



Perspectives

Perspectives Board Meeting

October 31, 2024, 10:00 pm to 1:00 pm

EY Headquarters: 155 N. Wacker, #2000

Zoom: <https://us06web.zoom.us/j/85883870201>

Board Members Present:

Hall Adams (In Person)
Rick Fezell (via Zoom)
DeEtta Jones (via Zoom)
Michelle Handy (In Person)
Adrienne Irmer (In Person)
Bill Mack (Via Zoom)
Debi Mitra (In Person)
Kathleen Murray (Viz Zoom)
Maryah Phillips (In Person)
Sheree Speakman (In Person)
Alex Silverberg (In Person)
Vanessa Smith (In Person)
Deborah Stevens (In Person)
Kareem Trice
Kim Waller (In Person)
Andrew Ward (in Person)
George Wright (In Person)

Board Members Absent

Ikram Goldman
Andrew Killion

Guests:

Demitri Handy (in Person)
Holly Copeland (In Person)
Amore Porter (Via Zoom)
Amy Gambrel (Via Zoom)
Leanna Lantz (Via Zoom)
Stephen Todd (In Person)
Earnestine Williams (In Person)

Opening: The meeting was called to order at 10:00 am

The Conflict-of-Interest Policy was reviewed. Board Members were asked if there were any Conflicts of Interest, and none were cited.

A motion was made by Rick Fezell and seconded (by William Mack) to approve the Umbrella Resolution, including the Minutes of the Meeting of June 27, 2024, Board Resolutions, the election of Debi Mitra and Maryah Phillips as Board Members, a Board Resolution for Hall Adams, retiring Chairman of the Board, the Annual Resolution, and Revised Conflict of Interest



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& Ethics Policies. The Board unanimously approved the Umbrella Resolution (12 In Person & 3 via Zoom).

An opportunity for Public Comment was made available. No one was present on Zoom or in person to provide Public Comment.

The Governance Committee presented information on FY25 Board Meetings, Board Committees, Board Meeting Dates, and Board Training requirements.

The Finance Committee presented FY24 June Preliminary Unaudited Financial Statements. Committee Chair Rick Fezell discussed the organization's PPP forgiveness as a one time event, the ESSER funding, which won't be repeating in FY25, the organization's strong balance sheet and that the organization's performance allows it to significantly exceed its bondholder and bank covenants. Rick also discussed the delay in the completion of the Audited Financial Statements which are expected by late November.

At 10:30 am, a motion was made (by Sheree Speakman) and seconded (by George Wright) and the Board voted unanimously (12 in person, 3 via Zoom) to enter a Closed Session re: Personnel Matters. At 11:30 am, a motion was made (by Kareem Trice) and seconded by (DeEtta Jones) and the Board voted unanimously (12 in person, 3 via Zoom) to adjourn the Closed Session.

External Affairs presented: a Pipeline Report, Showcase marketing materials, new donor: Gear.It, and 3 new Partnerships: Chicago Sky, Farmer's Fridge, and BCBS. In addition, Board Action Steps were discussed. Hall Adams announced a \$100,000 donation as his gift to Perspectives for the year to kick start achievement of our goal of \$1.275 million in fundraising to support our students.

The Education Committee presented:

- Newly issued Illinois Report Card where all high schools earned a Commendable Rating.
Board Members asked about areas of improvement (special education & % of students completing the 5 Essentials) and how the scores are calculated.
- FY24/25 Strategic Plan including:
 - Aspirational ADL Culture: Staff & Families
 - Strong Flexible Instruction
 - Diverse Learners & MTSS
 - College & Career
 - Operations
 - MTSS Math & Reading Score increases.



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- Network: Big Goals including:
 - High Stakes testing scores
 - ADL
 - Freshman on Track
 - Graduation Rate
 - Chronic Truancy
 - 5 Essentials
 - Enrollment
 - Attendance
 - Suspensions Rates
 - Teacher Retention
 - Teacher Certification Rate
 - Staff Demographics

Staff thanked the Board for allowing us to increase teacher salaries for FY25. It resulted in our hiring in our hiring 42 new teachers, 93% of whom are certified, with an average of 6.5 years of experience.

Board Members brainstormed about Attendance. While we are a little better than the national trend, weak attendance is holding back our increasing scores precipitously. Ideas floated by Board Members including increasing programs, including Athletics and After School to include activities that students have a passion for, more home visits, increasing the feeling of belonging by having check-ins, mentors, and building stronger relationships with families.

Board Members had a lively discussion around the fact that our students come to Perspectives from grammar school three years behind grade level. One suggestion by Board Member George Wright was to form a partnership with a feeder school that sends a lot of students to Perspectives.

There was also discussion about the Staff Demographics and how we continue to strive to reflect the communities we serve. One Board Member, Kim Waller, asked that we include the breakout of male/female in our next presentation.

Adjournment: The meeting was adjourned at 1:00 pm. A vote was taken, seconded, and unanimously approved (12 in person, 3 via Zoom) to adjourn the meeting at 1:00 pm.