

Philadelphia Hebrew Public (PHPCS) Board of Trustees Meeting

April 21, 2025

5:30 PM

Philadelphia Hebrew Public Charter School

Meeting Minutes

Trustees Present

Trustees Not Present

Hedra Packman	
Daniel Bell	
Klissa Thomas	
Katy Tipson	
Keli McLoyd	
Max Weisman	

Also Present

Madison Gould, Senior Director of Operations, Hebrew Public

Emily Hurst, Managing Director of Strategic Initiatives, Hebrew Public

Jon Rosenberg, Chief Executive Officer, Hebrew Public

Emily Fernandez, Chief Schools Officer, Hebrew Public

Claire Kelley, Family and Community Engagement Coordinator

I. Welcome and Approval of Prior Meeting Minutes (Schedule A)

- Klissa Thomas convened the meeting at 5:42 pm.
- The meeting minutes for April were approved. Daniel Bell made a motion to approve the April meeting minutes. Keli McLoyd seconded the motion and it passed unanimously.

II. Leadership & Board Reports

- Board Dashboard
 - Madison Gould shared current enrollment. We are currently pausing filling any available seats due to PSSA state tests beginning.
 - Kindergarten budget is 78 students and we currently have 76 students enrolled. The team is working to grow 7th grade. The team is currently working to send out offers for next year as current families have filled out the Intent to Return form for SY25-26.

- Attendance: There have continued to be a few bussing challenges but they have been working to close the gaps and find solutions for next year so this does not continue to be a problem.
- Chronic absenteeism is improving. Attendance meetings have been scheduled with families to support the students who need it.
- Emily Fernandez shared about the out of school suspensions data.
- Emily Hurst shared that there are two new hires that are starting this week. There is a big push to close out the hirings for this year to end strong as a team and bring on new candidates for next year. The talent team is working to aggressively recruit strong candidates from start to finish to see consistency within the hiring process.
- PHP Strategic Shifts: Leadership presented on the decision making process and proposal for key strategic shifts as the school looks to 2026-27 school year serving grades K-7. Team stepback including identifying pain points and possible solutions to ensure meeting the mission and model given current constraints. In total, 10 possible shifts were identified with various inputs and approvals needed to move forward. At this point, Leadership is proposing the following:
 - Strategic Shift 1- Class Size: We currently have a strong financial foundation to maximize enrollment with the class size model. The goal is to stabilize foundational years at PHP. The proposal is to reduce class size in grade K-1 where there is significant student need. The next steps for this is to approve these shifts in the FY26 budget. The hope here is that this change will bring a decrease in referrals, an increase in academic outcomes, literacy, and teacher retention Proposing shifting from three to four sections of kindergarten and 1st grade (classes now at 19-22 students rather than 26-29)
 - Strategic Shift 2 - Hebrew Scheduling: We have created a foundation of Hebrew and Israel Studies Integration across classrooms and the student experience through OLAM values and Hebrew instruction. Staff recruitment has been challenging across the board, and particularly acute in finding Hebrew teachers. The goal is to strengthen the quality and intensity of Hebrew instruction at key grades to improve language acquisition outcomes. The proposal is to increase dosage and staffing in the upper grades and shift to a Hebrew exposure model for the lower grades. The next steps for this goal is recruitment, staff investment, and scheduling.
 - Strategic Shift 3 - Academy Model: As a team, we have to reimagine and stretch out team structure each year with growth. The proposal is to create the Academy Model as a K-2, 3-5, and 6-8. The team has adjusted

the Organizational Chart within the Academy Model. This will provide a smaller-feeling team within each academy and the associated supports to meet student, family and team needs.

- Strategic Shift 4 - Calendar Shifts: For the past 6 years, students have been dismissed at 1pm one day per week (originally on Wednesdays and then Fridays). With the addition and growth of our middle school, we need to reexamine our calendar to meet the mandated number of instructional hours. Additionally, early dismissals are hard on families and there are significant drops in enrollment for Fridays. The proposal is to remove early dismissals on Fridays and to normalize a typical Monday-Friday schedule to maximize instructional hours. The next step is to approve the SY26 calendar and explore inputs for schedule shifts.
- Reminder: Conflict of Interest Forms
 - Friendly reminder to please fill out the Conflict of Interest Form.

III. New Building Tour

- All board members and staff took a tour of the new building space.

VI. Board Reports and Actions

- Approval of March Financial Reports (Schedule B)
 - Madison Gould shared about the March Financial Report. Currently there are over 100 days of cash on hand with the threshold being 60 days. Daniel Bell shared about the changes that Vertex is making as a company.. Katy Tipson made a motion to approve the March Financial Reports. Daniel Bell seconded the motion and it passed unanimously.
- Approval of SY2025-26 Academic Calendar (Schedule C)
 - Emily Hurst shared the SY2025-26 calendar for next year. She shared how the anticipated schedule changes will affect the calendar. Hedra Packman made a motion to approve the SY2025-26 Academic Calendar. Max Weisman seconded the motion and it passed unanimously.

V. Public Comment

None.

VI. Closing & Adjournment

The meeting was adjourned at 7:26 pm.