



The Founders Academy  
**September 20, 2017 4:00 pm Board Meeting Agenda**

1) 2016-2017 Audit presentation

2) Public Comments

3) Review and Approval of Minutes from August Board Meeting

4) Board Business

- Potential new board member Kristi Scapone - Bio Below
- Parent Steering Committee / PTA/ PTSA/ PTO
- Committee Expectations
- Next Month Agenda Items

5) Dean's Report :

6) Treasurer's Report: July and August Financials

7) Faculty Report :

- Update on Curriculum - see below

8) Admissions Report:

To date there are 17 applications in process. Completed applications are as follows: 7 in the 6th grade, 0 in 7th grade, 1 in the 8th grade, 0 in 9th grade, 0 in 10th grade, 0 in 11th grade and 0 in 12th grade. A total of 8 completed applications at this time.

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9) Committee reports:

Outreach: See Attached

Policy:

Finance:

Response: see August response Below

Next Meeting Oct 18 at 6p

The Founders Academy  
Board of Trustees Meeting Minutes (DRAFT)  
August 16, 2017  
Location: School Library

Present: Patricia Humphrey (Founder), Kimberly Lavallee (Founder, Assistant Dean & Treasurer), Richard Hyotte (Chairman), Maureen Anson (Secretary), Sean Thomas, Matt Mercier, Maureen Mooney (Dean), Michael Gaumont (Faculty Trustee).

Guests: Andrew Croteau (Teacher), Virginia Nichols (Teacher), Cassie Hayes (Director of Faculty).

Meeting was called to order promptly at 4:00 pm.

**1. Public Comments:**

- Virginia Nichols (teacher)  
Spoke positively on behalf of herself and Ms. Efraimson about their experience at Founders. She also spoke of her attendance at a two week conference to enhance her skills.
- Moira Ryan (parent)  
Spoke positively of her son's experience at Founders. She suggested a collaborative program which would include the Khan Academy. She also suggested a partnership with community restaurants (like Wounded Warriors partnership with Starbucks) to facilitate a free breakfast program for the students.
- Keith Lacasse (parent)  
The school's mission, classical education and Saxon math are what attracted him to the school. Concerned over the curriculum.
- Victoria Sullivan (parent)  
Reiterated the concerns of Mr. Lacasse. Stated that teachers and parents must be equal partners in education. Stated that a "Parent Steering Committee" does not exist per the charter. Stated that the Girard family is withdrawing from the school.
- Lisa Howe (parent)  
Concerned with lack of response to emails from teachers and concerned about the math curriculum.
- Tina Bento (parent)  
Expressed concerns over the curriculum and the need for more communication within the school.
- Patrice Bernard (parent)  
Stated that it has been a rough summer with all of the gossip and rumors. Encouraged everyone to work together.
- Lisa Moore (teacher/parent)  
Wanted to be a voice of positivity. She stated her passion for the mission; that the administration is supportive and there are great teachers. The school is three years young and the positives outweigh the negatives.
- Jane Cormier (teacher)  
Saddened and surprised by the parent response. She is here for the mission and is returning because of the character, accountability and support of students.
- Amy Mililo (parent)  
Concerned over communication and safety.
- Glen Douglas (parent)

Very excited about experience at Founders in the beginning. Concerned over dress code issue and over a few faculty members leaving.

- Jon DiPietro (parent)  
Feels the school is not the same as when it started. Felt the Board's response didn't satisfy the concerns with the math program.
- Rachel Sanville (student)  
Spoke positively about hers 3 years at Founders. Compared her experience here versus Southside Middle School and the difference in teacher enthusiasm and support.
- Greg Van Ewyk (teacher)  
Read an email from Mr. Waterbury which stated he felt well supported by both Dean Mooney and Ms. Lavallee and that the complaints were mere growing pains. He personally is happy with the teachers, administration and students.
- Elizabeth Sanville (parent)  
Came to the meeting in support of her daughter. Believes Founders provides a positive, academic environment and that project-based learning is common.
- Kylene Normandin (parent)  
Concerned with communication and stated it needs to be streamlined.
- Denise Burke (parent)  
Her daughter's experience at Founders has been wonderful. It has been a very positive experience and she is excited for next year.
- Kevin Ahern (parent)  
Would like to see meetings scheduled after business hours. Spoke on behalf of his daughter, Emily, stating that she is very involved in the school and has had a totally positive experience.

