



MINUTES

**Board of Directors' Meeting
Monday, January 22 2018
6:15 PM Full BOD Meeting**

**The meeting was held at:
Highline Academy Southeast Campus**

**2170 South Dahlia St.
Denver, CO 80222**

MISSION: We exist to foster a diverse and equitable community of youth and adults striving together for academic, personal and civic excellence.

VISION: Inclusive excellence in public education.

Attendance:

Board Executive Committee:

Jonathan Tee President, Tom Bulger Vice-President, Eric Neumann, Treasurer, Sara Spanier Co-Secretary, and Sandra Grahame, Co-Secretary

Board Members:

Brent Baribeau, Barb Sample, Nathan Byford, Drew Kent

Ex-Officio Board Members:

Chris Ferris Executive Director, Jahi Rohrer Director of Teacher Development, Guerin Gray HANE Principal, Sara Verni-Lau HASE Principal, Catie Santos de la Rosa HANE Teacher Liaison, , Sierra Hake HANE Teacher Liaison, Bazhena Gaister HASE Teacher Liaison

Other: Carolyn Leary Gallegos Note Taker

Absent: James Coleman, Faye Ganley, Heather Miles HASE Teacher Liaison

Public: Annelisee Nugent, Academy 360 board member, Abbie Weisel and Whitney Noven HASE PWP leaders

<i>Time</i>	<i>Topic</i>	<i>Presenter</i>
6:15	<p>Call to Order</p> <ul style="list-style-type: none"> ● Quorum Established ● Agenda Confirmed ● Mission and Vision Restated by Sara Spanier. On M.L.K. Day, Sara was volunteering at City Park and was able to run into several Highline Community members and was very grateful to be a part of a community with such great advocacy for the community and the students we serve. 	Jonathan
6:17	<p>Consent Agenda</p> <ul style="list-style-type: none"> ● Minutes from November meeting ● Update on staffing and hiring ● Reach Up Report- working on Dashboard ● Full Report from Climate and Culture Survey- highlights will be discussed during Strategic Goals presentation 	Jonathan
6:19	<p>Public Comment</p> <p>Annelisse Nugent is grateful to be here to learn about board level governance as a member of the Academy 360 board.</p>	
6:20	<p>Presentation by the HASE Auction Chairs- Abbie Wiesel and Whitney Noven</p> <p>The Chairs are excited to invite everyone to the HASE annual auction April 13. Some of the exciting changes are that the silent auction will take place online ahead of time and the night will focus on community building with dancing and a 1920's theme.</p>	
6:25	<p>REACH IN</p> <ul style="list-style-type: none"> ● Nomination of Eric Neumann for Board membership and treasurer <ul style="list-style-type: none"> ○ Eric has a background in finance and accounting in radio and entrepreneurial adventures. He is CFO of the Tavern Hospitality Group and has advanced the company under his leadership. He has 3 kids at highline and is excited to be helping the community in a new way. ○ Tom nominates Eric Neumann to join the board effective immediately. <ul style="list-style-type: none"> ■ Brent seconded. ■ The motion passed unanimously. ○ Jonathan motions to appoint Eric as treasurer of the board. <ul style="list-style-type: none"> ■ Tom seconded. ■ The motion passed with one abstention. ● Nomination of Kaya Taylor: <ul style="list-style-type: none"> ○ Kaya visited both campuses and has joined us for board meetings in the past. She has a 	Jonathan

	<p>background in risk management. She is a strong mission fit and the committee feels she would add a strong vision and direction to the board. She is currently a community member with no current ties to either campus aside from the board. Unanimous recommendation from the committee.</p> <ul style="list-style-type: none"> ○ Jonathan motions to accept Kaya Taylor to the board committee starting at the February meeting, contingent on the completion of the application process. <ul style="list-style-type: none"> ■ Brent seconded. ■ The motion passed unanimously. <ul style="list-style-type: none"> ● The Co Secretaries will work with each campus to update profiles and photos on Board website. ● Board Vice President <ul style="list-style-type: none"> ○ Tom has graciously extended his tenure on the board past his terms to allow for the body to run smoothly and has helped the organization immensely. While we still have the institutional knowledge that Tom has brought to the board for many years, we would like the opportunity for Tom to step down as Vice President. Nate Byford has been nominated to step into the Vice President's role. ○ Nate is hopeful that we can be making these decisions with the students that we serve in the forefront of our mind. He has been part of this community as a parent since the founding years and is proud of the growth as well as the adherence to the original vision of the school. He is excited to serve this community in this additional role. ○ Tom motions to formally resign as vice president and nominate Nate Byford to fulfil the remainder of the term. <ul style="list-style-type: none"> ■ Jonathan seconded. ■ The motion passed with one abstention. 	
6:50	<p>Strategic Goals Presentation</p> <ul style="list-style-type: none"> ● Presentation on the progress on the goals from the Strategic Plan from last year *please see attached presentation <ol style="list-style-type: none"> 1. Create an organization wide culture in which all stakeholders are empowered and invested in academic, civic, and personal success of every 	Chris

child.

