



Board Members Present	Board Member Absent
<i>Brent Ott</i>	<i>Anne Michelis</i>
<i>Bonnie Lobert</i>	<i>Mike Schmidt</i>
<i>Dr. Derrick Coleman</i>	
<i>Todd Nissen (advisor)</i>	

Public Communications: None submitted

Call to Order

The meeting was called to order at 9:21 a.m. by HFA Board President Brent Ott.

Action Items:

B. Approval of the November 19, 2025, Agenda.

Motion to approve by Bonnie Lobert, supported by Dr Derrick Coleman.

All approved.

C. Approval of October 15, 2025 Minutes.

Ott noted that action items were in the wrong area and should be moved up and the listed for the November meeting was incorrect.

Motion to approve the 10/15/25 minutes (with the two changes) made by Lobert, supported by Coleman. All approved.

Student Spot light a non action item was moved up so the student can get back to class

Student spot light:

Dianna Gonzalez talked about a website she has developed called "United With Open Arms". That is designed as a one-stop resource hub for students, especially those affected by immigration issues and mental-health challenges.

D. Approval of Parent & Family Engagement (Title I)

Tim presented Parent and Family Engagement Plan & School-Parent Compact 2025-26. The first document discussed is the Parent and Family Engagement Plan, which outlines the many ways parents can participate in the school community—such as through parent-teacher conferences, curriculum nights, open houses, parent organizations, and the partners-as-parents program. The purpose of the plan is to support student success through strong school-family collaboration. No major changes have been made to the plan since last year.

The second document is the School-Parent Compact, a mutual agreement among the school, parents, and students. It outlines shared responsibilities and commitments each party agrees to when a student enrolls at HFA. This compact also remains unchanged.

from the previous year. Both documents must be reviewed annually and made available for feedback.

A suggestion was raised to move future reviews earlier in the year like May or June before the next school year starts—so families can see updated plans in advance.

Motion to approve the parent & Family Engagement (Title I) made by Lobert, supported by Coleman. All Approved.

E. Approval of Continuous School Improvement Plan

Geoffrey Young presented: The school must update its improvement plan every year.

The old plan ends this school year, so he is bringing it for review.

The old plan focused on: Raising math performance by 25%, Raising reading/ELA performance by 25%, Raising overall student performance by 25%, These goals are being phased out.

What the new plan will focus on (2025–2027):

By 2027, 80% of teachers will use high-quality teaching strategies (like differentiated instruction). Progress will be checked through classroom observations and data from a learning management system.

Higher SAT Scores

Students' overall SAT score should increase by 35 points.

That includes a 20-point increase in English and a 15-point increase in Math.

We will monitor and increase academic growth for all learners, including:

General Education students, English Learners and Students with Special Needs

We will track the same students over multiple years (not different groups each year).

This will give us a clearer picture of real student growth.

The previous goals help show where the school has been, but the new goals show where the school is going next.

Motion to approve the continuous school improvement plan made by Coleman supported by Lobert. All Approved.

Non-action Items:

Superintendent's Report

- Enrolment Update: In the fall we projected 478 FTE our actual number is 473.5 FTE we budgeted for 475 so we are not far off. A question was asked: how do we improve HFA enrollment? Young gave several ideas and examples on some things that HFA is working on that can make HFA stand out. Ex; Recruitment events, bringing groups into museum/ Village to see the school environment. Using the alumni network could also influence enrollment by them sharing their experience at HFA
- Finance and Budgeting: Michelle Davis presented, the finance committee work is beginning, with plans for the first committee meeting to occur in December. They will reach out to board members and HFA staff to determine who would like to participate. We are tracking the budget Certain areas, particularly special education contracted services, have required higher-than-anticipated spending. Other areas came in under budget, helping to balance out the overages. Overall, the district remains in a stable and balanced financial position. The audit team will be presenting in the December meeting.

- Superintendent Evaluation Process: Young explained that he has aligned his evaluation with the MASB evaluation model, which organizes performance into major domains such as: Communication & Community Relations, Board Relations, Staff Relations, Instructional Leadership and Business & Finance. Within each domain: Goals identify the Superintendent's specific priorities. Performance indicators describe what successful performance looks like. Evidence documents the work completed toward those goals. The Superintendent emphasized that the evaluation tool is meant to guide structured conversations, not simply produce numerical ratings.

The Henry Ford Academy Board meeting was adjourned at 10:24 a.m.

NEXT HENRY FORD ACADEMY BOARD MEETING WILL BE ON
Wednesday, December 17, 2025 at 9:00 am in the Drive-In Theater of the Henry Ford Academy Museum Campus.

Respectfully submitted,

Renee Borowicz