2kF3gfj3zU&loadFrom=DocumentDeeplink&ts=2447.63) And then the other grant is the ESSER grant, which was $130,000. We got that full allocation. We should expect 20% of that the same way we do for Title I. So it'll work in the same way that Title I does. And so those are basically the notes for this month. And so if there aren't any questions, Kristen I guess you can ask for a motion to approve the financials.

Kristen: [41:16](https://www.rev.com/transcript-editor/Edit?token=LQ-l3EV5IUpO4sBYNvS-DnFE594TC-8SoPwXq827ncDGwVJQSBt_Z0sfBPecqcGYCbzfrN4BL0jece3tUCkGzCnN50c&loadFrom=DocumentDeeplink&ts=2476.31) Awesome. Actually no, we didn't need to move to vote on anything else, because we don't have any updates.

Guersch: [41:23](https://www.rev.com/transcript-editor/Edit?token=_olPgseW6iln8lMtnE8d34_l8iJrzaehN-N_FWs0VE8fGa1ohjzThI3Pqt9kEDs6WEEhdzeQLNkk7PV40WBCyw5u6sc&loadFrom=DocumentDeeplink&ts=2483.5) You just need to vote on the monthly financials if folks don't have any questions.

Kristen: [41:28](https://www.rev.com/transcript-editor/Edit?token=3T4c4-RpVxUO24y36NUp-Qol0C2_tKrnVNevUaDUrIViGy5wS5U3FgfELu-Phg8OGQl4uI8I66x6hYk63_18pUSBySA&loadFrom=DocumentDeeplink&ts=2488.13) Okay. Do I have a motion to approve the financials for February?

Zach: [41:32](https://www.rev.com/transcript-editor/Edit?token=bXSOwwoybveaeFxgKxzqihVDRVYwAXFpJ6UOR9ZFChTYCcrLgNSrT6lL5pkBtVzQy8orObH34LWCp-6y1iiufkL9MOc&loadFrom=DocumentDeeplink&ts=2492.58) Yeah, this is Zach. I'll make the motion.

Kristen: [41:34](https://www.rev.com/transcript-editor/Edit?token=zxwHFTNIs0gz_1YX9pjIGHtrqXRqk3yPC2VXCb-t-lhrN-T4ej6FmpUAbt0zVdgz7FwREOUjsVNgg6KwLWw005ZEfhY&loadFrom=DocumentDeeplink&ts=2494.42) Do I have a second?

Norah: [41:35](https://www.rev.com/transcript-editor/Edit?token=xMboZxMrH1oUglNs-nh4IrlpNZNV3m6dhvffbJ8G_ta7IaxzeanmjDLRGPpayqaOjQfeherTESF6yLCXv0Lqx6fN8OA&loadFrom=DocumentDeeplink&ts=2495.88) Second, Norah.

Kristen: [41:39](https://www.rev.com/transcript-editor/Edit?token=edZx1N9TKJ7FcafE3Smtx5rgDjIrU5TnFi--fC1Uo-fSLeTmzJ9mWGuVwJvHjy5Py768wVHk8XQcDIv5kSSDRBUMshk&loadFrom=DocumentDeeplink&ts=2499.31) All in favor.

Lucy: [41:40](https://www.rev.com/transcript-editor/Edit?token=EDpxeUfJoo6jf4Ee5yUE-c2nAXDakNC1Z63LHVBzj7sTQmInOUxQM5n1Q0KsMQEYBuXGHn8m_6MBUn1UIONlHlzN72c&loadFrom=DocumentDeeplink&ts=2500.17) Aye.

Norah: [41:40](https://www.rev.com/transcript-editor/Edit?token=KLLFxYik-nysNOto0J5shHg_GPc_7pPwKcJFK4ttKD-F5r-LxDW9SIEbsKLBOX1zJBmo9Vq_iQwN82FpszlCqLb3A34&loadFrom=DocumentDeeplink&ts=2500.18) Aye.

