



**MINUTES OF THE MEETING  
OF THE BOARD OF DIRECTORS OF  
LEAD PUBLIC SCHOOLS, INC.  
February 11, 2020**

Pursuant to notice duly given, LEAD Public Schools, Inc. (the “Company”) held a Board of Directors meeting at 3:30 p.m. on Tuesday, February 11, 2020, at the campus of LEAD Brick Church located at 2835 Brick Church Pike, Nashville, TN 37207.

Directors Participating in Person: Dwayne Tucker, Carter Paine, Jimmie Strong, Alex Ryerson, Dr. Earl Lattimore, Kim Ames, Don Williamson, Don Taylor, Jimmy Patton, Mike Honious, Rob Keller, Valerie Hayes, and Linda Pannock

Directors Participating by Telephone: Annette Little and Judge Richard Dinkins

Directors Absent: Jerome Oglesby

Others Present in Person: Adrienne Useted (CFO), Jay Brown (Head of Schools ASD), LaVoe Mulgrew (Head of Schools MNPS), Jon Zlock (Director of Communication), Corey Burton (Director of Enrollment and Family Engagement), Chris Elliot (Head of Academics and Innovation), Eloise Alexis (Vice President of Development), Gary Satyshur (Director of Operations), and Chris Whitson (Legal Counsel)

1. Call to Order: Carter Paine (Chairman)
  - a. An introduction of new Directors Rob Keller, Valerie Hayes, and Linda Pannock
  - b. Confirmation that the Board received the Board materials, which were previously distributed, and confirmation of a quorum.
  - c. Detailing the Agenda.
  
2. Approval of October 1, 2019 and December 19, 2019 Board Minutes: Carter Paine (Chairman)
  - a. Motion: Carter Paine
  - b. Second: Don Taylor
  - c. Unanimous Approval of Minutes

3. Network Academic Update: Chris Elliot (Head of Academics)
  - a. Mr. Elliot updated the Board on Network level results, trends, and action items.
  - b. Mr. Elliot briefed the Board with respect to LEAD's Network Interim Assessments (NIAs) mid-year results, which are the leading indicator for results on TnReady.
  - c. Mr. Elliott then briefed the Board with respect to the mid-year Insight results.
  - d. Mr. Elliott then briefed the Board on mid-year compensation adjustments, and described the rationale for such adjustments.
  - e. Mr. Elliott then updated the Board on the TNTP audit results.
  - f. Mr. Elliott provided the Board with an overview of the LEAD Academy high school class of 2020 ACT profile.
  - g. Mr. Elliot answered numerous questions from the Board.
  
4. Academic Update for the Company's MNPS Schools: LaVoe Mulgrew (Head of Schools MNPS)
  - a. Ms. Mulgrew provided the Board with an update and list of action items for LPS's MNPS schools (LEAD High School, LEAD Prep Southeast High School, LEAD Prep Southeast Middle School, and Cameron College Prep).
  - b. Ms. Mulgrew led the Board through a discussion of the MNPS campus' school health, focusing on (i) enrollment, (ii) attendance, (iii) suspensions, and (iv) open staff positions.
  - c. Ms. Mulgrew reported to the Board on the MNPS campus' Instructional Culture Index.
  - d. Ms. Mulgrew then provided the Board with the MNPS schools' areas of focus for the second semester.
  - e. Ms. Mulgrew answered numerous questions from the Board.
  
5. Academic Update for the Company's ASD Schools: Jay Brown (Head of Schools ASD)
  - a. Ms. Brown provided the Board with an update and list of action items for LPS's ASD Schools (Brick Church and Neely's Bend).
  - b. Ms. Brown led the Board through a discussion of the ASD campus' school health, focusing on (i) enrollment, (ii) attendance, (iii) suspensions, and (iv) open staff positions.
  - c. Ms. Brown reported to the Board on the ASD campus' Instructional Culture Index.
  - d. Ms. Brown then provided the Board with the ASD schools' areas of focus for the second semester.
  - e. Ms. Brown answered numerous questions from the Board.
  
6. Finance Update: Adrienne Useted (CFO)
  - a. Ms. Useted led the Board through a finance update focusing on the financial forecast for the remainder of the year, including an anticipated revenue surplus.

- b. Ms. Useted then advised the Board of the Company's anticipated investment of the revenue surplus.
  - c. Ms. Useted answered numerous questions from the Board regarding the Company's finances.
7. Strategic Planning Update: Adrienne Useted (CFO)
- a. Ms. Useted then provided the Board with an update on the Company's Strategic Plan, including strategic focus areas and key initiatives.
  - b. Ms. Useted thanked Ms. Pannock for Ankura's assistance and leadership on the Strategic Plan.
  - c. Ms. Useted then sought the guidance of the Board on the best ways to tailor the Strategic Plan.
  - d. Ms. Useted answered numerous questions from the Board regarding the Strategic Plan.
8. Development Update: Eloise Alexis (Vice President of Development)
- a. Ms. Alexis then led the Board through a brief presentation regarding the Company's current development activities and strategy.
  - b. Ms. Alexis answered questions from the Board.
9. Executive Session: Dwayne Tucker (CEO)
- a. Mr. Tucker provided the Board with his CEO update, detailing the Network's accomplishments, potential opportunities, a risk and opportunity assessment, and 2019-20 KPOs.
  - b. At this time, Mr. Tucker led the Board through a discussion of management succession, with a discussion of each Leader's 360 Feedback Report Action Plan.

There being no further business to come before the Board, the meeting was adjourned.

Respectfully submitted, Chris Whitson  
Counsel to LEAD Public Schools, Inc., and acting Secretary