



Board of Directors Meeting
Wednesday, September 22, 2021 8:30 am - 10:30 am

Join Zoom Meeting:

<https://us02web.zoom.us/j/88425414350?pwd=RGpYTzllcFJuVVAYWnJjcG5kQ0xBZz09>

Overview: First 8 Memphis hosts quarterly Board of Directors meetings as a function of the governing body for the organization. The Board provides oversight and accountability for the organization. Board meeting dates and virtual access are open to the public.

Time	Agenda Item
8:30 am	Board Chair Welcome*
8:40 am	Board Committee/Working Group Reports <ul style="list-style-type: none"> ● Nominating and Governance Committee ● Finance Committee ● Communications Working Group (<i>reconvening Fall 2021</i>) ● HR Working Group (<i>reconvening Fall 2021</i>)
9:00 am	Early Literacy Consortium and local reading initiatives
9:35 am	Executive Director Report
10:00 am	<ul style="list-style-type: none"> ● Executive Committee
10:25 am	Check Out and Adjourn

* Voting Item

FY22 Board of Directors Meeting Dates

Wednesday, September 22, 2021

Thursday, December 16, 2021

Thursday, March 10, 2022

Thursday, June 23, 2022



First 8 Memphis Board of Directors Meeting**Date:** September 22, 2021**Time:** 8:30am - 10:30am

Board Members Present:	Sue Bolding, Kathy Buckman Gibson, Dr. Antonio Burt, Dr. Marion Hare, Tanya Hart, Dr. Carol Johnson Dean, Yvonne Madlock, Mary McDaniel, Keva Latham, Leigh Mansberg, Alicia Norman, and Alex Smith
Board Members Absent:	Jim Boyd, Aubrey Diaz Nelson, Patrice Robinson, and Michael Whaley
Staff Present:	Ginny Renfroe, Johanna Harrison, LeAmber Hill, Dr. Kandace Thomas, and Gwendy Williams
Visitors Present:	Gary Shorb, Katy Spurlock, Katherine Bryan, and Jean Phebus (Urban Child Institute), Cardell Orrin (Stand for Children) and Sam O'Bryant (Literacy Midsouth)

Welcome and Introduction

The virtual meeting began at 8:30 a.m. Chair Kathy Buckman Gibson shared a brief overview of the agenda and gave an update on recent state assessment results.

- TNReady is a part of the Tennessee Comprehensive Assessment Program (TCAP) and is designed to assess true student understanding, not just basic memorization and test-taking skills. It is a way to assess what students know and what we can do to help them succeed in the future.
 - Assessment scores from Spring 2021 were released and showed a significant decline from the last assessment in 2019. Only 14% of 3rd graders were reading at 3rd grade level compared to 23% in 2019.
 - Shelby County's scores are much lower than the rest of Tennessee.
 - The State is helping to fund the efforts of SCS's high dosage tutoring efforts.

VOTE: A motion to approve the June 8th Board meeting minutes was made by Director Marion Hare with a second by Director Leigh Mansberg. The members voted unanimously and approved the minutes.

Committee Business

Nominating and Governance Committee

Chair Kathy Buckman Gibson provided an update on behalf of Director Jim Boyd.

- The Committee and staff have orientated new Board members. New Board members have committed to the following First 8 Memphis (F8M) Committee/Working Group:
 - Director Leigh Mansberg - Nominating and Governance Committee
 - Director Aubrey Diaz Nelson - F8M/S2 Brand Identity Working Group
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Finance Committee

Director Keva Latham shared general highlights from the May, June, and July financials that were included in the meeting materials.

- FY21 budget to actual aligned, coming in under budget.
- Increase in costs for FY22 projected budget are reflective of an increase in staff and Pre-K classrooms, a communications campaign, relaunch of the Leadership Council and expenses to build out organizational capacity.

VOTE: Director Tanya Hart made a motion to approve the proposed FY22 budget. Director Mary McDaniel seconded. There were no further questions or objections. The Board approved the FY22 Proposed Budget during the June 8th meeting; the FY22 Proposed Budget was approved again in this meeting.

Communications Working Group

Director Yvonne Madlock provided a status update of the Communications Working Group. The Board was reminded that Powers Solutions was selected as F8M's communications consultant. The Working Group will reconvene in October.

