

**Baltimore Teacher Network**  
**Board Meeting - Principal Interviews for Board of Directors**  
**June 1, 2015**  
**5:00p**

Board Members in Attendance: Eric Rice, Khris Sieloff, Mark Matthews, Matt Wernsdorfer, Shanelle Hopkins, Anthony Pena, Curtis Pope, Jared Thornton "J.T."

Staff in Attendance: Elijah Etheridge, Ron Howell, Sidney Brooks, Hillary Campbell, Kim Johnson, Shawntay Stocks, Mr. Dews, Deonte Thompson, Angela Keys, Ms. Clawson, Ms. Dumas, Vesna Grujcic, Shari Thomas, Keisha Edwards, Danny Rosvold, Danny Hall, Shamell Washington, Kezia Black, Matt Hand, Carmen Jaenpaniza

Visitors in attendance: 5 students from ConneXions

Welcome by Matt, President of the Board

Opened with the introduction of Sherrie Howell . Gave a brief statement of how she is excited to be asked to be apart of the BTN Board.

Went to closed session.

Went into open session.

Vote decision was unanimous to accept Ms. Sherry Howell, Esquire as a new board member.

Matt talked about the space and hopes that it will be an open space for all teachers not only of BTN but all teachers throughout BCPS. He states how appreciative he is for Elijah and his staff of the new space.

May's board minutes were reviewed and Matt made motion to add the conversation about \$1,400 at Independence to the minutes.

**Finance Committee**

Leah encouraged the need to obtain an approval of BTN's budget so that BTN can move into the next fiscal year operating within the budget.

Presented the budget by Leah Abram. See attached

Anthony made motion to accept budget. Kris 2<sup>nd</sup> budget approved  
Budget draft accepted

### Executive Director's Report – Elijah

Annual Fundraiser – Gross of \$100,000.00 was projected and proposed as the goal amount of funds to try to raise with the collaboration of the consultant, staff and board of BTN.

Independence would remain at 5% because of the size of the school and ConneXions would be at 6% admin fee.

BTN Payroll scale presented (see attached) – form was withdrawn.

Elijah informed board that there was two staff persons were released from ConneXions by BCPSS. His concerned that he believes that is against the contractual agreement with BCPSS and Charter Schools. He informed the board that he would be going to the charter coalition to see if there is something that can be done about the cutting of our staff.

Meeting was turned over to J.T. Principal Search Chair.

### **1<sup>st</sup> Candidate – Lauren Brown**

Read her opening statement

Leah Abrams - When you receive expenditures from the schools, how would you make yourself available to meet with me to understand spending and budget?

Answer: Meeting with you on a regular basis and having one person handle the money.

Mark Matthews – You are currently the principal at another school. Why are you looking to leave? Elaborate on 3ST that you talked about in your opening statement.

Answer: I entered Maryland Academy as assistance principal. This is a growth opportunity and want for me and I want to work with high school with expeditionary learning.

Student carry student accountability sheet.

Eric Rice-- what does instructional leadership look like?

Answer: The principal is the instructional coach. Providing teachers with feedback. Giving best practices on areas of strength. Have an entry plan in the summer to come in and meet. Looking at trends. Looking at data. Classroom walk-throughs. Being able to be reachable & touchable.

Anthony Pena – How do you build staff moral?

Answer: Keeping teachers in the loop. Preplanning. Communication. Daily emails on what is going on with teachers. Being seen outside of the office. Staff appreciation ceremonies, luncheons. Giving little trinkets.

Angela Newman – When the data reflects the school is not doing well in a teacher-empowered school, who do you hold accountable and how are you prepare to address that?

Answer: Teachers are held accountable for student performance. Where does the ball drop? Falls in the teachers court. As the teacher support, providing the teacher with support to meet the students' needs.

Kris Seiloff – What is your understanding of project-based learning?

Answer: I see a lot of elementary schools doing project-based learning. I am developing to proficient.

Angela Newman – Why are you just interested in Independence?

Answer: I love the collaborative model. Shared experience.

Gave a closing statement about working collaboratively with teacher and students and BTN.

## **2<sup>nd</sup> Candidate – Kia Harper**

Kia gave an opening statement

Angela Newman – Teacher empowerment, student, community. How do you maintain and encourage it?

Answer: Over time, I have learned the roles and the lanes between student, parent and teacher. I have developed relationships in different arena. The structure of governance is how we keep the lines of communication open. I have developed a cabinet that helps me to move that forward.

Eric Rice – Since you have been running the school what are you most proud of and what's the most lesson you have learned?

