



Hawthorn Board of Directors Meeting  
February 22, 2021 5:00 p.m. – 6:30 p.m.  
1901 N. Kingshighway Blvd., St. Louis, MO 63113  
Regular Meeting

**Board Members Present:** Kathryn Love (Chair), Liz Buchman, Rachana Creeth, Hal Davies, Nikki Doughty, Mil Galvin, Edes Gilbert, Sara Goellner, Angell Farley Jackson, Alex Pearson, John Ross, Mary Stillman

**Hawthorn Staff Present:** Daphne Robinson, Alisa Bennett-Hart, Estitia Stone

**Others Present:** Sierhah Price, Kristie Skor, Claire Byrne, Vicki May, Lori Sommers

The meeting was called to order at 5:07 p.m. by Kathryn Love.

Kathryn Love introduced Hal Davies, a new Board Member, and Estitia Stone, Director of Recruitment and Enrollment Management. She also explained that Nikki Doughty is resigning from the board to avoid conflict of interest due to her new position with Washington University, Hawthorn's sponsor.

The Finance Committee report was presented by Rachana Creeth and Sierhah Price. The school is operating close to budget with only minor variances. This school has 51 days of cash on hand. The Board accepted the finance report.

The consent agenda was moved, seconded and unanimously approved.

Lori Summer explained a proposed amendment to the School's Washington University Performance Contract. In light of the pandemic and the ensuing changes to the learning model, Washington University is requesting that the School undertake MAP testing of middle school students, but the scores will be used for informational purposes. The financial and governance parts of agreement continue unchanged. A motion was made to approve such amendment with such changes as Kathryn Love shall consider appropriate or advisable; the motion was seconded and unanimously approved.

Kathryn Love summarized a presentation by Dr. John King to the participants in the Opportunity Trust's St. Louis Board Leadership Academy. Dr. King suggested that schools will need to (1) offer 1:1 Tutoring, (2) create summer programs comprised of academic and enrichment support, and (3) provide Teacher Professional Development related to the different learning levels that will be soon when all students return to school.

The revised McKinney-Vento Homeless Student policy, which was updated based on Federal program monitoring feedback, was moved, seconded and unanimously approved.

Daphne Robinson gave the Head of School report. She described the school leadership team's SWOT exercise and particularly the resulting goal of increased focus on parent engagement for all staff. The school is planning for MAP testing of all middle school students. She described that some high schoolers

who will need credit recovery and that the school is celebrating NWEA testing accomplishments.

Ms. Robinson described summer school planning. She also described parent engagement outreach. The board discussed 2021-22 enrollment targets and requested to see enrollment plan and timeline at next meeting. Six staff attended a virtual symposium by the National Coalition of Girls' Schools on how to provide an inclusive environment in the same-sex education space.

Mary Stillman, Chair of the Hawthorn Foundation, provided the Hawthorn Foundation update. The foundation has raised 98.9% of its goal. She also described upcoming staffing changes.

The Board taskforces gave updates:

- Teacher pipeline - creating an incentive program and investing teacher residencies
- Teacher/Staff retention policies and approaches – meeting to be set
- High School - houses to establish culture and rituals, mentorship/internships, career exploration
- Wrap Around resources exploring non-academic programming and parent engagement plans
- Transportation exploration – scheduling second meeting
- Wash U partnership- Social Work practicum, tutoring and providing teacher education

The Board then approved a motion by following roll call vote to enter Closed Session to discuss legal (§ 610.021(1) RSMo.) and personnel (§ 610.021(3) and (13) RSMo.) matters.

Liz Buchman - aye

Rachana Creeth - aye

Nikki Doughty - aye

Edes Gilbert - aye

Sara Goellner - aye

Kathryn Love – aye

Alex Pearson - aye

Mary Stillman – aye

A resolution to exit the Closed Session was approved by the following roll call vote:

Liz Buchman - aye

Rachana Creeth - aye

Nikki Doughty - aye

Edes Gilbert - aye

Sara Goellner - aye

Kathryn Love – aye

Alex Pearson - aye

Mary Stillman – aye

The meeting adjourned at approximately 6:30 PM. Recorded by Alisa Bennett-Hart