HR Working Group

The HR Working Group will convene in the fall to work with staff on developing an organizational handbook including HR policies.

Early Literacy Consortium and local reading activities

Sam O'Bryant (Literacy Midsouth) and Cardell Orrin (Stand for Children) gave a presentation on local early literacy efforts. Key takeaways from their presentation:

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- It takes a holistic approach to address literacy challenges in our community. A holistic approach helps remove silos and connects literacy supports in three areas: school-based, community based, and systems-level. Often school-based supports are contingent upon community-based supports. Systems-level impacts support community-based and school-based supports.
 - CoVID-19 had a disproportionate negative impact on students of color, impacting most urban school districts, including in Memphis.
 - TCAP (Tennessee Comprehensive Assessment Program) scores for Spring 2021 showed a decline in reading and math proficiency within Shelby County Schools due to COVID.
 - The Early Literacy Consortium was formed in partnership with SCS to increase coordination among various constituents and systems to increase literacy in the community. Thirty participating organizations support it. The Early Literacy Consortium co-sponsored the “Lit Families” webinar series that successfully launched last month; the Consortium is also working on a tutoring recruitment campaign and early literacy zones. The Early Literacy Consortium is hoping to develop a community early literacy plan.
 - The Committee is developing a research based book that highlights Memphis/Shelby County (e.g., R is for river). There are three focus areas: youth mental health, early literacy, and adolescent literacy.
 - Shelby County Nonprofit Children, Youth and Education committee is composed of 60 plus nonprofits that create alignment and build community engagement for literacy.
 - Literacy Mid-South and Stand for Children are leading a pilot with Learning Ovations to develop community literacy pilots that identify student needs and provide targeted activities through research-based assessments.

Executive Director Report

- Organizational Updates
 - Johanna Harrison and Gwendy Williams were welcomed to the team in July.
 - In-person staff retreat was held in August. The staff retreat agenda included team building using the Strengthsfinder assessment tool, a business writing session, project management overview, and reflections on organizational goals.
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- The First 8 Years Speaker series will kick off on November 11th with its first speaker - Professor Iheoma Iruka, a researcher, scholar and an early childhood systems builder.
 - The Leadership Council relaunched with council committees: 0-3, Pre-K Consortium, K-3rd Grade, and Infant and Early Childhood Mental Health. The Leadership Council meets quarterly, with more frequent committee meetings in between the quarters.
 - Pre-K Report
 - F8M presented the 2020-2021 Quarter Four Pre-K Report to Shelby County Commission this morning and will report to the City of Memphis in the coming weeks. F8M reports more frequently to the City and County (February – July) due to the structure of the quarters.
 - F8M Pre-K classrooms are modeled after Head Start, which includes wraparound services for students. F8M's wraparound services outcome data may be compromised for the 2021-2022 school year as the SCS-Porter Leath partnership has impacted staff recruitment and wraparound implementation.
 - Three Year Pre-K Program
 - Planning for another three-year contract with the City and County is underway. Budgets with outcomes financing and direct funding options are being reviewed.

Other discussion:

- Pre-K Enrollment

Need to dig deeper into the Governor's provisions on virtual learning options. Questions include: Does the provision include Pre-K? What are the options for virtual education?

Executive Committee

Chair Kathy Buckman Gibson provided a report.

- Strategic Planning
 - A half day meeting is scheduled on November 12th to review a draft plan.
 - Notes from the Board Retreat were included in the Board materials.
- Executive Director Performance Summary
 - The Executive Committee reviewed Dr. Kandace Thomas' performance for FY21. The evaluation included Dr. Thomas' self-evaluation, staff and Board

of Directors short questionnaire, and meetings with Chair Buckman Gibson, Vice Chair Johnson-Dean and the Executive Committee.

- Thomas' leadership and capacity to adjust amid several unknowns during a pandemic year was applaudable.
- The Executive Committee will need to reconvene once the Strategic Plan is complete as its results will inform Dr. Thomas' specific KPIs.

Next Steps

The next full Board meeting is December 16, 2021. Action items to complete prior to that time include:

- Invite the Board of Directors to the Memphis-based Outcomes Financing Committee meeting to hear ideas in a draft budget.
- Board members to fill-in a spreadsheet to help connect Dr. Thomas with stakeholders.

Adjournment

The Board meeting adjourned to Executive Session at 10:28 a.m.