



Urban Pathways

K-5 College Charter School

BOARD OF TRUSTEES MEETING MINUTES

Wednesday, February 19, 2025 - 6:00 PM

<https://www.zoom.us/join> | Meeting ID: 876 1802 9749 |

Call to Order

The meeting was called to order at 6:10pm by Starr Green, Board Chair.

Roll Call

Present:

- Marita Bradley
- Brandon D. Coney
- Cesquinn Curtis
- Starr Green
- Corey Sage

Absent:

- Arnie Chisom
- Dennis Henderson

Public Comment

No public comments were made.

Approval of January Meeting Minutes

Motion: - **Motion:** Corey Sage motioned to approve the agenda.

Seconded by: - **Seconded by:** Cesquinn Curtis

- **Discussion:** None
 - **All in Favor:** Unanimous approval
- Motion Approved**

I. CEO's Report Summary

1. Enrollment & Transportation

Transportation has significantly improved: KidzRide is now used for special cases, reducing Uber use. 19 of 21 previously unresolved transportation cases are now resolved, improving attendance and reliability.

2. Staffing & Retention

Mr. T'Juan Williams joins as Facilities Manager (starting Feb 24). The school maintains a 92% staff retention rate. A new leadership structure has been implemented through the appointment of grade-level leads, one for each grade. These leads facilitate morning meetings, provide peer coaching, and drive alignment in instructional practices. Their roles are part of the school's partnership with Transformation 180, supporting the development of internal leadership capacity and collaboration among staff. Each grade-level lead receives a \$3,750 stipend.

Next steps include hiring a Math Coach and potentially expanding Ms. Allen's role to include attendance specialist duties.

3. Truancy Policy

A new tiered truancy policy was implemented with automated communications and mandatory SAIP meetings. This supports the school's ATSI designation goals related to improving attendance.

4. Technology Integration

Chromebook rollout completed, achieving a 1:1 ratio. Inventory also finalized. Investment includes \$74,700 in Chromebooks and \$11,586.10/month for IT services from Spera Partners.

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5. Behavioral Supports

Behavior Matrix updated to support Diverse Learners with tailored interventions and consequences, improving inclusivity.

6. Facilities & Real Estate

Variance hearing for expanding to the 5th and 6th floors occurred Feb 18. If denied, alternative renovations to the existing space will proceed, with projected costs between \$600K–\$1.1M.

7. Hiring Philosophy

A new hiring approach and job postings were developed in collaboration with Transformation 180 to better align hires with the school's mission and culture. HBK will support hiring practices.

8. Compliance

Three audits were successfully completed: PPS, PDE Special Education, and PDE Food Service, affirming strong operational standards.

9. SchoolMint Grow (Professional Development)

SchoolMint Grow replaced PAETEP as the teacher observation tool, providing evidence-based, growth-focused coaching. Annual investment: \$6,642.50.

10. HR Operations & UKG Implementation

HBK is now managing HR functions and will integrate UKG for payroll, evaluations, and scheduling. This enhances transparency and efficiency.

11. Strong Mind Solutions Partnership

Group therapy (22-student caseload) has improved student emotional regulation and behavior. Ongoing investment supports student mental health at \$64.50/hour.

12. Financial Health

Despite a YTD net income loss of \$80,764 due to lower enrollment revenue, the school remains fiscally strong:

- Current Ratio: 8.15 (Standard: 1.1)
- Cash on Hand: 211.52 days (Standard: 45 days)
- Debt Ratio: 0.46 (Standard: <0.85)

Approval of CEO Report

Motion: - **Motion:** Marita Bradley motioned to approve CEO Report

Seconded by: - **Seconded by:** Corey Sage

- **Discussion:** None
- **All in Favor:** Unanimous approval

Motion Approved

Personnel Report

Personnel Report Approval

Motion to Approve: Corey Sage

2nd Motion: Marita Bradley

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Financial Report

January Financial Report – Presented by Omnivest

Redirection – Discussion Led by Vice President Cesquinn Curtis

Corey Sage recommends that moving forward, the board review the financial packet after the finance meeting, which gives board members a week to prepare any questions for the accountant to answer during our board meeting.

Motion to make modifications for public information to include revenue expenses, any major shifts and changes, and important information.

Motion: - **Motion:** Cesquinn Curtis

Seconded by: - **Seconded by:** Marita Bradley

Motion Approved

Corey Sage would like it noted that we are going to hold a finance committee meeting to dive through the financials.

Motion to Approve Financial Reports

Motion: - **Motion:** Cesquinn Curtis

Seconded by: - **Seconded by:** Marita Bradley

Motion Approved

Principal's Report

Presented by:

Ashlee Anthony – Principal

Rachel Lucas – Assistant Principal

2024-2025 School Goals

- Attendance: 80% of students will attend at least 90% of the time.
- Academic Growth: 80% of students will show growth in Reading and Math (MAP benchmarks).
- Science Proficiency: 35% of 5th graders will score Proficient or Advanced on the Science PSSA.

Panther Pride Highlights

- January attendance celebration included 114 students.
- Weekly grade team meetings have been implemented for collaboration and updates.

Panther Progress

- Mid-Year (MOY) Data collection is complete and reviewed.
- Coaching Cycle Training: Lead Team began training with Dr. Wilkins to improve staff coaching.
- Attendance (ADA): 82% for the past month.
- Transportation: 15 students still need transportation (5 new enrollments, 4 address changes, 2 new requests).

Assessment Data

MAP Growth (Math & Reading)

- Shows comparison from Beginning of Year (BOY) to MOY for grades 2–5.

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DIBELS (K–2 Early Literacy Skills)

- Measures progress in phonemic awareness, fluency, and comprehension.

i-Ready Math & Reading

- Used to personalize instruction and track growth.

Developmental Reading Assessment (DRA)

- Grade 3: Growth from 39% to 44% reading on grade level
- Grade 4: Growth from 32% to 57%
- Grade 5: Growth from 46% to 67%

Success Highlights

- Strong DIBELS performance in Kindergarten.
- Notable gains in 5th-grade MAP Math scores.

Approval of Principal's Report

Motion: - **Motion:** Corey Sage motioned to approve the Principal's Report

Seconded by: - **Seconded by:** Marita Bradley

- **Discussion:** None
 - **All in Favor:** Unanimous approval
- Motion Approved**

Executive Session

Motion to Enter Executive Session:

- **Motioned by:** Marita Bradley
- **Seconded by:** Cesquinn Curtis
- **Vote:** Unanimously approved
- **Motion Approved**

New Business & Important Dates

ADJOURNMENT

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