

Bolton Academy

Date: April 23, 2025

Time: 6:30pm

Location: Zoom recording at

https://www.youtube.com/live/muk_1TuLbKw?si=mAyIFLk4bzShJ8lO

I. Call to order: 6:36pm

II. Roll Call

Role	Name	Present or Absent
Interim Principal	Heather Stephenson	Present
Parent/Guardian	Joanna Caceres-Aponte	Absent
Parent/Guardian	Meredith Castelan	Present
Parent/Guardian	Nikki Knox	Present
Instructional Staff	Michael Armstrong	Absent
Instructional Staff	Celine Browne-Roberts	Present
Instructional Staff	Nicole Hinton	Absent
Community Member	Avina Gupta	Present
Community Member	Marie Cruzado Jeanneau	Present
Swing Seat	Taniya Wilder	Absent

Guests Present: Alesha Bell, Breonna Jenkins, Chaundra Vaughn

Quorum Established: Yes, 5/9

III. Action Items

A. Approval of Agenda: Motion made by: Meredith Castelan; Seconded by: Avina Gupta

Members Approving: Marie Cruzado Jeanneau, Celine Browne-Roberts, Nikki Knox

Members Opposing: None

Members Abstaining: None

Motion Passes

B. Approval of Previous Minutes: Motion made by: Meredith Castelan; Seconded by: Avina Gupta

Members Approving: Marie Cruzado Jeanneau, Celine Browne-Roberts, Nikki Knox

Members Opposing: None

Members Abstaining: None

Motion Passes

IV. Discussion Items

A. Discussion Item 1: Principal selection process

- i. Staff and Community feedback sessions were held yesterday (April 22). About 30 people attended the Community session. Reviewed a series of leadership profiles and dot-voted on preferred attributes.
- ii. There are currently 70+ resumes with 25+ being from within APS.
- iii. APS HR will take a first pass at resumes. They will narrow the list down to 10-15 candidates.
- iv. May 9 – Nikki, Joanna, APS HR rep, and Curtis Douglass will review candidates and select 6 to move forward to panel interviews.
 1. As an internal candidate, Heather Stephenson will automatically move forward to panel interviews.
- v. May 20 (tentative date) from 8:30am-4pm – all of GO Team will participate in panel interviews. Candidates will present a 90-day plan and the GO Team will ask pre-selected questions. Candidates will be scored individually; no discussion between GO Team members will be held. The scores determine the final 3 candidates that will move forward for final consideration.
- vi. Of the final 3 candidates, APS will decide on final candidate to the Board for approval.
- vii. Superintendent does have the power to appoint a principal, but this is rare.

B. Discussion Item 2: Spring MAP results

- i. Heather Stephenson reviewed the spring results for MAP testing
- ii. Math – overall – our achievement rate is in the 65th percentile
 1. Grade KK is in the 84th percentile. Kids come in strong; and then plateau over the next few years.
 2. Looking for over 50th percentile.
 3. High performance level in math – math has been a heavy focus for improvement for 2025 and will continue to be for 2026
 4. Most children across the board are demonstrating growth; 5th grade group had high growth from fall to winter. Hard to maintain that all year.
 5. Reviewed data by race/ethnicity/needs groups
 - a. We have hit growth targets in every area
 6. The group discussed various observations.
- iii. Reading – overall – our achievement rate is in the 71st percentile
 1. Reading is Bolton's super power

2. Grade KK is in the 89th percentile
3. Would like to see more targeted instruction from our coaches and administration in the grades that are lower achieving
4. Brand new reading curriculum coming out next school year
5. Students are now writing about different content areas
6. We are making gains and bringing growth up. Growth leads to achievement.
7. Reviewed data by race/ethnicity/needs group – each group made at least 3% growth, which is good.

C. Discussion Item 3: Needs Assessment

- i. What does the data tell us?
 1. Consistency. Stay the course.
- ii. What good news is there to celebrate?
 1. Strong in reading
 2. Positive growth in math and reading across all grades – high growth, high achievement
- iii. Where are growth opportunities?
 1. Math is an area of concern. In some groups we are not seeing the same achievement rates that we see in reading.
 2. Is additional support needed for Black, Hispanic, SWD and EL students?
 - a. Trauma-informed teaching approach?
- iv. What trends do we see in the data?
 1. Consistent results across the year.

V. Information Items

A. Principal's Report

- i. 2024-2025 Family Engagement highlights
 1. 86.7% favorable – 67 responses
 2. Biggest areas for improvement evolve around community collaboration and family wellness.
 3. Many comments about communication and confusion with various comms channels.
 4. Outreach opportunities for new families – deploy current parents as ambassadors?

B. March 24, 2025 Cluster Advisory Team report

- i. Facilities Master Plan presentation with Kavi Maddula, Director of Planning & GIS

1. FMP is implementation of FMP decisions – consolidation, rezoning, additions, etc. These changes will be phased over many years, but decisions are needed in early 2026.
2. Shared update on 2026 facilities master plan
 - a. They have reviewed forecasts & capacity for schools; procured and contracted with a consultant; and have begun program visioning
 - b. Currently establishing an FMP task force of community stakeholders
 - i. 70-120 members; first meeting in early May
- ii. FY25-26 budget updates with Lisa Bracken, CFO
 1. FY25 investments:
 - a. Bringing school nutrition in-house
 - b. Increasing teacher compensation
 - c. Readers are Leaders initiative – putting a reading coach in every elementary school
 - d. Preliminary investments to switch our operating system for HR systems
 2. New revenue from the state & Atlantic Station coming that was not anticipated.
 3. FY26: Trying to close \$100M gap to have a balanced budget
 - a. Looking at reductions in central office – freezing of vacancies; freezing travel lines; scrutiny around contracted services
 - b. Shifting '26 expenditures into '25 budget
 - c. May need to use some fund balance (from reserves), but feeling optimistic about closing the gap
- iii. Update on 2025-2030 Strategic Planning with Travis Norvell, Chief Strategy Officer
 1. Currently holding conversations to define focus & priorities
 - a. Two big questions:
 - i. What should students know or be able to do by the time they leave APS?
 1. Academic excellence & critical thinking
 2. Life skills & career readiness
 - ii. What should APS stop or avoid doing to better support student outcomes?
 1. Inequitable & inflexible practices
 2. Short-sighted decision making
 3. Misalignment of resources & priorities

2. Read full summary here:

<https://drive.google.com/file/d/1VzbaFHXCahWPafNK3Hja3Kg6B0j6Oay9/view>

- C. **GO Team elections** close this week on Friday, April 25

VI. Announcements

- A. Final GO Team meeting for Nikki, Ms. Hinton, Marie and Ms. Wilder – thank you, all!
Congrats, Ms. Stephenson, on your first GO Team meeting!

VII. Public Comment

Alesha Bell and Breonna Jenkins expressed gratitude for the opportunity to attend

VIII. Adjournment

Motion made by: [Celine Browne-Roberts](#); Seconded by: [Marie Cruzado Jeaneau](#)

Members Approving: [Avina Gupta](#), [Meredith Castelan](#), [Nikki Knox](#)

Members Opposing: [None](#)

Members Abstaining: [None](#)

Motion [Passes](#)

ADJOURNED AT [7:47pm](#)

Minutes Taken By: [Meredith Castelan](#)

Position: [Secretary](#)

Date Approved: [8/21/2025](#)