Public Comment period ended at 5:07 and Chairman Hyotte thanked the parents, students and teachers who participated and thanked them for their patience.

**2. Review and approval of the minutes of the June 21st Board of Trustees Meeting:**

- Motion: Mr. Thomas motioned to approve the minutes and Mr. Mercier seconded the motion. All were in favor.

**3. Faculty Report:**

- Mr. Gaumont (Curriculum Chair) presented the faculty report updating the Board on all of the various projects worked on over the summer including updating all syllabi for content and uniformity; Roundtable syllabi creation crafted to carry out the mission and vision of the school including grade-level assemblies and service projects. He also stated that ten professional development days have been scheduled some of which will address Roundtable as well as benchmarks to ensure our students meet and exceed state standards.
- Mr. Croteau accompanied by Ms. Nichols gave a presentation on the Math curriculum.
  - Saxon will continue to be used.
  - The program has been developed by grade level with concepts covered listed.
  - The program will contain links to the specific concepts covered.
  - Supplemental materials will be used to enhance and promote problem solving, critical thinking, application of the concepts to everyday life.
  - Saxon is not being abandoned.
  - The order of the content has been rearranged to make it more relevant.

- Spiraling will continue and training will be provided to help students know where to find lessons related to the problems they are solving.
- The program has been designed to be challenging and rigorous.
- A table will be available detailing the concepts/topics covered with their corresponding Saxon lessons listed.
- An incredible amount of effort went into the development of the curriculum and all members of the department will collaborate regularly.

**Non-Public/Executive Session @ 5:27 pm.**

Non Public/Executive session - (RSA 91-A:3, II(c) Matters which, if discussed in public, would likely affect adversely the reputation of any person, other than a member of this board, unless such person requests an open meeting. This exemption shall extend to include any application for assistance or tax abatement or waiver of a fee, fine or other levy, if based on inability to pay or poverty of the applicant.)

- Roll Call: all Board members present, Dean Mooney, Mr. Gaumont, Mr. Croteau, and Ms. Hayes were invited to stay.
- Discussion
- Roll Call to come out of Non Public session: all yes
- Non Public/Executive Session ended @ 5:39 pm.

**Back in Public Session:** Public Invited Back to the meeting

- Ms. Lavalée motioned to seal the minutes from Non Public session, Mr. Mercier seconded. All in favor.

**4. Dean's Report:** See attached.

Special note of thanks to the Board for their support. Also expressed her appreciation of the incredible amount of work and dedication the teachers have put into the development of the curriculum, syllabi, etc. Noted that the State reporting has been completed and the enormous amount of time and effort exhausted to complete it with little, if any feedback. She also recognized high school student David Gandia who was mentioned in an article in the Union Leader about the U.S. Navy Sea Cadet program in Londonderry.

**5. Board Business:**

- **Motion to approve both the Student and Faculty Handbooks**
  - 1st - Mr. Thomas, seconded by Ms. Humphrey, Mr. Hyotte and Ms. Lavalée abstained, all else in favor.
- Appointment of Committee Chairs/Co-chairs:
  - Outreach Committee - Mr. Hyotte and Ms. Anson will Co-Chair
  - Policy Committee - Mr. Thomas will Chair
  - Finance - Ms. Lavalée will Chair, Ms. Anson to serve
  - Discussion ensued on two new committees titled Response Committee and Mission Committee and what their roles and purposes should be. The Response Committee will convene to respond the public comments/concerns expressed at Board of Trustee meetings on behalf of the Board.

