

## Board of Directors - December 2025 Meeting Minutes

### Team Dashboard - 2025-2026

Mission & Vision	Board Group Agreements / Guides: Academic Year 2025-2026
<p>Mission</p> <ul style="list-style-type: none"> <li>We are a community of diverse families and educators, working together to offer quality Montessori education in a nurturing environment that enriches, empowers, and inspires children to reach their potential and encourages parents to become responsible for and involved with their children's education.</li> </ul> <p>Vision:</p> <ul style="list-style-type: none"> <li>Changing the world by nurturing children and their families to be informed, lifelong learners who are a force of change, in education, the community, and society.</li> </ul>	<ul style="list-style-type: none"> <li>One speaker at a time</li> <li>Monitor air time (move up/move back)</li> <li>Active listening</li> <li>Contribute to the conversation</li> <li>Pre-share meeting materials</li> <li>Be Present</li> <li>Seek to Understand</li> <li>Ask clarifying questions</li> <li>Practice reeling it in (ie, "Is this the most effective use of our time?")</li> <li>Start on time/end on time</li> <li>Stick to the agenda</li> <li>Consider/check your bias</li> </ul>

Meeting Logistics	Meeting Roles	Important Document Links
<p>Meeting Day/Time: 12/09/2025 @ 6:00pm</p> <p>Meeting Location: Lyceum</p> <p>Team Members Present: Suave Kyles, Kia Green, Brittiny Qualls, Lakita Wells, Rashonda Jones, Tim Vargo, Mikaya Clark, Patrick Bader, Brenda Simonis, derria byrd, Ben Correia-Harker, <i>Jean Dellemann, Tracy Williams</i></p> <p>Team Members Absent:</p>	<p>Facilitator: Mikaya Clark</p> <p>Time Keeper: Tim Vargo</p> <p>Food: Kantara Souffrant</p>	

### Most Recent Meeting Action Items / Online Board Activity

- ☐ **FOLLOW UP: Summer Camp Revenue** | During the November meeting, several questions arose about the decline in summer camp revenue, which Brenda Simonis addressed in collaboration with Amanda Taddey, Director of Finance & HR. [Click here](#) for detailed responses as well as summer camp historical data.



12/09/2025		
Time	Item	Discussion
5 min	Welcome and Approval of Agenda	<ul style="list-style-type: none"><li>• Brenda motions to approve the agenda. Ali seconds. The agenda is approved</li></ul>
5 min	ED Report	<ul style="list-style-type: none"><li>• <a href="#">Executive Director Report</a><ul style="list-style-type: none"><li>◦ Update to program waitlist - 2 seats were offered for afterschool as of 12/9 waitlist for before school has 2 students; after school has 3 students</li><li>◦ Summer Camp programs meeting will be held next week; more information during January meeting</li></ul></li></ul>
50 min	Committee Updates	<ul style="list-style-type: none"><li>• <b>Finance Committee (10 mins)</b><ul style="list-style-type: none"><li>◦ <a href="#">September Financials</a><ul style="list-style-type: none"><li>■ <b>Highlights from Basecamp:</b><ul style="list-style-type: none"><li>• September back to school month is busy! Program enrollment is pretty close to budget in all categories. School enrollment is at 428 in Fall - exactly at our budgeted enrollment.</li><li>• Total net income YTD is \$129K. Most of that is from unrestricted funds \$98K in investment income and \$20K from paid programming.</li><li>• <b>Revenue categories:</b> Our increased Title I allocation is covering more staff costs plus some student learning tools as well. Because of this the expenses in the MPS charter program are down compared to budget. We'll be able to utilize this MPS savings towards other expenses and saving towards the building reserve.</li><li>• <b>Balance Sheet:</b> We updated signers &amp; migrated our BMO bank accounts to updated accounts with no fees in September - you'll see two accounts in each category for a couple months as we make sure all existing deposits are re-routed. Program Receivables is the lowest we've seen in many years at \$12K. That means we've been doing a great job at collecting fees due and working</li></ul></li></ul></li></ul></li></ul>

with families to stay ahead of growing balances.

