



Our mission is to unlock potential in individuals with disabilities and empower their families.

Pattison's Academy Board Meeting Agenda
721 Wappoo Rd., Charleston, SC 29407 & Zoom
Tuesday, October 17, 2023
5:00 pm-6:30 pm
Presiding: Carol Aust, Board Chair

Join Zoom Meeting

<https://zoom.us/j/97211710109?pwd=czRDeVZpOFFuRXhHZTR6YXp5R2tBUT09>

AGENDA ITEM	Inform/Act/Discuss
1. Welcome/Call to Order/Quorum Established	Act
2. Approve Agenda & September 2023 Meeting Minutes	Act
3. Public Comments	
4. CEO's Report	Inform
5. Finance Committee Report	Inform
6. New Business	
a. Development Update	Inform
b. New Staff Update	Inform
c. Back to School Night & Family Handbook	Inform
d. The Riley Institute Update	Inform
7. Adjournment	Act

BOARD MEETING GUEST & PUBLIC COMMENTS POLICY

Pattison's Academy Board Meetings are open to the public. Public comments are accepted at the start of each Board Meeting. Comments are limited to one minute per person. Anyone interested in sharing public comments must notify Board Secretary Matt Walton at waltonmj21@gmail.com before the meeting.



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BOARD OF DIRECTORS:	PRESENT	ABSENT	FISCAL YEAR 2023-24 ATTENDANCE	TERM EXPIRATION DATE
Carol Aust Chair			2/2	06/30/2024
Scott Benjamin Vice-Chair			1/2	06/30/2025
Erik Wickstrom Treasurer			2/2	06/30/2024
Matt Walton Secretary			2/2	06/30/2024
Jennifer Perdue Member			2/2	06/30/2025
John Foreman Member			2/2	06/30/2024
Karina Garrison Member			2/2	07/31/2025
Laurie Sessa Emeritus Member			2/2	01/31/2024

ATTENDANCE:
 Staff members:
 Other:

PATTISON'S STRATEGIC FRAMEWORK



FACILITIES

Pursue facility partnerships with CCSD building plans.

- Manage key relationships to transcend leadership transitions.

Increase and enhance the composition/capital of the board.

Establish formal facilities team to oversee efforts development and execution.

- Task facilities team with developing expansion contingency plan to meet service and growth needs.

Establish a short-term plan for optimizing our current space and equipment needs.

Staff Lead: Collette Doe



SERVICE FOOTPRINT

Explore the design and funding of an MUSC-partnered onsite healthcare navigation program pilot.

Pursue the establishment of a Pattison's Pre-K service channel.

Explore geographic expansion of Early Intervention in the next contract cycle.

Address challenges/opportunities of camp's geographic expansion.

Staff Leads: Mason Duffy & Whitney Merrick



COMMUNITY ENGAGEMENT

Create and implement a strategic advancement plan aligned with the strategic plan, outlining ways to develop engagement pathways for:

STRATEGIC SERVICE PARTNERSHIPS

- Establish a community service provider coalition to enhance collaboration potential and collective impact.

PHILANTHROPIC INVESTORS

- Strengthen regional/state funder relationships.
- Elevate individual major gift cultivation and stewardship.

COMMUNITY INVESTORS

- Expand our presence at relevant community tables.
- Expand and leverage influence capital of the board.

PARENTS/FAMILY PARTNERS

- Engage parents in the coalition's design and formation.
- Establish a parent liaison role for individualized engagement.

VOLUNTEERS

- Build a framework for skills-based volunteerism through AmeriCorp, internships, etc., to support the organization in a significant capacity.

Staff Lead: Director of Development



ADVOCACY

STATE & LOCAL GOVERNMENT

- Pursue sustainable funding from the state across our program portfolio.
- Excel at data-driven case-making and storytelling.
- Increase awareness and education of our work and clients.
- Advocate for operational efficiency as affected by regulations, policy, etc..

COMMUNITY

- Pioneer and model inclusion
- Demonstrate and promote the intersection of individuals with disabilities and DEI.

SERVICE/CAUSE

- Remove barriers to geographic expansion
- Engage the new coalition to promote a standard of quality and equity in serving people with disabilities.

Staff Lead: Becky McCarthy



TEAM AND PROGRAM DEVELOPMENT

Create a program model.

Create a professional development plan for staff.

Conduct an organization-wide assessment of job satisfaction and employee engagement.

Create cross-functional teams to co-create program innovation, organizational (engagement) strategies, etc.

Staff Leads: Holly Zipperer & Tyler Hendricks

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For Board Meeting—October 17, 2023

Issue:	Finance Committee Report (Item 5)
Action:	None
Budget Impact:	None

Background:

The finance committee meeting meets once a month, typically the Wednesday before the Board Meetings, to discuss the organization's current financial status and review monthly deliverables. Finance committee participants include the Board Chair, Board Treasurer, Pattison's CEO, Pattison's CPO, and account representatives from Veris CPA.

Current Status:

The finance committee met on October 11, 2023 and reviewed Pattison's September deliverables. As of September 30, 2023, Pattison's year-to-date actuals still indicate a deficit primarily attributed to the pending disbursement of state and local revenue. As previously reported during last month's board meeting, state and local funding typically arrives during October and November. The Office of Finance at the South Carolina Department of Education has confirmed that the initial state appropriation disbursement is scheduled for October 22, 2023. Total expenditures for the first quarter currently stand at 26%, which is in line with our expected trajectory for the entire fiscal year.

CLIENT: Pattison's Academy

PROJECT: Development Support

Pattison's Academy Development Updates for Board Report

October 17, 2023

New Development Director Hired!