- Motion: To create the Response Committee consisting of two members - 1st by Ms. Humphrey, seconded by Ms. Lavallee. Ms. Humphrey will Chair the Response Committee.
  - The decision to create a Mission Committee was tabled after further discussion.
- Proposal to change the start time of the Board of Trustees meetings:
  - Two meetings will begin at 6:00 pm (October and February meetings).
  - Motion: To change the time of the October 18, 2017 and February 21, 2018 meetings to 6:00 pm - 1st by Ms. Lavallee, seconded by Mr. Mercier, all else in favor.
- Next meeting is September 20, 2017 at 4:00 pm.

**Motion to adjourn the Board of Trustees Meeting:**

- 1st by Mr. Mercier, seconded by Ms. Anson.
- Meeting adjourned at 6:38 pm.

## **Kristi's BIO**

Kristi Scarpone is a results-driven non-profit fundraiser with more than 25 years of experience working with Fortune 100 companies, high-net worth individuals, and private and family foundations. Her unique approach of aligning people's philanthropic goals with similarly focused institutions has created unparalleled fundraising success for organizations such as *FIRST* Robotics, the American Lung Association, LitWorld, Zen Peacemakers, Habitat for Humanity and Girls on the Run. She has mentored non-profit organizations across the country for more than two decades and currently manages a multi-million dollar portfolio in her fundraising role at *FIRST*, a global K-12 STEM and robotics program.

In addition to her philanthropic work, Kristi manages high profile strategic partnerships with the National Football League (NFL) - showcasing the science behind professional sports, and TED-Ed - providing life-changing presentation literacy skills for kids to get their innovative ideas on a worldwide platform.

As a former teacher, Kristi finds great joy in teaching others the art and science of fundraising. She has taught college courses and created a video series for kids to teach the fundamentals of budgeting, asking and stewarding. She created the partnership between Donorschoose.org and *FIRST* to leverage corporate and crowdfunding to bring STEM to America's highest poverty schools. She is a voice for underserved and underrepresented students by bringing financial resources and opportunity to where it is needed the most.

Recently, Kristi collaborated with Governor Sununu, Commissioner Edelblut and the Department of Education to create the NH Robotics Fund.

## **Faculty Report September 20, 2017**

Roundtable is of the utmost importance this year. The Curriculum Committee Chairman (me) and Assistant Director of Curriculum (Kline) worked with Patty Humphrey and Dean Mooney to develop Roundtable syllabi at the sixth grade, middle and high school levels. In addition, we are incorporating a number of grade level assemblies throughout the year to address topics ranging from Quarterly and Yearly Mastery to Applying to College.

The Curriculum Committee will have its first meeting this Friday, September 22nd during our professional development day. Our goals for the year include coordinating additional AP, Dual Credit and Elective Courses, creating benchmarks to better measure student Mastery of content, Developing the Senior Capstone/Project and determining how community service hours can be applied for high school credit. In addition, the committee will serve as a tribunal for students who petition for exceptions to the graduate requirements. Director of Faculty Hayes is also instrumental in this process.

United States History is the cornerstone subject at the Founders Academy. Increased emphasis is being placed on aligning curriculum across content areas to overlap and and deepen student's mastery of US History.

**Board Committees:** Outreach, Finance, Policy

**Outreach Committee Agenda**  
**Sept 14, 2017 at 5p**

**Sept Agenda:**

- **Annual Fund Letter**
  
- **FOUNDERS ACADEMY CALENDAR RAFFLE - Nov. 2017 - (1) position Open. Help the Chairperson coordinate for this event.**
  
- **SCRIP HOLIDAY GIFT CARD PROGRAM - (1) Position Open - Help Chairperson coordinate for this event.**
  
- **JOHN STARK DAY DINNER AND SILENT AUCTION - (2) Open Chair Positions needed for the first time event for school. Hope to be planned for April 2018.**
  
- **Business sponsorship - for events and labs/ Greenhouse etc.....**
  
- **Community Business Directory**
  
- **Volunteer awareness**



## **Outreach Committee**

### **Mission**

The Outreach Committee is charged with Supporting, promoting, fundraising and supporting awareness of The Founders Academy.