- According to the survey sent out to staff and parents, we made great strides in openness, trust, mindfulness and efficacy.
 - The board is hopeful that we will reach out to parents in more ways to access those who were unable to make it to the parent teacher conferences.
 - One specific question on the survey reflected a lack of instructional supplies for teachers. The board would like more information on the supplies the teachers feel would make their teaching practices more successful.
2. All students will demonstrate distinguished academic, personal, and civic excellence for life beyond Highline Academy.
 3. The Highline brand will be identified throughout Denver as representing academic, civic, and personal excellence for an inclusive and diverse student body and school community.
 - Links between organizations with strong practice between diversity, equity and inclusion had great benefits for students and families.
 - Staff retention and recommendation are high for organizations with strong practices in diversity, equity, and inclusion.
 - Leadership team will be attending a leadership workshop with national equity project in February.
 - Chris has also raised \$25,000 to go specifically toward improving our diversity, equity, and inclusion practices.
 - Lens of equity: setting specific goals for students, staff, and board.
 - How can the board direct the conversation to shrink the achievement gap that we currently see? The board would like to have a conversation around the curricular constraints the board and charter place on the campuses.
 - To be put on the agenda: review and presentation of governance

	<p>document terms:</p> <ul style="list-style-type: none"> ■ Performance grouping ■ Core Knowledge <ul style="list-style-type: none"> ● The board would like to commend Chris on this refocusing and call back to the mission and our strategic planning. 	
8:00	Break	
8:10	<p>Finance:</p> <p>Review Budget to actuals</p> <ul style="list-style-type: none"> ● Budget revision for 17-18 <ul style="list-style-type: none"> ○ The current year budget revision was reviewed for approved for the remainder of the school year. ○ The North Campus has officially qualified for Title 1 funding as a Title 1 school. ○ The network budget has been increased to include more employees and consultation services. ○ The budget has been increased at each campus to reflect the increase in revenue. ○ The contingency funds remain intact. ○ Tom motions to approve the revised budget as included in the board packet. <ul style="list-style-type: none"> ■ Nate seconded. ■ The motion passed unanimously. ○ Nate requests the allocation of funds for Logo T-shirts as staff winter holiday gifts. <ul style="list-style-type: none"> ■ Jonathan motioned to approve an allocation for \$4,000 to cover the cost of the staff gifts as a part of the larger marketing campaign. ■ Brent seconded. ■ Discussion: The staff was very excited as a fun way to engage with the new logo. ■ Motion passed unanimously. 	Nate
8:30	<p>Administrative Updates</p> <p>HASE</p> <ul style="list-style-type: none"> ● Highlights from Fall semester: <ul style="list-style-type: none"> ○ Reach in: Collaborative cycles for professional development. <ul style="list-style-type: none"> ■ Teachers chose a P.D. course led by the department chairs. ○ Reach out: Food drive in November 	Sarah Verni-Lau

	<ul style="list-style-type: none"> ■ Backpack program has a higher need without the continuation of our corporate sponsorship. ■ We collected over 20,000 items to stock our food bank ○ Reach up: Academic growth in both reading and math. The iReady data is very strong and growing on track. <p>HANE</p> <ul style="list-style-type: none"> ● Highlights from Fall semester <ul style="list-style-type: none"> ○ Reach in: implemented an ongoing emphasis on conscious discipline to improve behavior management <ul style="list-style-type: none"> ■ Data team process rolled out to increase attainment of standards ○ Reach out: Guerin has hosted monthly parent-principal chats to open broader conversations as well as build community. <ul style="list-style-type: none"> ■ He has also been working very closely with the PWP to develop an even more impactful program. ○ Reach up: Academic growth in both reading and math. <ul style="list-style-type: none"> ■ The campus is excited to see more accelerated growth in iReady. 	Guerin Gray
8:44	<p>New Business None</p>	
8:45	<p><u>Committee Report Outs:</u></p> <p>REACH OUT: The Highline brand will be identified throughout Denver as representing academic, civic, and personal excellence for an inclusive and diverse student body and school community.</p> <ul style="list-style-type: none"> ● Update on logo roll out: the integration of the new logo is underway ● Auction Sponsorship requires proper prior planning with an advanced online auction. ● May 3rd 5:30: Event planning is underway with a secured venue at Allison Kebeke’s Home with a wine and cheese theme: The Board is expected to bring 5-10 people each. 	Tom
8:55	<p>Reminders/Announcements</p> <p>Next BOD meeting:</p> <ul style="list-style-type: none"> ● February 26 <p>Committee meeting February 12</p>	Sandra

	Upcoming campus events for Board participation: <ul style="list-style-type: none">● Cultural Fair HASE Saturday Feb 10● Cultural Fair HANE Spring	
9:00	Adjournment <ul style="list-style-type: none">● Tom motioned to adjourn.● Barb Seconded.● The motion passed unanimously.	Jonathan