Zach: [41:40](https://www.rev.com/transcript-editor/Edit?token=lQwWWgDKBCHI2iIXR7X7U9ZaHMtWVICBxGEHS-73NLEwHsPaF7cILhRiTlgkuxc2Jktz3D9_AD9HDt3imL-TaWw1uxQ&loadFrom=DocumentDeeplink&ts=2500.18) Aye.

Kristen: [41:45](https://www.rev.com/transcript-editor/Edit?token=Os4thGidQWwBOMatdujBj1HiAxcM4u9VFKp58A9c--fx8mQ5O-90g5ZvS0EFLu__fNGQgLsZ6e-u2djEXuKMrV9XPWk&loadFrom=DocumentDeeplink&ts=2505.97) Any opposed? All right, motion carries. Thank you. And the other, I was saying the other, yeah because we didn't have other updates to vote on besides financial. Okay.

Guersch: [41:58](https://www.rev.com/transcript-editor/Edit?token=udYLg2gEBPg_pCA7amf0wZaPU54yqqoNbDNdtHflmm1D2rrAHpRvYPGz1tBIdkb67xufEGlN4KnCiuA4nF5giPyA3_g&loadFrom=DocumentDeeplink&ts=2518.26) That's right.

Lucy: [42:01](https://www.rev.com/transcript-editor/Edit?token=6hmjYtUmD7fBMIArg_ztsxmohH_7YogYPBw4g-G2Zk0eO4yMrdRhhij7jc7810HtouevvZo4rKdtbqOMQTU0KGEmdgE&loadFrom=DocumentDeeplink&ts=2521.37) Who seconded?

Kristen: [42:03](https://www.rev.com/transcript-editor/Edit?token=wzg8FPgXe0m9eX2eeowUuLIVtCNniifvDum3NskaIspmZvxmbu7w7G-m2S35fmhMdzQM8gXmQyk-iW5ELzoSXuuib3Y&loadFrom=DocumentDeeplink&ts=2523.61) Norah was that you?

Guersch: [42:04](https://www.rev.com/transcript-editor/Edit?token=gmCbayTKu5_QrLymGvdG2NFzxS8cz8T4KaMTEtf4HQv95MFE828CCgJCsIttmKzTeKegd1tX2B239ZY5A3RNhn0TlLo&loadFrom=DocumentDeeplink&ts=2524.67) Norah.

Norah: [42:05](https://www.rev.com/transcript-editor/Edit?token=dK8SKuTAZpEiWCzgyuhL0xRSJRNg_FULHHrJ22Kc0fRepBcATIXEy6YOACGPgCxKmZEMKooHWpuPo8b5FvO5NIF3qjE&loadFrom=DocumentDeeplink&ts=2525.35) Yep.

Lucy: [42:05](https://www.rev.com/transcript-editor/Edit?token=JTopOh0rZj-YFtCmkYBsPaYljfnyCE23M8EbpQDR8MovdpYSOk8rsy2Mq4aB_Lj0yGB6k332hF0lvKk5rKdRxY3xys4&loadFrom=DocumentDeeplink&ts=2525.57) Thanks.

Guersch: [42:05](https://www.rev.com/transcript-editor/Edit?token=t2N6Cl7hdM-O-xFBvaistwVzAAIZzuNpyx7d5UwXUrcZVjde9MY3BDOW7-9dR-xwDBqgWeoNJoyPAxxCG_XJD7NrpCQ&loadFrom=DocumentDeeplink&ts=2525.63) Get it Lucy.

Lucy: [42:12](https://www.rev.com/transcript-editor/Edit?token=8mt8DgqXsnXauQKWaPFdeCWSCYam579SnT9FiGAWASf45ai994oCWVFqTaTKkKSNP7FtX_NBd-vneOTeIlBvo-67G3Y&loadFrom=DocumentDeeplink&ts=2532.97) Next up is governance. That's me. We are, the governance committee has the same update as we've had before. We are hard at work at the board book, and look forward to finishing that soon and distributing it, redistributing it to current board members and having it ready for new board members to better understand what's going on around them. And that's it.

