



Hawthorn Board of Directors Meeting
November 28, 2022
1901 N. Kingshighway Blvd., St. Louis, MO 63113
Convened by Zoom

Board Members Present: Kathryn Love (Chair), Liz Buchman, Michelle, Cohen, Hal Davies, Tyra Duren, Mil Galvin, Edes Gilbert, Sara Goellner, Alex Pearson, Liesl Schnuck, Mary Stillman

Hawthorn Staff Present: Daphne Robinson

Others Present: Jamie Berry (EdOps), Nikki Doughty Rachel Evans, Kaleigh Lawrence, Dorvonda Payne, Lori Sommer

The meeting was called to order at 5:04 p.m.

The consent agenda was moved, seconded and approved unanimously.

Hal Davies gave the Finance Committee report. The financial outlook is showing favorable projections. There are some variables that we continue to watch, including transportation and attendance, both of which are in the school's control.

Jamie Berry from EdOps attended the start of the meeting and presented an overview on charter school funding. She also emphasized the importance of attendance and enrollment to funding.

Daphne Robinson and Sara Goellner provided an update on the strategic plan. They have started focusing on the goals for next year and aligning with the budget process and the finance committee.

Daphne Robinson gave the Head of School report. Hawthorn made the PriME Top 20 list for Statewide Student Growth in Math and English. Winter school-wide assessments are starting the first week of December. Saturday tutoring may begin the second semester. Teachers are being asked to provide support for the tutoring and specific dates are being determined. Culture for the month of October included such activities as: an art field trip to the Kemper Art Museum and a Danforth Plant Science Center Authentic Research Experience. The Board also discussed consideration of additional resources to support girls on long-term suspension.

Kathryn Love gave a Board Chair report. The board was not scheduled to meet in December, but will need to approve the 2021-22 audit report so a meeting has been scheduled. School policies were uploaded for Board review. These are a draft of the Community Engagement Policy as well the following four policies which are required by state law: Lactation Accommodation Policy, Will's Law Policy, Braille Instruction Policy and Get the Lead Out of School Drinking Water Act Policy.

A motion was made to approve the draft of the Community Engagement Policy and the four final policies; it was seconded and approved.

Michelle Cohen gave the Facilities taskforce report. She will develop a plan in January and February and pull the committee together in February.

Kaleigh Lawrence gave a report on the Foundation.

Edes Gilbert shared information on a webinar she attended on *How to Handle the Teacher Crisis*. Statics came from ISM research and the Bureau of Labor and Statistics. Half of teachers leave profession in first five years, one in four teachers last year said they are leaving, for every national job opening there are .75 hires. Central concerns for teachers are compensation, lack of respect, teachers not feeling valued and safety concerns. Retention factors are teachers feeling valued by administrators, fair compensation and feeling rewarded and respected by school and parents. Boards should consider conducting an annual teacher's engagement survey, hiring retired educators to work on a part-time contract basis and offering flexible scheduling as well as health and well-being options.

The meeting adjourned at approximately 6:30 p.m.

The Board did not hold a Closed Session.