Join us in welcoming [Casey Stradcutter](#)! Casey will be officially starting later this month and comes to Pattison's with extensive nonprofit fundraising and marketing experience. She impressed the leadership team during our interview process with her knowledge and experience, as well as her passion for education.

Annual Goals Update

Description	Goal	Actual as of 8/31/23	Notes
General Contributions	\$200,000	\$34,344.83	End of Year Appeal will be next campaign
KTP	\$150,000	\$0	Anticipate launch of sponsorship opportunities in October
Grants/Foundations	\$150,000	\$20,500	Six requests currently pending
Third Party Contributions	\$15,000	\$5,500	Thank you Dr. Jen and Live for Wellness Block Party!
TOTAL	\$515,000	\$60,344.83	

General Contributions- Beginning in November, our annual appeal campaign "Enrich Today to Change Tomorrow" will launch. This is a season of giving and our strategy to reach donors is through all channels- e-mail, social media, and a direct mail piece. Please consider joining us and making a gift to the end of year appeal. Here is the [link](#) to donate online.

KTP- Save-the-Date and sponsorship brochure is in production and will be ready to go live later this month.

Foundations/Grants- We have an emphasis this year on forming relationships with new private and corporate foundations, along with growing existing relationships to provide additional program support.

Upcoming Events

Old Village Witches Ride- October 28, 2023 <https://www.classy.org/team/526475>
Page Palmer, mother of Libba Palmer, has organized with friends this fun day to raise support for Pattison's Academy. Please consider participating in memory of Libba.



For Board Meeting—October 17, 2023

Issue:	New Staff Update (Item 6.b)
Action:	None
Budget Impact:	None

Background: At the start of this school year, Pattison’s Academy faced multiple staffing gaps, including vacancies for a Special Needs Teacher, two Teaching Assistants, and the Director of Development. Additionally, due to an increased charter school enrollment of 50 students and capacity limitations in our current physical therapy staff, we determined that a new full-time physical therapist would be needed to support our students’ therapeutic needs and sustain the growth of our outpatient therapy program. Furthermore, feedback from charter school staff at the end of the previous school year highlighted a need for increased behavioral support for our students. To address this, we added a full-time Behavior Specialist position to enhance comprehensive student support and streamline behavioral development. Finally, our Director of Development position has been vacant for an extended period, and filling this role has been a priority.

Current Status: Pattison’s Academy welcomes the following new staff to our growing team: Raven Smalls, Physical Therapist; Lindsey Pogar, Behavior Specialist; Karen Smalls, Teaching Assistant; and Casey Stradcutter, our incoming Director of Development. Raven Smalls joined us in late September and has already made a meaningful impact on our students. Lindsey Pogar and Karen Smalls will start in late October, and Casey Stradcutter will start in November. We are actively engaged in our search to fill the remaining teacher and teacher assistant vacancies.

PATTISONSACADEMY.org

Contact Us

721 Wappoo Road, Charleston, SC 29407
(843) 402-7850  @PattisonsAcademy



For Board Meeting—October 17, 2023

Issue:	Back to School Night & Family Handbook (Item 6.c)
Action:	None
Budget Impact:	None

Background: Pattison’s Academy is committed to maintaining transparent and collaborative communication with families and enhancing our mechanisms to provide updates and information. Parent Nights have historically been successful, with feedback being consistently positive. Pattison’s Family Handbook has also been a tool for information sharing. This academic year, we’ve gone a step further by revamping our Family Handbook. The updated version features a fresh, user-friendly appearance and provides more comprehensive and clear policies on visitors, family expectations, and a streamlined grievance procedure. We believe this enhanced resource will serve as a valuable guide and reference for all our families.

Current Status: Pattison’s Academy Charter School hosted a Back-to-School Kickoff for families on Wednesday, September 27th, 2023, from 5:30pm to 7:50pm. Pattison’s staff volunteered to provide respite care for students of families who attended. Fifteen families attended the event, and respite care was provided for nine students. The primary focus of this event was to introduce families to school leadership, showcase website updates, share upcoming events, discuss Title 1, review handbook updates, and share health-related highlights. The updated Family Handbook is located on our website in the Parents section and can now be signed electronically via DocuSign.

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For Board Meeting—October 17, 2023

Issue:	The Riley Institute Update (Item 6.d)
Action:	None
Budget Impact:	None

Background: In the journey of growth and continuous improvement, Pattison’s Academy forged a promising partnership with the Riley Institute’s Nonprofit Strategic Learning Initiative (NSLI). This collaboration materialized in September 2022, after initially connecting at the TogetherSC Nonprofit Summit in March 2020, seeking to bolster outcome measurement capabilities. Pattison’s Academy’s drive to invest in strategic learning emerged to increase accountability, document and substantiate the key components of our model, implement best practices, reinforce internal capacity and infrastructure, and showcase the impact of our programs to local and national organizations using reliable outcome data with the goal of increased funding and sustainability.

Current Status: The initial year of this partnership was dedicated to the comprehensive documentation of current program delivery, including the creation of detailed program logic models for different aspects of the organization. In Summer 2023, the project goals shifted temporarily to focus on family engagement and communication. In September, the Riley Institute hosted Family Listening Sessions and invited parents to share feedback on their experiences at Pattison’s and opportunities for improvement. To date, 13 parents have shared feedback either through a focus group, interview, or survey. While the final summary of findings will be available forthcoming, the following themes have emerged: students are thriving and parents are overall satisfied; there is a need for streamlined communication processes; and efforts are needed to strengthen relationships with families and involve parents in planning and decision-making. The partnership is now poised to continue developing logic models and an outcome measurement plan, providing a solid foundation for data collection activities and, most importantly, reinforcing the impact and transparency of Pattison’s Academy’s incredible work.