Guersch: [42:45](https://www.rev.com/transcript-editor/Edit?token=EqPxq6N0lQCjMaOakMLU14G53zTzj-bBObrNW2MdDTVZzbGEzmhi1UCcsL1BHHzMmSdQqWyTkSbmVNKXQDVlZWsl2Ok&loadFrom=DocumentDeeplink&ts=2565.04) Awesome. So this section here of organizational growth is a mystery to me. I was texting with Kristen and Lucy to see who added this to the agenda, but I did not add it. So since I don't know what it's about, I'm going to yield that time back to anything else that needs to happen.

Speaker 9: [43:09](https://www.rev.com/transcript-editor/Edit?token=7kcxirkhQjqQVfvMoSA_8yn9XgNMhBWQnoWRNvf-AlTQYXun0GzRClejnTOizMA-mHszt88IDJrwAdQ2wPnKmIpITWc&loadFrom=DocumentDeeplink&ts=2589.46) I was just like, ooh, what that? I didn't know that was a thing.

Guersch: [43:13](https://www.rev.com/transcript-editor/Edit?token=P95gsIHlWlb1XyKP8ybkkZ5iO-p8ruAQnVn9NyzsKXfkss3qjFymsqLKMcbQEu6vhnrqEceXaPqjMIxL0YYijQXrhdE&loadFrom=DocumentDeeplink&ts=2593.75) The same thing, I was like oh, what's that?

Speaker 9: [43:17](https://www.rev.com/transcript-editor/Edit?token=2lw0t3WzOAxGugQQ7qp5bYmiCMCim1e9Gc3vpZKRrUpCWXQSLKGQX3MYbs6Utztb5-EJKEm2wb14Npql34onOsHv2Ws&loadFrom=DocumentDeeplink&ts=2597.09) I didn't know that was a thing, okay. All right, any other business here either Guersch?

Guersch: [43:27](https://www.rev.com/transcript-editor/Edit?token=4P2YAq3YZSIUGBGE5Fhu3ejTXeTgq1bO8yLr_4VKevHeot01Ip_Lywm4O7MyJA-xYjP5Ny7UCPSzWU0RRFWCb767ucM&loadFrom=DocumentDeeplink&ts=2607.01) No.

Speaker 9: [43:27](https://www.rev.com/transcript-editor/Edit?token=yMcNacQiYczcwQ9-wUjC-T1Fbo8I_torBaxOIlN3euil6QY3TJZVymbIkas7EubWEPNwFGk1oaOvM1EtifIZhmg8C74&loadFrom=DocumentDeeplink&ts=2607.02) Okay. All right, well with that I thank you all, everyone for attending and just need a motion to move us into executive session. Thank you all. Thank you everybody. Congratulations again. Phenomenal, phenomenal, phenomenal.

Norah: [43:45](https://www.rev.com/transcript-editor/Edit?token=46GeUNiDShQqvaTAy0o0buHa9BPSoAefjlbddLk2Qd889cSIon2KWNDA_b3DZelkls5GhsVqrgxs5cOAkG57a9Vc2Tc&loadFrom=DocumentDeeplink&ts=2625.29) Thank you.

Kristen: [43:46](https://www.rev.com/transcript-editor/Edit?token=Vp0j-Ov5JXa90GyTCll49OR8Xp98GTyk0gO5EwNR-1MI2nHqqpmVTyPNQcchLI9mecRLi16nODh8INKtuCbGlOrSJeE&loadFrom=DocumentDeeplink&ts=2626.64) Thank you so much. Have a good week everybody. Enjoy the weekend. Bye.

Lucy: [43:50](https://www.rev.com/transcript-editor/Edit?token=LXzy6PfJmOEwdGsZ5YuhkJ65CcHfMWZNwY3_L6pyb7q9BBAPLxZqHZEiC49lb3F4WqQhCYeiwSRQRt1coyZWOURljoU&loadFrom=DocumentDeeplink&ts=2630.73) Bye.

Zach: [43:51](https://www.rev.com/transcript-editor/Edit?token=nsrZRISdnetn6Du6UrrzvWCVyS-aOamH1GztG6992VOhoiraP3qMHr24gWxiehgC8QdZi5pEaJy5_3tmZIGHkZ4pD04&loadFrom=DocumentDeeplink&ts=2631.27) Thanks everyone.

