



BRIGHTSTAR
S C H O O L S

Bright Star Schools Board of Directors Minutes of the Regular Meeting

A meeting of the Board of Directors of Bright Star Schools was held on **Friday, May 10, 2024** at Stella Elementary Charter Academy and via teleconference, pursuant to notice duly given.

On the meeting agenda, the legislative body noticed each teleconference location of each member participating in the public meeting, each teleconference location was accessible to the public, members of the public were allowed to address the legislative body at each teleconference location, and the legislative body posted an agenda at each teleconference location. At least a quorum of the legislative body participated from locations within the boundaries of the local agency's jurisdiction.

In attendance at the start of the meeting was board chair Andrew Murr and board members Jennifer Cole, Lois Levy, Marisol León, Andrew Wang, and Louisa Wee.

Bright Star Schools staff in attendance were Ana Martinez, Liliana Bustos, Kaitlin Foe, Alexandra Lee, Elijah Sugay, Angelina Calderon, and Lydia Garcia.

- 1. Call to Order and Introduction of Guests** - Andrew Murr called the meeting to order at 2:02 p.m.
- 2. Public Comment Period for Non-Agenda Items** - None made.
- 3. BSS Strategic Planning Discussion:** Cami Anderson, the consultant from ThirdWay Solutions, provided a thorough explanation of the strategic planning process including the engagement process as well as the feedback received for consideration. The presentation covered stakeholders involved, including the Executive Leadership Team, Instructional Leadership Team, Strategic Planning Advisory Committee, Teacher Advisory Committee, Leadership Team, and Principal Community of Practice. The level of engagement varied, from weekly meetings for the Executive Leadership Team to multiple work sessions for the Strategic Planning Advisory Committee. Input on student experience and strategic planning elements was gathered from various groups, culminating in a comprehensive understanding of the organization's strategic direction. She also provided an overview on the Listening Tours, which included data from the Onward Listening Tour and the DEIB Report. The total number of participants was 513, with representation from various roles within the organization. The DEIB Report highlighted insights from 220 participants through interviews, staff focus groups, and data analysis. From both reports, four key takeaways were identified, reflecting input from staff and students and providing valuable insights for strategic planning. Cami's presentation further outlined feedback gathered from staff, focusing on key areas of improvement identified during the strategic planning process. Staff highlighted the need for enhanced capacity building and coaching regarding community-building and restorative practices, as well as clarity on roles in advancing educational equity and corresponding evaluation criteria. Additionally, staff emphasized the importance of improving the quality and customization of professional development to align with organizational and school goals, as well as the ongoing refinement of the "Bright Star model" curriculum and instructional methods.
Cami's Stop-Start-Sustain summary highlighted key insights from engagements with Bright Star staff, aligning with listening tour trends. It emphasized the need for structured onboarding and professional development, standardized feedback, and clarified roles for principals. Content-wise, there was a push for a unified instructional model and refined data analysis for equity. For wellness and culture, practical training and clarified procedures were recommended, alongside



maintaining a balance between academic and holistic student support. Lastly, operational improvements included clarifying roles, addressing immediate issues, and enhancing support structures. At this point in the meeting, Cami allowed for board members to provide their feedback on the information presented. Lois Levy inquired about school staff feedback on restorative practices. Ana Martinez indicated that school leaders have identified a need for more structure in relation to school culture.

In her presentation, Cami also talked about The "Elements of a Game Plan" section which outlined various components crucial for strategic planning. It encompassed the Bright Star guarantee for students, shared values, organizational shifts, and the purpose of the SST. Additionally, it addressed high-priority goals, milestones, and outputs needed to achieve desired outcomes by specified timelines. This comprehensive approach involved intensive collaboration to ensure alignment and progress toward objectives. The Engagement Details encompassed a thorough process of strategic planning and alignment. This included reviewing listening tour materials and sharing summaries during organizational addresses. Planning for the December Leadership Retreat involved intensive collaboration with the Executive Leadership Team (ELT) to structure sessions and debrief effectively. Key components such as values, student experience, the purpose of the SST, priorities, and goals underwent meticulous drafting, review, and refinement, often through offline collaboration with the ELT and various committees. Activities like values clarification exercises, feedback sessions, and goal setting were executed with precision, ensuring alignment with organizational objectives and stakeholder input. In the Student Experience section, key elements were outlined to ensure a comprehensive educational approach. This included engaging lessons for deep understanding and college-level skills, enriching experiences like field trips and clubs, and technology integration for future readiness. While initiatives related to cross-cultural communities and equity advocacy were on hold pending further consensus-building, addressing social justice through DEIB initiatives was noted for future implementation.

The Proposed Priorities outlined key areas for strategic focus. These included ensuring excellent teaching through high-quality, common curriculum and teaching standards. Additionally, fostering positive school cultures and implementing effective incident response strategies were emphasized. Furthermore, investing in professional learning campaigns to attract and retain skilled leaders and drive efficient development was highlighted as essential for achieving desired student outcomes. In addition, Cami invited board members to engage in a discussion regarding these priorities and goals. Most of their feedback included rewording some of the terms that are part of the "Big Rocks" to be more inclusive of school staff including teachers, teacher assistants; and rewording some of the key levers identified in some of the main priorities. Louisa Wee inquired about the financial sustainability and fiscal responsibility built into the four priorities. Cami indicated that not enough financial information was included in this particular presentation, but she will incorporate that information in future presentations. Shortly after, Cami concluded her presentation and the discussion session by outlining the agenda for the next strategic planning meeting, which will involve the Advisory Committee groups collaboratively developing key actions and outcomes based on the priorities. Subsequently, the focus will shift towards establishing milestones for the start of the 2024-2025 school year.

4. **Adjournment:** Andrew Murr called for a motion to adjourn the meeting. Jen Cole made the motion and Lois Levy seconded. The meeting was adjourned at 4:20 PM.

DocuSigned by:

Andrew Murr

Andrew Murr, Board Chair

DocuSigned by:

Lydia Garcia

Lydia Garcia, Recording Secretary