



Minutes  
Tiger Academy Board of Directors Annual Retreat  
Tuesday, September 10, 2024- Tiger Academy and TEAMS  
11:00 a.m. – 2:00 p.m.

The annual retreat for the members of the Tiger Academy Board of Directors was held Tuesday, September 10, 2024, at Tiger Academy and using Teams.

Ted Baker, Chairperson of the Board, called the meeting to order at 11:01 a.m.

Board members in attendance were Ted Baker, John Baker, Lawrence Dennis, Kristen Surface, Susan Golden, Josh Martino, Nicole Thomas, Eric Mann, Rudy Jamison, and Ken Toning. Peggy Bryan, Jannet Walker-Ford, and John Lock attended the meeting virtually. Board members not in attendance were Eric Green, Leah Zalupski and Coretta Hill.

Community members in attendance were Charles McWhite as well as Tiger Academy alumni and families of nine former Tiger Academy scholars. These alumni and their families were presented Tiger Alumni scholarship awards.

Staff members in attendance were Lauren Gibbs, Stephanie Jackson, Easter Brown, Brook Valet, Carly Moresco, and Jessie Didier.

Mr. McWhite, former Tiger principal, and Jessie Dider, student support services coordinator, presented the 2024 Tiger Alumni Scholarship awards including the Edward Moore Scholarship award.

The minutes from the May 29, 2024, board meeting was presented for approval. The minutes were approved unanimously.

Ted Baker, Chairperson of the finance committee, asked Easter Brown to present end-of-the-year financials for 2023-2024 and the updated 2024-2025 budget. Carly Moresco, Vice President of Finance for YMCA of Florida's First Coast, presented the consolidated balance sheet. Board members asked questions about the reports after they were presented. The board discussed the loss of the Capital Outlay Funding, Property Tax Referendum and Surtax Allocation due to the school grade of 'D' from 2023-2024 school year. Chairperson Baker asked for approval of the end of the year financials for 2023-2024 as well as the updated 2024-2025 budget. Susan Golden motioned to approve the documents and Nicole Thomas seconded the motion. The end of the year financials and proposed 2024-2025 budget were approved unanimously as submitted.

The Board discussed a date for FORVIS to present the 2023-2024 financial audit. The presentation must be held prior to September 30, 2024.

The Chairwoman of the governance committee, Susan Golden, provided the governance committee updates. The first item of discussion was the board self-evaluation data. The next item on the agenda was board member term commencement. Board members Ted Baker, Peggy Bryan, Josh Martino and Leah Zalupski are up for the renewal of their three-year terms. The next items for discussion were the board committees. Lauren Gibbs will reach out to Jannet Walker-Ford about joining a committee. All other committees will remain the same. Ms. Golden then discussed the 2024-2025 Board meeting dates and the 2024-2025 Board of Directors notebooks.

Susan Golden shared the Tiger Academy board member commitments document and the 2024-2025 Conflict of Interest Statements. Both documents were reviewed, and board members were asked to complete them and send or give them to Lauren Gibbs. The 2024-2025 recommended Board Parent Representative, Khoices Stringfield, was nominated for the position. An out of field letter for Kristi Freeman, kindergarten teacher, and Tiffiney Tyson, first grade teacher was presented to the board. The approval of the Florida Consortium of Public Charter School 2024-2025 evaluation tool was brought to the board for approval.

There was discussion about revisiting the strategic plan. The Board agreed that Lauren Gibbs, executive director, should revisit the plan and bring recommended revision/changes to the December board meeting. The board agreed that the focus of the school and Board should be on student achievement and the time-consuming nature of redoing the strategic plan would take away from that focus at this time. Susan Golden, Lauren Gibbs, Stephanie Jackson, and Easter Brown gave legislative updates from the September 7, 2024, Charter school Governance Conference. Most noteworthy were the multiple changes to safety and security requirements. Lauren Gibbs presented the 2024-2025 security related Teacher Progressive Discipline Plan as well as the school Crisis Response Plan. The Board discussed the intent and purpose of these two state mandated safety plans.

Susan Golden called for a consent agenda for the items requiring board approval: board member terms; committees and members; parent representative Khoices Stringfield; FCPCS teacher evaluation tool; out of field teachers Kristi Freeman and Tiffiney Tyson; Progressive Discipline Plan; and Crisis Response Plan. John Baker made a motion to approve the consent agenda. Eric Mann seconded the motion. The consent agenda was approved unanimously.

