



Memphis Academy of Science and Engineering
Minutes
May 23, 2024

The final 2023-24 school term meeting of the Board of Directors of the Memphis Academy of Science and Engineering was held on MASE's campus in the Conference Room on May 23, 2024 at 3:30pm.

Present: Dr. Steve Bares (Chairman), Holly Coleman, Sondra Howell, Gary Lynch, Marc Jackson and Clifford Jackson. Also present were Executive Director Rodrick Gaston, Artunyala Hunter (MASE HR Admin Assistant-recording), Greg Thompson (GT3 Group) and Danielle Powell and Michael Greene (MASE Middle & High School Directors).

Directors Absent
Olayinke Mohorn-Mintah and Darryl Jackson

Call to order:

At 3:37pm, the meeting was called to order by Chairman Dr. Steve Bares to form a quorum, seconded by All. The meeting was held the day before last day of school. The objective was to measure "how did we do, challenges, etc?"

The minutes were deferred for approval from the MASE Board of Directors meeting held on February 20, 2024.

On Campus

Executive Director Rodrick Gaston opened and expressed his happiness to start and finish the entire school year in the *same* building. Still making strives to make the building conducive to a great learning environment.

Enrollment & Staff

Mr. Gaston opened with record and attendance. We ended the year with 650 students. We lost about 40+ students along the way. The goal for 2024-25 is 700 students. We will submit a new plan to grow faster and to pay for the school. We're currently experiencing difficulty maintaining Spanish and STEM Teachers. However, we feel good about upcoming new hires with seven positions to fill that are licensed Teachers. Unfortunately, we couldn't renew some contracts.

Highlights

Our ROTC Program is fully funded, which is a big accomplishment. Our high school boys track team are State Champions in the Decathlon event, which is the first in school history. Despite the heat, we made it through.

At 3:41pm, Dr. Steve Bares motioned to approve February 20th minutes and Gary & Holly approved.

Academic Data

Middle and High School Directors Danielle Powell and Michael Greene presented data. Mr. Greene looks forward to raise high school percentage scores. Ms. Powell middle school scores did very good in participation. We did have a downfall with proctor time constraint by not allowing students enough time to complete their tests. Therefore, the test had to be voided. They were only given 30 minutes instead of the full 60 minutes, which does impact scores. Because we don't have TCAP results yet, we're matching 23-24 Benchmark. We met and exceeded goals. Benchmark III mimics style of TCAP. Pleased to be receiving a Level 5 teacher return back to us for the 2024-25 school year. We should be stellar. Brainstorming on how to maintain good teachers each year. But we should see growth with the upcoming year.

Academic Goals

We're working with Mr. Hill about screening for "best fit" students. Need to ensure strong Teachers in those tested subjects. We recently hired a team (Impact Partners) to coach the Instructional Coaches to help them get better. Although some teachers are coached correct, they don't necessarily receive the coaching given. Holly Coleman asked "how do we supercharge Math & Science since we are a STEM school?" Executive Director Rodrick Gaston replied that was the purpose of bringing in Impact Partners to boost academics by training Instructional Coaches. We have to do a better screening process to get better academic students. Get students that are truly interested in Science and Math. 1) Screen Teachers, 2) Improve Quality of Instructional Coaches, 3) Select better incoming students. We're looking for better ways to grow Teachers & Directors. Excited about the plan to make better by taking a look at bi-weekly scores, focusing more on teachers' delivery to students and monitor and discuss on a weekly basis. Also, look for early warning signs of teachers resigning that may be experiencing life issues.

ACT Data

We're losing a great ACT Teacher. She's starting her own ACT business. She will consult for us. We had 72 graduates. Kuda replaced Naviance to track graduates after MASE. We just received 2022-23 Scoreboard data and we're good. We should also be better this 2023-24 year.

Student Recruitment

When recruiting, we have to look at recruits' overall records and history to consider the best fits with MASE's culture.

Facilities/Real Estate

We do have a lease and another lease. Big challenge is MASE responsible for everything. We're trying to get discounts. ESSER covered most, but all of that will end. Dr. Steve Bares and Greg Thompson working together and will send out to Members.

Budget & Financial discussion:

Segue HR Representative Greg Thompson presented financial report.

Adjourn: There was no further business, the meeting was adjourned at 4:52 pm.

Steven J. Bares, Chairman



