

**MINUTES OF THE MEETING
OF THE SOUTH BEND EMPOWERMENT ZONE
BOARD OF DIRECTORS
SOUTH BEND, IN
CROWE DOWNTOWN
November 19, 2019**

MINUTES

The South Bend Empowerment Zone met on Tuesday, November 19, 2019 at 6:00PM at Crowe Downtown located 320 East Jefferson Boulevard, South Bend, Indiana. Board Chair Sam Centellas called the meeting to order at 6:04PM.

ESTABLISHMENT OF QUORUM

Present were board members Sam Centellas, Executive Director La Casa de Amistad (SBEZ Board Chair), Milton Lee, Executive Director, Downtown South Bend, John Anella, Board Chair, South Bend Community Schools Corporation, Lesley Wesley, Board Member, South Bend Community Schools Corporation, and Dr. Cheryl Camacho, Chief, South Bend Empowerment Zone.

Quorum was established.

CONSENT AGENDA ITEMS

Board Chair Sam Centellas moved to approve by consent the agenda and the October 2019 meeting minutes. Board Member Wesley moved to approve the consent agenda items, Board Member Anella seconded. Motion carried with a 4-0 vote.

ZONE UPDATES

TEACHER LEADERSHIP TEAMS

Teacher Leadership Teams were elected. This year, TLT's will focus on (1) Change Management/Leadership, (2) Analyzing/Responding to School-Level Data and (3) Developing the School Improvement Plan (which will need to be approved by myself & the Empowerment Zone Board). To ensure the success of our Teacher Leadership Teams/Zone Schools, Dr. Camacho believes engaging these bodies of work will be critical. In support of that success, a training session will occur on 11/18 for Warren and Wilson and on 11/20 for Navarre, Coquillard, and Harrison and will be facilitated by Sarah Robb from Empower Schools and Tara Anderson from ERS.

SBEZ ANNUAL SCHOOL PLANNING PROCESS

ERS is supporting schools to revise schedules, staffing plans, and budgets to align with Zone priorities for SY20-21. The planning process is deliberately sequenced to ensure schools have draft plans complete by early March to inform hiring decisions.

Key dates (tentative) include:

- 1/15/2020 - List of SBCSC-provided Optional Services released to school leaders
- 1/31/2020 - Staff and budget allocations for SY20-21 released to school leaders

- 2/15/2020 - Optional services selections due
- 3/2/2020 - School leaders submit preliminary master schedules, staffing plans, and budgets
- 3/10/2020 - Zone Board reviews preliminary school plans

ZONE VOICES ENGAGEMENT TOUR

Two weeks ago, Dr. Camacho launched a #ZoneVoices engagement tour. During this tour, she had the opportunity to meet individually with over 175 teachers/staff in our Zone schools to learn about their stories, ideas, pain points, and vision for the future. As she has shared, the broader strategy is for all of our stakeholders (teachers/staff, school leaders, families/community) to work together while holding our students at the center of the collaboration. Dr. Camacho will be reflecting back Zone-wide themes coming out of this tour in her next Board newsletter which will be coming out early next week (in advance of the retreat). The themes both give me a sense of urgency and outline a clear path forward.

BLOOM COLLECTIVE LEARNING SERIES

The “Bloom” collective learning series will launch in January and will enable those who are interested to come together and learn with Dr. Camacho. The experiential learning series will be comprised of book study, site visits, expert panels, and action research opportunities. The group will be engaging this driving question to focus our learning agenda:

“What approach to student discipline do strong and healthy schools embrace? What school discipline policies, protocols, and practices support students of color and students living in poverty to thrive and excel socially, emotionally, and academically?”

DISCUSS AND APPROVE

NEW SBEZ BOARD MEMBERS

Board Member Anella, on behalf of the Governance Committee, recommended the approval of three new independent board members. He noted that SBEZ received 24 applications for the three open board roles. With the support of Empower, SBEZ phone screened all 24 applicants and moved 7 on to an in-person interview with Dr. Camacho and board representatives. Of these seven candidates, three candidates stood out who we are being recommended for Board approval. Below are short bios on each of our candidates.

Jasmine Bradley, Transformation Ministries, Director of Youth Empowerment. Jasmine has social work experience at Navarre and is an active member of the nonprofit community on the West Side. She was excited to serve as a representative of the community and bring a new perspective to the board. She has built trust with students and parents and has a strong understanding of their needs. Jasmine is inspired by the student-centered decision-making policy and how that resonates with her work and passions.

Ashley Northern, South Bend Heritage Foundation, Accounting and Program Specialist. Ashley lives next to Navarre and is interested in providing the perspective of a young, educated, SBCSC graduate of color (who attended Harrison). She recently returned to South Bend after studying in Indianapolis and wants to give back to her community. She feels that financial guidance is lacking in the community and she can help the Zone become part of the solution.

Ryan Matthys, RSM US, LLP, Partner and Managing Partner for South Bend and Elkhart offices. Ryan is a graduate of Washington High School and has lived on the West Side for most of his life. He is a leader in the business community and has been invested in the success of the South Bend school system. His time on the South Bend Education Foundation Board has given him a

window into the challenges facing SBCSC schools and would love to put his skills and experiences towards supporting the Zone.

Board Member Anella moved to accept the recommendation of the Governance Committee. Board Member Milton seconded. Motion carried with 4-0 vote.

ZONE CHIEF PERFORMANCE GOALS

Dr. Cheryl Camacho re-introduced a set of performance goals which included raising at least \$500,000 private/grant dollars to supplement the South Bend Empowerment Zone budget, engage the community in a robust process with a final deliverable of a performance management framework that will drive the work of Zone schools, engage in strategic partnerships and actions to strengthen the instructional core, and lead a family engagement process that enables SBEZ to build relationship, develop knowledge, and enact a plan to clarify the enrollment process and support parents in choosing to/continuing to enroll their students at a Zone school. The Zone Chief would receive \$15,000 performance bonus set on these factors.

Board Member Lee moved to approve the Zone Chief Performance Goals and performance bonus. Board Member Anella seconded. Motion carried with 4-0 vote.

PUBLIC COMMENT

No public comment.

EXECUTIVE SESSION

The SBEZ Board entered Executive Session at 6:35PM and concluded Executive Session at 8:57PM.

NEXT MEETING

The next meeting of the SBEZ Board of Directors will take place December 10, 2019 at 6:00PM at a location to be determined.

ADJOURNMENT

Board Member Leslie moved to adjourn the SBEZ Board of Directors meeting. Board Member Milt seconded. Motion carried with 5-0 vote. Meeting adjourned at 8:59PM.