Answer: Greatest accomplishment. I have had students to come back and say that I want to be a teacher because of the experience that they have had at ConneXions. To get a call from a student to say I have disappointed you from actions that they have done during a moment of regret. Having a teacher to say I have been around the school system and I don't want to retire anywhere else but here under your leadership is some of my greatest accomplishments.

One of the moments I am not so proud of is letting go of key position in leadership.

Mark Matthews – Speak to the last part of your statement about challenges.

Answer: I came in at charter renewal and wanted to bring ConneXions back to one school. We opened our doors to students that we did not get compensated for. We have to bring a level of consistency back. We welcome anyone who has a level of compassion for the arts and as we see from this year

Anthony Pena – What are one or two goals that you can see yourself achieving by next year?

Answer: I want to increase instructional leadership in the school. I have learned that I can't do it all myself. Bringing together the parts and the elements of ConneXions. I gotta trust to delicate. Trust those individuals that can do the job that they are placed in to do.

I want to increase rigor in the school. Ensuring that students that are there want to be there. Developing students, holistically, emotionally, educationally and socially. Reaching parents that don't come to school.

Angela Newman – How do you feel about the two school not coming together?

Answer: I went to SGA Inauguration and I saw the possibility of what it could be. I believe that us as a school coming together will only make the organization better.

MS. Harper gave a closing statement.

### **3<sup>rd</sup> Candidate – Dimitric Roseboro**

Gave opening statement

Sherry Howell – What experience do you think you have that would make you uniquely qualified to deal with Baltimore population?

Answer: I have a background of urban education. My school now is a population of 1,400. My mantra is, get the skills ready to go to college and a career ready to go to work. My background is urban education.

JT – You participated in both interviews, how would you describe your principal ship within each school?

Answer: ConneXions is a cultural and arts based school. Fostering the environment where the arts play into the educational role.

Independence is a smaller learning community. I would enhance the academic and plan a road map to success.

Eric Rice – Moving into a new school system what lessons have you learned moving from one system to another?

Answer: Doing your own personal research. Meeting with persons in the school system. I seek out persons at the board level. I seek out relationships with the executive director, the curriculum specialist to see how does those persons bring in resources for the schools.

Matthew Wernsdorfer – How do you see yourself fitting into ConneXions and the arts based program?

Answer: At my current school we have a great band and drama program. Everyone has a part of the arts in the academic area. Using the classes as interdisciplinary studies where the academics cross over with the arts.

Eric Rice – How would you change your leadership style coming from a school of 1,400 to a school of 130?

Answer: I started my career in a project-based school and we planned, developed and designed our own curriculum. This gives me more of an opportunity with the students and teachers to have one on one time building community. Although I am the instructional leader, I wear a lot of hats from janitor, teacher, and instructional leader and give me more ability to be more personal.

Angela Newman -- Describe your holistic package.

Answer: Ideal is looking at the committees, parental advisory, student government, and professional learning communities. Being able to have all persons at the table and parents sharing ideas how their child learns and teachers being able to design their lessons accordingly. Parent advisory is ingrained and everyone is at the school table an everyone is at the table.

Mr. Roseboro gave closing statement.

#### **4<sup>th</sup> Candidate – Celeste Terry-Lo**

Gave opening statement

Angela Newman -- Corrective action what does that entails?

Answer: Teachers came up with corrective action based on the data. Where there is an area of need there would be a warm up in that area to go over content area and reteach the data that needs to be retaught.

Mark Matthews – Is the corrective action plan individualized or for the class?

Answer: Reteaches the concept a different way. Teacher driven and teacher developed by individual student.

Angela Newman – You have teachers that teach and students that don't learn. How do you difference between one that teaches and verses how one learns?

Answer: Differential instruction.

J.T. – You had an opportunity to experience both school. How do you explain them under your leadership?

Answer: There are two schools who have the potential to be the number one schools in Baltimore. I see myself as bringing them into that light of being #1.

Angela Newman – What are your perceptions in teachers that are not being supported and how would you identify?

Answer: Focus on the needs of my teachers and see what they need from me. Every teacher in my school will become a teacher lead. That is the only way I will be successful as principal.

Eric Rice – When you are in a position to hire a new teacher what do you look for?

Answer: I involve my teachers and I look for perseverance. I also look for what is the correct fit for the school using teachers.

Mrs. Terry-Lo gave closing statement.

Teachers, parents and students was allowed to give remarks their candidate of choice. Overwhelmingly the teachers from ConneXions recommended Ms. Harper for principal of ConneXions. In addition, one teacher from Independence Dan Hall represented the teacher and gave their recommendation for Mrs. Terry-Lo.

Motion made to go in to executive session.

Motion made to come back into open session.

Announcement was made for the recommendation for the following:

Dimitric Roseboro – Independence

Kia Harper – ConneXions

Meeting adjourned

8:51pm