- **Expenses to highlight this month:** Educational software (\$11K), AP Camping (\$4K), window screens (\$5K) & exterior building signage reinstall (\$2K)
- **Upcoming expenses to note:** Highland Hustle (Oct), Pending repairs: building mgmt. system access, replacement fire door, repair of 2 exhaust fans, bathroom plumbing/electrical repairs

- [Follow Up - Summer Camp Revenue](#)

- **Questions from Basecamp:**

- Which grants did we receive in FY23-25 to support the Summer Programs?
      - State of Wisconsin DCF grants for licensed-childcare. HCS receives an allotted amount each month based on students who receive Wisconsin shares; this grant has been received since COVID
    - When were the summer programs rolled out across these three years?
      - Typically rolled out in March. Planned to adjust the roll out for 2026

- Joint Facilities & Finance Committee to be held Monday, December 15

- **Facilities Committee (15 mins)**

- Greater Milwaukee Found Grant received.
  - The funds will be used to upgrade bathrooms by replacing the first through third floor bathroom partitions. Also looking to also replace the sensor toilet seats. Work will ideally take place over the summer to minimize disruptions to students and summer camp
- Facilities Director Position vacancy update
- 17th Street pickup/drop off long-term plans
- Pest Control Issue - still looking at the contact to come in and do an assessment
- **Strategic Planning Updates:** Road to AC Update - evaluating the plan and will focus on addressing the next steps

- **Academics (20 mins)**

- Academics committee held second meeting and focused on building their vision on ways to support
- Jean Dellemann joined to share information about [iReady and aimsweb+ Act 20 Screener results](#)

- iReady - New screener this year that is essentially a placeholder as the district will likely

replace it next year. The district had previously used the platform for interventions

- In terms of preference among teachers & students: we've found that some students like the platform, others prefer DreamBox; the teachers have expressed concerns around keeping track of another platform, but many appreciate the offline resources the platform provides.
- The platform screens for math and reading to identify students who may need more support- the test is adaptive (student answers question correctly, test gets harder; student answers question incorrectly, the test questions get easier). The test is designed for instructional information and is comparable to STARS
- Overall our reading results are stronger than math results
  - Reading - Phonics, High Frequency Words (sight words) and Vocabulary strong. There are opportunities in the Comprehension area
  - Math - Measurement & Data is the high point among students; other categories include: Numbers & Operations, Algebra & Algebraic thinking and Geometry
- Aimsweb+ Act 20 - measures key skills like phonemic awareness, alphabet knowledge, decoding and oral vocab to identify strengths and needs
  - If a student falls below the 25th percentile, the child gets a reading plan and the teacher closely monitors progress. Currently 14% of HCS students fall into category of needing a plan
    - Why are there so many 1st-3rd grade students falling in the below 25th percentile? Some of the factors include chronic absenteeism, students entering Lower EI without strong foundations (still working on skills including letter sounds), as well as developmental delays from Children's House.
      - Are these students referred to the summer academic program? We currently do not have an in-house summer programming; we have been recommending the MPS Summer programs to those students in need.
    - Another way to look at the data: children aren't making enough progress in data. What are your thoughts? We have only looked at this data for a year so there is not enough data to make a generalized

		<p>statement. While we are seeing the same number of students from each classroom, there isn't a large overarching issue from one classroom versus the others.</p> <ul style="list-style-type: none"> <li>○ Have we lost students moving from Children's House? We have not. Additionally, in the case of a student transitioning, we have not been refilling vacant K4 or K5 seats and have been filling the vacancy with K3.</li> </ul> <ul style="list-style-type: none"> <li>● <b>Governance (5 mins)</b> <ul style="list-style-type: none"> <li>○ Working to connect WRCCS with Ms. Tracy on succession planning</li> <li>○ Will meet on Friday to discuss the retreat and will share additional information. <ul style="list-style-type: none"> <li>■ Will add a calendar hold for Tuesday, Feb. 3 and/or Tuesday, Feb. 17 at 5:30-8:30 PM as these were the dates with the most availability</li> </ul> </li> <li>○ Still moving forward with the Board Handbook</li> </ul> </li> </ul>
5 min	<b>DISCUSSION</b> Board Accountability	<ul style="list-style-type: none"> <li>● Board Financial Commitment at 100% <ul style="list-style-type: none"> <li>○ All directors have submitted board commitments; be sure to follow through and execute</li> </ul> </li> <li>● Basecamp activity and engagement <ul style="list-style-type: none"> <li>○ Remember the time-sensitive requirements with voting</li> </ul> </li> <li>● Staff appreciation luncheon <ul style="list-style-type: none"> <li>○ BOD members chip in to purchase lunch for teachers and staff. Tracy will add a post to Basecamp with details and deadline to submit financial contributions</li> </ul> </li> <li>● December School-wide event engagement</li> </ul>
10 min	Round Robin Discussion	No questions or concerns at this time
5 min	Adjourn	Suave motions to adjourn the meeting. Brittiny seconds. The meeting is adjourned.
<b>December 2025 Board Engagement / Representation</b>		12/5 - Highland Family Book-In: derria