Lucy: [43:51](https://www.rev.com/transcript-editor/Edit?token=13VFufPLOqxTmpJ3fm7kpPKB_uXFch2vN7n62nIOJakbTS2FNUt1AlcD-CuzRbbtUKr1Dul1o42iFVqrf3L_oLuhBmc&loadFrom=DocumentDeeplink&ts=2631.64) Kristen, I think your motion just has to be to discuss personnel matters. So I'll note that in the notes. You have to say why you're going to executive session, [crosstalk 00:44:00] basis.

Kristen: [44:01](https://www.rev.com/transcript-editor/Edit?token=1Gcej2QNse1Lmt8MnSD0165vDxz6M4pG6PY_yf-ZSvEppN0vvyYiktHl4i-sS_B1Z-EMalao8mbB-3UKxvUCXW_pWGM&loadFrom=DocumentDeeplink&ts=2641.74) Thank you. I also appreciate everybody's patience with this, because we're going to get this thing figured out. Thank you Lucy.

Lucy: [44:08](https://www.rev.com/transcript-editor/Edit?token=Rxa5zgYj5ISb0xV_9vaufSY1wOhfg64fXWtLZxopTtIaUEXEX8EBxfdu0Cvklbcwmc21YmR_JwHFGVd3qT32pn2oF7k&loadFrom=DocumentDeeplink&ts=2648.25) All right.

Kristen: [44:08](https://www.rev.com/transcript-editor/Edit?token=BfZ0EbIOQolhYoSRj944zIFQzUz62BgIesB2gSX3qfehK3zIO6vb_RJzGQP4kjGnDbe-RTem60qNNBB2-VzVUrd6Jy4&loadFrom=DocumentDeeplink&ts=2648.64) I need a motion to move us into executive session to discuss personnel matters.

Speaker 9: [44:16](https://www.rev.com/transcript-editor/Edit?token=9m0SJbljEJYF7xQonW9wI6Cjde-V_b1-cKpvYnYVeiH8D34Z2qTMwFoNZ1fOC4mtBvHb1DYgB8-bJDVCiZoZu7vYhtg&loadFrom=DocumentDeeplink&ts=2656.67) I make a motion to move us into executive session to discuss personnel matters.

Kristen: [44:24](https://www.rev.com/transcript-editor/Edit?token=yZn7yZ6u8HjJCW1zh4kNvTWcnm2RmiLO13bqivnhdSzfdneJlDuJ3gZUd6W54ubfAccK2cAm7SVP8CMah1y9TAxfq3w&loadFrom=DocumentDeeplink&ts=2664.11) Do I have a second?

Tristan: [44:24](https://www.rev.com/transcript-editor/Edit?token=Dl7YBjUNSTwEKD4iC0Mul4g_qlZ8-v6a6vVF3h7lQteLQGeSWujWlaewkpmOHvOsFU0q-BPSxyhE7sIxoeZ6RIbrpCY&loadFrom=DocumentDeeplink&ts=2664.211) [inaudible 00:44:24].

Speaker 9: [44:26](https://www.rev.com/transcript-editor/Edit?token=RgWC6vWx145OCD09D5R1y-slVmCh4jl8-hogSoqDJ3gqWKjxp1kiZSmqObstrTkK162HbuYdLrLWnGhKxd-feXkEnPI&loadFrom=DocumentDeeplink&ts=2666.87) Is that Tristan? Tristan is that you?

Tristan: [44:27](https://www.rev.com/transcript-editor/Edit?token=TH4EiNcLo2__gACOCXNy4jnzKTk68ODeFBDPtB-bC854qXITp8vombQuZCEAppNTbAWA9Oah21HTlQ6sgsmS_O2buaE&loadFrom=DocumentDeeplink&ts=2667.85) Yeah, I'm sorry. You can't hear it?

Kristen: [44:28](https://www.rev.com/transcript-editor/Edit?token=1Cqot2gIESxsWLdLReoollHB-dm3XDuM6zRNcLqRrThgyClJQFs8d_h2Xm3ubXbGQORuHVedmfYKDwUSnhazGUTmZWE&loadFrom=DocumentDeeplink&ts=2668.89) No.

