

Philadelphia Hebrew Public (PHPCS) Board of Trustees Meeting

August 7, 2023
5:30 PM

In-person at 3300 Henry Avenue and Virtually via Zoom

Minutes

Trustees Present

Trustees Not Present

| | |
|---------------|------------------|
| Klissa Thomas | |
| Jon Rosenberg | |
| Daniel Bell | |
| Hedra Packman | |
| Max Weisman | |
| Keli McLoyd | |
| | Fernando Trevino |

Also Present

Emily Hurst, Executive Director, Philadelphia Hebrew Public (PHPCS)

Elyssa Yuen; Head of School, Philadelphia Hebrew Public (PHPCS)

Soren Barnett; Operations Coordinator, Philadelphia Hebrew Public (PHPCS)

Madison Gould; Senior Director of Regional Operations, Hebrew Public

Katy Tipson; member of the public and prospective board member

I. Call to Order & Adoption of Agenda.

Klissa Thomas called the meeting to order at 5:45pm. Jon Rosenberg moved to approve the meeting agenda. Max Weisman seconded the motion and it passed unanimously.

II. Approval of Prior Meeting Minutes – June 22, 2023

Jon Rosenberg made a motion to approve the prior meeting minutes. Max Weisman seconded the motion and it passed unanimously.

III. Leadership Reports

- I. Emily Hurst, Executive Director, and Elyssa Yuen, Head of School, presented SY23 Reflections & SY24 Priorities
 - a. SY23 Glows and Grows
 - i. Continued and deepened investment (and now return on investment) in Wilson's Foundations
 - ii. New student programming - After School Program and student events
 - iii. Successful cyclical monitoring
 - iv. Strategic planning
 - v. Challenges: Staffing shortage and leader coverages
 - b. ELA (F&P)
 - i. Overall growth - 45% reading at/above grade level
 - ii. Not reflected - students making over one year's worth of growth within one year
 - c. Attendance
 - i. SY 22-23 Baseline- 90% average daily attendance (standard goal is 95%)
 - ii. SY 23-24 (Incremental) Goal - 93% average daily attendance (standard remains 95%)
 - iii. Making major investment in MTSS and operations systems build out for individualized interventions
 - d. 2022-23 Family Survey
 - i. 99 responses (80% report being satisfied or highly satisfied with PHP, 83% likely or more to recommend PHP to friend). Note: given the staffing shortages and coverages this year, we are very pleased with this result
 - ii. Glow - trusting relationship with staff and leadership
 - iii. Grows - social-emotional development and communication
 - e. SY24 Priorities: These are network-wide priorities aligned to PHP based on our needs assessment and strategic planning work. Professional learning, year-long leader and teacher coaching, and strategic initiatives will be in service to these priorities.
 - i. Knowing content and students: deep investment in intellectual preparation and data analysis
 - ii. Creating environments where all students can thrive: Enhancing Multi-tiered Systems of Support
 - I. Also includes strategic plan initiatives of building out emotional support program, expanding low-incidence program, 3-year plan on culture (scaffolded layout of Responsive Classroom), and attendance plans.
 - iii. Bringing Our Mission to Life: Incorporating our Mission of Global Citizenship into All We Do

- f. SY24 Team Introductions
 - i. Elyssa and Emily presented the expanded leadership team and organizational chart for the school year 2023-24. PHP made a major investment in talent recruitment and a new teacher compensation system in spring 2023, and are excited by teacher retention and talented new hires.
- g. Update on Food vendor
 - i. PHP received a 60-day termination of service notification from Linton's, recently acquired by Whitsons Culinary Group at the end of June, due to a change in service offerings. This put PHP and other schools in a deeply precarious situation given the turnaround time needed to solicit and review formal bids for food vendors. PHP worked with the state and Nutritional Development Services of the Archdiocese of Philadelphia to engage in a MOU that will provide food service for the 2023-24 school year. We will then explore maintaining this agreement or issuing a formal RFP in the fall. As part of the shift in structure, PHP will now hire food service workers directly.

IV. Board Reports

- 1. The Nominating Committee has identified three potential additional candidates for the next cohort of the Board of Trustees who bring diverse skills and experiences to complement the current board matrix. Each has varying timelines given personal obligations, but will continue with the cultivation and application process this year. The board received Katy Tipson's formal application to the board for appointment in the September meeting. Katy is a former special education teacher, leader, and advisor who brings deep experience working across systems in Philadelphia and the country.
- 2. Financial Reports will begin at the September meeting.

V. Board Actions

- 1. Approval of Board Members & Officers
 - a. Klissa Thomas proposed the 2023-24 slate of Board Members and Officers including: 1) Reappointment of Jon Rosenberg, Hedra Packman, and Klissa Thomas for three year terms; 2) Appointment of Officers for 2023-24: Klissa Thomas (Board Chair), Max Weisman (Secretary), Hedra Packman (Treasurer). Max Weisman made a motion to approve the Board Members & Officers. Keli McLoyd seconded the motion and it passed unanimously.
- 2. Approval of Custodial Contract for FY24 (Schedule B)
 - a. Klissa Thomas made a motion to approve the custodial contract with C.J. Maintenance for FY24 (Schedule B). Max Weisman seconded the motion

and it passed unanimously.

3. Approval of Curriculum Purchases (Eureka and Expeditionary Learning) for FY24 (Schedule C)
 - a. Hedra Packman made a motion to approve the Curriculum Purchases (Eureka and Expeditionary Learning) for FY24 (Schedule C) . Klissa Thomas seconded the motion and it passed unanimously.
4. Approval of Food Service Position Description (Schedule D)
 - a. Max Weisman made a motion to approve the Food Service Position Description (Schedule D). Jon Rosenberg seconded the motion and it passed unanimously.
5. Approval of Employee Handbook for SY24 (Schedule E)
 - a. Klissa Thomas made a motion to approve the Employee Handbook for SY24 (Schedule E). Keli McLoyd seconded the motion and it passed unanimously.
6. Approval of Hebrew Public Management Agreement MOU (Schedule F)
 - a. Klissa Thomas made a motion to approve the Hebrew Public Management Agreement MOU (Schedule F). Max Weisman seconded the motion and it passed unanimously.

VI. Public Comment

None.

VII. Executive Session

None.

VIII. Closing and Adjournment

Klissa Thomas moved to adjourn the meeting at 6:45pm. Jon Rosenberg seconded.