



THE HARVEST NETWORK OF SCHOOLS
Harvest Preparatory School/Best Academy/Mastery School

Board members present:

Best Academy: Ezra Hyland, Idriss Omar, Fowsiya Dahir,

Harvest Preparatory: Chuck Williams, Hailie Johnson, Nick Boettcher

Harvest Network of Schools: Tiffanie Boyd

Mastery School: Margie Soran, Terrence Price, Nick Robinson, Abdul Wright

Staff Members: Fatou Diahame, Rachelle Larson, Paula Bump, Carl Allen, Shana Ford, Karen Kelley-Ariwoola, Brett Fechner, Antonio Holiday, Marquita Butler, Wilhemenia Buckner, Matthew Shaver, Eric, Mahmoud, Earl Phalen, Gaynell Ballard-Ray, Keilly Olsen, Mukhtar Yusuf, Alana Ramadan, Jihan Burdah-Smith

1. Meeting called to order

- Meeting called to order at 6:03pm

2. Introduction of Earl Phalen and the Meeting

- The board chairs introduce Earl Phalen
- And clarifies that no decisions will be made tonight and this is our opportunity to meet Phalen and ask questions.

3. Presentation on Phalen Leadership Academies

- Started 5 years ago in Indianapolis, most scholars are in Indiana, there are some scholars in Detroit as well- had a skill in turning around schools- most are on the way to excellence
- Ensure that each of our scholars meet high academic and social standards, and
- 34 ppl strong- recruitment, legal, HR, fund development and more
- Model is a compilation of best practices- identifying best practices and supporting teachers- every child should get small group tutoring ever day
- PD week before school starts and then throughout the year. PLA university- on time professional development- staff can get refreshers on certain things- online and face-to face. (webinars, PowerPoints, videos)
- Phalen doesn't change the schedules but they do review them to see if there is enough time for academics- they don't dictate curriculum but they believe that schools must use evidence based, Singapore math, journeys etc.
- Technology is used to help scholars accelerate or remediate learning.
- Stemasium- they have an exclusive partnership...children learn java script, coding, project based hands on learning

- Transforming our communities it has to be a collaboration with parents- weekly progress reports sent for parents to sign. We are on the same team with our parents. 5 F rated schools into A rated schools- in 3 years. One of their schools has experienced 11% increase in growth which is the highest in the state
- 12% management fee
- 5% growth on the state tests every year. Educating the whole student- vision for the future, kindness, generosity, stewardship. Their mantra is beat district, beat state- within 2 years they want to beat the district. And how do they beat 80%

4. Questions

Staff were concerned about who holds the hiring and firing responsibilities

- Phalen stated school leadership makes firing decisions the first year. In subsequent years they will have an opinion on things. The current plan is after a year PLA has the final decision on hiring and firing.

Staff had questions about management from a distance

- Phalen stated that PLA does not manage from a distance and they would have a team on the ground- for example 2 academics people, 1 operations person, 1 recruitment person. He noted that their largest school has a team of 5 people

Staff were concerned about if this new relationship would be a takeover

- Phalen stated that the integrity of the school will be maintained and it's a partnership not a takeover.

Staff asked if PLA sees a drop in enrollment, community backlash/ parent backlash.

Phalen says they see an increase in enrollment- kids are happy, communications is better, curriculum has improved.

Staff ask "What kinds of partnerships are you bringing?"

- Phalen states they have no community connections but they bring resources and skills

5. Adjourned meeting

- Meeting adjourned at 7:34