Speaker 9: [44:32](https://www.rev.com/transcript-editor/Edit?token=quhJMZAEGJJyChFVxyw7V0b1xNe_bWTywSO5UPO8pHOnj-KVLMyQX1cSCo3B21iEe8dtM5IScn0Zt_TP2rcLhipK4UE&loadFrom=DocumentDeeplink&ts=2672.07) You sound like you are 15 miles away.

Tristan: [44:38](https://www.rev.com/transcript-editor/Edit?token=BxT7XII0NTJ47HDjMA_jo9PBl86NW_PHuT2ZgmtQhT8JpacNcr-yHN7py87cNq0A__bpjyiBV7-0Wnu1nc0_a26UMCY&loadFrom=DocumentDeeplink&ts=2678.89) That's what happened the whole time I've been talking with you [inaudible 00:44:39] now with you. Okay.

Guersch: [44:41](https://www.rev.com/transcript-editor/Edit?token=Bq9782X7Hfl-tCNgRZDmjqyoABEz1-ut23ICtPiQb9BNOfLQtQPZQHPfENKJXPUdAC9MQjLAUE6Xh90yZgDzWrF3o5M&loadFrom=DocumentDeeplink&ts=2681.54) Oh, yeah I didn't hear you.

Tristan: [44:44](https://www.rev.com/transcript-editor/Edit?token=hwPdDr__BDKdA8tVEIPjeAU3OprfeK_eS2tDcNlwDbhylP7WP-6bs46uUEcsWoOThKg7rO1Pi1DBKxzgD9fonhwA0x4&loadFrom=DocumentDeeplink&ts=2684.18) Sorry guys. Can you hear me a little bit now? I'm going to switch to my phone.

Speaker 9: [44:48](https://www.rev.com/transcript-editor/Edit?token=4YmoBl-q_UFsq3CfEZjzgKAJ5953CQFrwxlZmbn3TwqZIkqK4AVxIXeqn5nzFymLc3DBRGNz2U8rV69A9qFTf5mj4dU&loadFrom=DocumentDeeplink&ts=2688.48) Yes. Better, yes.

Tristan: [44:50](https://www.rev.com/transcript-editor/Edit?token=E9tGkohVRApkTlLt38JoRuzN60vulxrOQUp_6LatLkQqkwZDw-PV8v3Gg1EvRqYuNqGD9EeB6PY_S0RHFeV5UlPO-C4&loadFrom=DocumentDeeplink&ts=2690.47) [inaudible 00:44:50] earlier in case you didn't catch it. But thank you, the four years is amazing. I know for some of the board members who have been on this ride a bit longer, we've seen some crazy times and some shifts from bringing you on to seeing just the work that you put in. I know Lucy put in a crazy amount of work. Just the two of you guys, blood, sweat and tears. Bringing on an entire new leadership team, organizational shifts, teachers who are buying in or not to the vision. At the end of the day with the focus on the children, which is the big picture and why all of us are here. Why you put in all the time.

Tristan: [45:34](https://www.rev.com/transcript-editor/Edit?token=8kborDpEezS8kNm57h2g56DWRoVJpx1kkKn9uwIvckomW_xwTUxTN3xZMsJzq3QCGDhYDm4Ic4G5UVc2f2A8WF3swSQ&loadFrom=DocumentDeeplink&ts=2734.7) So a big thank you because it's been a journey, we're definitely not where we want to be yet, but at least we could see that we're trending in the right direction. So big thank you to you, all the time you put in. It does not go unnoticed because we've seen, especially I know the group that has been here for a couple years, the journey, how difficult it was and the fact that we are trending in the right direction. So thank you so much.

Guersch: [46:01](https://www.rev.com/transcript-editor/Edit?token=aALmD4EGfagVAV_L-JcmKSeykPwugBIWNwdo-4zBTb3uh6rnx2Kv3nYzvelZIdCC_C7WNVbvw61qEvjrknp_MjKmVfk&loadFrom=DocumentDeeplink&ts=2761.19) Thank you Tristan. Much appreciated.