### **Objectives**

The Committee is focused on:

- Developing and Implementing various fundraising Events
- Enhancing The Founders Academy's visibility among the community
- Develop relationships with all potential funding sources to broaden the base of financial support for the school.
- Support the administration and faculty with different programs and events.

### **Expectations of Committee Members**

- Time Commitment: Meeting once a month (or as needed) plus additional time for outreach activities
- Keep focused on assigned tasks
- Work within the committee's purpose and functions.
- Meet project deadlines.
- Work with other committee members to achieve identified outcomes.
- Work in an atmosphere that is open to suggestions and to creative thinking.

## **Response to Public Comments at the Founders Academy Board of Trustees Meeting**

**August 16, 2017**

Approximate 20 people—parents and teachers—attended the August 16 Board meeting of the Founders Academy.

There were a number of parents and teachers and one student who expressed positive experiences at the school and were very satisfied with it. The Board thanks them for their attendance and their comments.

The Board is also grateful for the comments of a number of parents who expressed concerns about the direction in which the school is going in several areas. One area of concern is a planned change in the Math curriculum. Another is what some parents call poor communications between parents and teachers, parents and the administration, and parents and the Board. The final area of concern expressed by parents is the large faculty turnover, which they assume means dissatisfaction with school governance.

A response to the concerns about the change in the Math curriculum from a strict adherence to Saxon math to a more flexible use of that program was given by math teachers, Andrew Croteau (vice-chairman of the Math-Science department) and Ginny Nichols. Mr. Croteau presented an example of an outline that the Math teachers had created for each course. It consists of a series of concepts to be taught in the course with links to the pages in the Saxon textbook which covers those concepts. That means that both parents and students would be able to refer to Saxon explanations for each unit of study and that the Saxon materials would be an integral part of the curriculum. Mr. Croteau explained that in order to add more projects, problems, challenges and critical thinking to the Math program, other materials would also be used. Hopefully, this explanation allayed parental concerns about the developments in the Math program. Below is the Link for all the levels in Math.

[http://thefoundersacademy.org/students/academic\\_departments/mathematics\\_science/mathematics/](http://thefoundersacademy.org/students/academic_departments/mathematics_science/mathematics/)

Several parents said that teachers did not answer their emails, even after many attempts at communication. Some said the administration was slow to respond to concerns and one said that the guidance counselors had not looked into a serious incident affecting their child. The school requires teachers to answer all parent communications in a timely manner . It should also be mentioned that response time to parents *is mentioned*

repeatedly during previous teacher orientations and throughout the year in teacher newsletters and meetings. Additionally, it is in the Faculty Handbook stated as follows:

### **19. External Relations**

*Regular communication with parents and others outside The Founders Academy community are expected throughout the year by faculty and staff. Email and telephone inquiries should be answered within 24 business hours by faculty and staff. Employees shall only use @tfanh.org email addresses when communicating with students and parents. When responding to emails, employees must use the @tfanh.org email addresses assigned to students and parents. The administration makes every effort to be as responsive as possible. Hopefully any lack of communication in the past will be remedied in future administration-parent communications. The Board has just created a Response Committee whose goal will be to address parent concerns in a timely manner.*

There are many reasons why teachers leave Founders— The reasons stated for leaving ranged from obtaining another job in a public school, to an overly long commute for a part time position at Founders, to joining family in the West. .

Mrs. Ryan-Hicks would like to be part of a group that suggests new ideas for the school. At the meeting she mentioned two ideas: the use of the Khan Academy's collaborative learning program and breakfast supplied from leftovers from Starbucks from the previous day. Perhaps the Administration would like to have her try organize such a group. In any case, the Board and the school always welcome new ideas.