

Community Learning Center Schools, Inc. Minutes of a Retreat

of the Board of Directors held October 14, 2020

Agenda available here:

Annalisa Moore (CLCS Appointed Member)	<u>  X  </u>
Annett Pilz (Treasurer)	<u>  X  </u>
Chris Tam (Community Member)	<u>no  </u>
Gaylon Parsons (Secretary)	<u>  X  </u>
Heather Dutton (Nea Appointed Member)	<u>  X  </u>
Jahn Tibayan (ACLC Learner)	<u>no  </u>
Jeremy Castro (Community Member)	<u>no  </u>
Juan Segura (Community Member)	<u>no  </u>
Kaleena Ngo (Nea Learner)	<u>no  </u>
Kymberly Miller (President)	<u>  X  </u>
Patricia Williamson (ACLC Appointed Member)	<u>  X  </u>
Philip Milestone (Vice President)	<u>no  </u>
Tony Steuer (Community Member)	<u>no  </u>
Robbie Wilson (AUSD Appointed Member)	<u>  X  </u>
Shauna Callow (Parliamentarian)	<u>  X  </u>

**Item A: Call to Order**

510pm Meeting called to order by Kymberly Miller, president of the board. In attendance at that time, and constituting a quorum, were: Annett Pilz, Gaylon Parsons, Kymberly Miller,

Staff present were Patricia Williamson, Heather Dutton,

**Item B: Review and Approval of Agenda**

5:11pm Shauna Callow moved and Heather Dutton seconded approval of the agenda. The vote to approve was unanimous.

**Item C: Public Comment.**

There were no members of the public present and no public comment.

## Item D: Board Retreat

1. [Norms](#)
2. Board Key Business
3. [CLCS Board Membership](#)
4. [Strategic Direction Planning](#)
5. [CLCS Draft Goals & Priorities](#)
6. Committees

Reflected on our norms, resonated with some. Will combine and finish.

### **5:28 Board Key Business** - Kymberly Miller

- Today's Challenges

Covid operations: fiduciary responsibility and learner, facilitator needs balanced  
AUSD relationship. Cautiously optimistic, still a hill to climb. Renewal process with Nea

- Long Term goals of organization

Aspirations?

- Retain staff for the long term, both early career teachers and seasoned staff
- Youth leadership and voice supported and amplified; programs to support them finding their voice. Health and well-being
- Materials and technology and facilities at high level, working well
- school of choice of new families, safest space for children and families of color, employer of choice for facilitators
- How apply lessons of covid
- How support learners, especially math. Look back at data and see we've improved
- Use resources in time of covid
- Share information and data across schools
- Schools of choice for Alameda
- Sustainable for staff, admin, students
- Recognize that there will be many kids struggling in different ways. Fear, stress, anxiety - the pop of struggling kids is probably bigger
- This is everywhere across the island, families have suddenly been teachers when they didn't plan on that, and in a traumatic way

### **5:51 What does it mean to be a board member?** - Ed Porter

[Review Ed's slides](#) - 'you are now 'the board' - a symbol of the system itself. If you aren't putting your own goals out there, you are reacting to other people's goals.

We've been reactive in the past; that's different from having a vision and executing on it

Channel is more open for facilitators

Many voices - families and learners - don't have a voice

Our voice in the county - we are in an influential county in the state

*Systems Truisms:* People change is slow - don't plan for immediate change; foundation laid in these three years may not bear fruit for 5 years. Need a plan to surface unintended consequences.

Problem-solving can shift the burden rather than solving the problem.

- Shifting from blame and punishment (individual focus) to accountability and system adjustment and performance.
- Have an ongoing conversation, and have it throughout the system.

6:23 - break until 6:30

Level setting

6:30 Annalisa took us through [Strategic Direction slides](#)

2019 strategic direction, covid interrupted

Mission remained the same, vision updated. Reviewed the bold goals

And then Annalisa guided us through an activities

[https://jamboard.google.com/d/1kfW\\_zG0K65KxftObbWSm\\_4VRucgS\\_DKANWI7AnUV4pg/viewer?f=1](https://jamboard.google.com/d/1kfW_zG0K65KxftObbWSm_4VRucgS_DKANWI7AnUV4pg/viewer?f=1)

We reacted to bold goals, then heard the [next level \(priorities\)](#) to build out our understanding

She will work on further developing top level language, reflect on the feedback prior to sharing with the full community

- What are we doing? Why are we doing it? What do you wish to accomplish?

7:00 Kym led us through discussion on committees - that is where the work of the board happens

Committees support our goals. Don't need a finance committee right now. We have good reports, good fiduciary partner and the whole board is engaged

1. DEI committee? Do we need one? Collaborating with the site boards to progress the work. JEDI
2. Community engagement. Family and community engagement to discern needs
3. Governance and nominating/recruitment committee
4. Communications committee

- Wellness committee - is it a board committee? Or is it CLCS administrative?
- Differentiation of Nea and AUSD high school
- How do we find wellness to support staff and students
- How do we ensure that there is enough capacity
- Committees develop charter for their work
- Question about a development committee - what's the fundraising need, how to work with and not cannibalize the site fund-raising. Board can connect us with networks - instill development lens into the charters of the committees

Frequency, etc? Build in committees every other month for 30 minutes

Who leads? Depends on the focus - Teresa Q, Annalisa, or board member

Kym will draft initial charters, Gaylon offered to help and then send to Annalisa/Teresa Q in a week

- How to approach board work from multiple perspectives

7:48 closing of the meeting with appreciations

Kym appreciated board for participation and engagement, suffering through the movement of the meeting, for Ed

Patricia appreciated the group, the conversation, Kym's leadership. Loved things that Ed brought to the meeting.

Heather appreciated the group, talking with the group. Appreciate Kym's warmth and leadership, Robbie's passion for the community and focus on wellness. Appreciated systems slide a lot.

Ed appreciated the quality of the meeting, dealt with substantive content, with engagement.

Appreciate Kymberly leadership and her energy

Appreciation Annalisa for her leadership

Appreciate the edges Kymberly holds with the love combined

Appreciation for Robbie for her lens and passion

Appreciate the quality of the meeting. Energy and content, stayed ontime, full engagement

Appreciate being on the board during this time. Thank you for all the work that you do

Appreciate Kymberly and Annalisa for their leadership, enthusiasm

Appreciate Gaylon for Board norms

Appreciation for Gaylon for the processing you bring

Appreciation to Annett for focus on development

Appreciation to Patricia for her questions she brings to make us better

Appreciation for Kymberly and her facilitation skills

**Item H: Board announcements and/or future agenda items suggestions**

8:51pm Kymberly Miller adjourned the meeting.