Lucy: [46:04](https://www.rev.com/transcript-editor/Edit?token=az12Q0quk5Rt1R_InlN7q8nJfTTKld9b5QvDD5JBmlDkUm2jSkuPswY14XTQdhCPUWFxOQdEMGU0AXtlz3PgMWrobZU&loadFrom=DocumentDeeplink&ts=2764.46) So you're saying all that on mute and we didn't know?

Tristan: [46:10](https://www.rev.com/transcript-editor/Edit?token=PYkP2EQeT9fs864KIVeG71b6v8BMp-P4Q_tV777gdcVcngjmt4BFw3B3j5gmwtK0fq6V0KEVt8p4YAgdnLJBOOLbohw&loadFrom=DocumentDeeplink&ts=2770.35) I didn't say all that on mute, I said the beginning part and I'm like, I guess there's [inaudible 00:46:14].

Guersch: [46:15](https://www.rev.com/transcript-editor/Edit?token=ShZV_suuX7VfF1S8VVDGvcZevv28l1lIUyEFJxevkFxrvbzKI6mHUOyOKaH429dmyy1SvzsYo8_MnwmzfUu9vrL4s44&loadFrom=DocumentDeeplink&ts=2775.67) So sorry.

Kristen: [46:17](https://www.rev.com/transcript-editor/Edit?token=3lYKAs7-RNCaoi2H5zAPgOSjLhBpWWE4VpMYgY44glV9SUofnFZ9GD3cT-RyJFcodkabHPBHTBsqA82ZoLekCquhxwo&loadFrom=DocumentDeeplink&ts=2777.07) and while I still love that, I'm going to make another motion to move into executive session to discuss personnel matters. Can I get a second?

Tristan: [46:27](https://www.rev.com/transcript-editor/Edit?token=vELMlsG8wITFfJ65eC2TqzXg_q1E4r8oWsaXJ35tWn5prmtshdy3_CuG6trkQGo_Cjz6n8GOE8NMqBEY6rVZWuzIimY&loadFrom=DocumentDeeplink&ts=2787.5) Second, Tristan.

Kristen: [46:29](https://www.rev.com/transcript-editor/Edit?token=v-tIR_5iTwMVwSLxYr6aU9NwHmQa162cs8r3s4mV-BgP1qkMp6zOx258Cj7QdFysLEOfoZb_-Zb8QYPQ9wTsfBAo8ns&loadFrom=DocumentDeeplink&ts=2789.29) All right. All in favor.

Lucy: [46:32](https://www.rev.com/transcript-editor/Edit?token=x7XhnqD9pbFStpyUL5D7cPf5e0PH4jz0K8tTY0VQ9sdIs-xgGcWGHjPtCOZ1CX_xic3EAcNgliTPZqXuLPXXzQ26rPs&loadFrom=DocumentDeeplink&ts=2792) Aye.

Guersch: [46:32](https://www.rev.com/transcript-editor/Edit?token=utR7-t1x2rinSFlN7ip7AE5hUzbmCEgIEvt6TG9BhifgelzLy2NJ0pBQw4gTjAOmhfCC3MKqURHlbqcye4j96aQVRXQ&loadFrom=DocumentDeeplink&ts=2792.52) Aye.

Speaker 9: [46:32](https://www.rev.com/transcript-editor/Edit?token=qua5XYyBs2Qp6oS661GBT3tSv9iA_WRTgjI0UzH7sCHrY8I_Q0Py_gN6d7k29A2RvvR30sWviUgQt6mYEkKPyLNvsBw&loadFrom=DocumentDeeplink&ts=2792.52) Aye.

Tristan: [46:32](https://www.rev.com/transcript-editor/Edit?token=ftvuMWJqoVGc2dXbFFtBXc2BGPxEVPLAhgS2_jCklA735T4cjLSaIaAgvDOyGG78XChAIvNhKX7szoXIMn3TRWAbH70&loadFrom=DocumentDeeplink&ts=2792.52) Aye.