John Baker, Chairperson of the fundraising committee and Brooke Valet, Director of Development for the YMCA, provided the results of the 2024-2025 fundraising campaign. This school year fundraising will center around Tiger's 15<sup>th</sup> year of operation. They presented a six-year contribution comparison and a breakdown of the several types of Tiger donors (individuals, corporate partners, United Way, foundations, and donor advised funds, matching gifts). The Board discussed focusing on gaining more corporate partnerships this year. Tiger Academy has an 87% donor retention rate, and the average gift is \$4,893. The fundraising goal for the 2024-2025 school year is \$1.4 million. As of August 31<sup>st</sup>, 2024, 5% of the goal had been reached.

Ms. Valet discussed the month-by-month yearlong fundraising plan. Ms. Valet also discussed multiple upcoming events including Drivers of Change scheduled for November 4, 2024, at Timuquana Country Club and Feeding Northeast Florida Community Pantry held the week of November 18<sup>th</sup>, 2024, at Tiger Academy. There will be an October fundraising event at Ted and Lauren Baker's house at the beach and a spring 15-year celebration event in town at John Baker's house. The Tiger Holiday Store will run similarly to the way it was last year. Kristen Surface will work with Lauren to prepare for this. Mr. Baker asked all Board members to send appeal letters to ten people they know. Mr. Baker asked Board members to continue to invite people out to Tiger for Lunch with Lauren and school tours.

After a twenty-minute break, Jessie Didier, Tiger Academy Support Services Director, presented alumni data. This included where the sixth grade Tiger alumni are attending school, middle school placements and high school placements. Ms. Didier stated that most Tiger alumni go on to a DCPS magnet school. Ms. Didier shared where the graduating class of 2024 ended up after graduating. Ms. Dider shared additional alumni updates with the board.

Stephanie Jackson gave the Principal's Update. She began with staff updates. There is currently a reading/coach/interventionist position available as well as an additional ESE position. Dr. Jackson shared student enrollment data next. There are currently 198 students enrolled at Tiger with the most openings in the fourth grade. Next, school accountability data including 2024 F.A.S.T. proficiency and growth data was shared. Progress was made in all content areas with 9% growth overall from 2023. Dr. Jackson then shared beginning of the year base line data including F.A.S.T. PM 1 data for 3<sup>rd</sup>-5<sup>th</sup> g. es. and I-Ready data in reading and math for grades kindergarten- 5<sup>th</sup>.

Dr. Jackson discussed the 2024-2025 School Improvement Plan goals, highlighting the areas of focus and specific strategies (differentiated small group instruction in ELA, Math, and Science; Instructional practices related to Benchmark-aligned instruction in math; ESSA subgroups relating to students with disabilities; positive behavior intervention systems; and student attendance). Each of the School Improvement Plan areas of focus were discussed and strategies/interventions described. The Board was asked for feedback and input on the SIP.

Dr. Jackson provided specific school goals including: 40% of 3<sup>rd</sup>-5<sup>th</sup> grade TA students will show proficiency in ELA; 50% of 3<sup>rd</sup>-5<sup>th</sup> grade TA's students with show proficiency in mathematics; 5<sup>th</sup> grade science proficiency scores will increase to 40%; 50% of students in grades 3<sup>rd</sup>-5<sup>th</sup> will improve learning gains in ELA; 50% of students in grades 3<sup>rd</sup>-5<sup>th</sup> will improve learning gains in mathematics; improve lower 25% learning gains in 3<sup>rd</sup>-5<sup>th</sup> grade ELA to 55%; Improve lower 25% learning gains in 3<sup>rd</sup>-5<sup>th</sup> grade mathematics to 45%; and 3<sup>rd</sup> grade only proficiency in reading will increase to 45%.

Executive Director, Lauren Gibbs, shared that Tiger Academy has partnered with the Cathedral Arts Project for a yearlong arts integration program for both Pre-K classes as well as all 3<sup>rd</sup> and 4<sup>th</sup> grade ELA classes. CAP will be at Tiger every Thursday for the entirety of the year. Dr. Gibbs also shared that Tiger Academy currently has 4 full-time UNF interns working in the classrooms with mentor teachers.

There being no additional business or public comments, the meeting concluded at 1:24 p.m.

Respectfully submitted,

Lauren Gibbs, Executive Director

Approved:

Ted Baker, Board Chair  
Tiger Academy