Raul Yzaguirre Schools for Success
2021-2025 Board Goals

Early Childhood Literacy District Board Outcome Goal 1

The percent of 3rd grade students that score Meets Grade Level or above on STAAR Reading will increase from 14% to 46% by June 2025.

Source: TAPR 2020-2021 used for baseline.

Yearly Target Goals

2021	2022	2023	2024	2025
14%	22%	30%	38%	46%

Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL (Curr. & Mon.)	Cont. Enrolled	Non-Cont. Enrolled
2021	xx%	14%	xx%	xx%	xx%	xx%	xx%	xx%	14%	xx%	14%	xx%	xx%
2022	xx%	22%	xx%	xx%	xx%	xx%	xx%	xx%	22%	xx%	22%	xx%	xx%
2023	xx%	30%	xx%	xx%	xx%	xx%	xx%	xx%	30%	xx%	30%	xx%	xx%
2024	xx%	38%	xx%	xx%	xx%	xx%	xx%	xx%	38%	xx%	38%	xx%	xx%
2025	xx%	46%	xx%	xx%	xx%	xx%	xx%	xx%	46%	xx%	46%	xx%	xx%

Early Childhood Literacy District Progress Measure 1

The percent of Kindergarten students that score "On Track" on TX-KEA Vocabulary will increase from 46 to 50.

Source: CLI EOY 2021 Vocabulary (English)

Yearly Target Goals

2021	2022	2023	2024	2025
46%	47%	48%	49%	50%

Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2021	xx%	46%	xx%	xx%	xx%	xx%	xx%	xx%	46%	xx%	xx%	xx%	xx%
2022	xx%	47%	xx%	xx%	xx%	xx%	xx%	xx%	47%	xx%	xx%	xx%	xx%
2023	xx%	48%	xx%	xx%	xx%	xx%	xx%	xx%	48%	xx%	xx%	xx%	xx%
2024	xx%	49%	xx%	xx%	xx%	xx%	xx%	xx%	49%	xx%	xx%	xx%	xx%
2025	xx%	50%	xx%	xx%	xx%	xx%	xx%	xx%	50%	xx%	xx%	xx%	xx%

Early Childhood Literacy District Progress Measure 2

The percent of students in Grade 1 that score on grade level on the TPRI-Tejas Lee will increase from 48% to76% by June 2025.

Source: 2020-2021 TRPI-Tejas Lee District Longitudinal Banding and Demographic Report End of Year Data

Yearly Target Goals

2021	2022	2023	2024	2025
48%	55%	62%	69%	76%

Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2021	xx%	48%	xx%	xx%	xx%	xx%	xx%	xx%	48%	xx%	48%	xx%	xx%
2022	xx%	55%	xx%	xx%	xx%	xx%	xx%	xx%	55%	xx%	55%	xx%	xx%
2023	xx%	62%	xx%	xx%	xx%	xx%	xx%	xx%	62%	xx%	62%	xx%	xx%
2024	xx%	69%	xx%	xx%	xx%	xx%	xx%	xx%	69%	xx%	69%	xx%	xx%
2025	xx%	76%	xx%	xx%	xx%	xx%	xx%	xx%	76%	xx%	76%	xx%	xx%

Early Childhood Literacy District Progress Measure 3

The percent of Grade 2 students that score on grade level on TPRI-Tejas Lee Reading will increase from 57% to 85% by June 2025.

Source: 2020-2021 TRPI-Tejas Lee District Longitudinal Banding and Demographic Report End of Year Data

Yearly Target Goals

2021	2022	2023	2024	2025
57%	64%	71%	78%	85%

Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2021	xx%	56%	xx%	xx%	xx%	xx%	xx%	xx%	55%	xx%	57%	xx%	xx%
2022	xx%	63%	xx%	xx%	xx%	xx%	xx%	xx%	62%	xx%	64%	xx%	xx%
2023	xx%	70%	xx%	xx%	xx%	xx%	xx%	xx%	69%	xx%	71%	xx%	xx%
2024	xx%	77%	xx%	xx%	xx%	xx%	xx%	xx%	76%	xx%	78%	xx%	xx%
2025	xx%	84%	xx%	xx%	xx%	xx%	xx%	xx%	83%	xx%	85%	xx%	xx%

Early Childhood Literacy Plan Campus Goal 1

P-STEM Academy

The percent of 3rd grade students that score at the Meets Grade Level or above on STAAR Reading will increase from 6% to 50% by June 2025.

Source: TAPR 2020-2021 used for baseline.

Yearly Target Goals

2021	2022	2023	2024	2025
6%	17%	28%	39%	50%

Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL (Curr. & Mon.)	Cont. Enrolled	Non-Cont. Enrolled
2021	xx%	6%	xx%	xx%	xx%	xx%	xx%	xx%	6%	xx%	5%	xx%	xx%
2022	xx%	17%	xx%	xx%	xx%	xx%	xx%	xx%	17%	xx%	16%	xx%	xx%
2023	xx%	28%	xx%	xx%	xx%	xx%	xx%	xx%	28%	xx%	27%	xx%	xx%
2024	xx%	39%	xx%	xx%	xx%	xx%	xx%	xx%	39%	xx%	38%	xx%	xx%
2025	xx%	50%	xx%	xx%	xx%	xx%	xx%	xx%	50%	xx%	49%	xx%	xx%

Early Childhood Literacy Progress Measure 1

P-STEM Academy

The percent of Kindergarten students that score "On Track" on TX-KEA Vocabulary will increase from 82% to 86% by June 2025.

Source: CLI EOY 2021 Vocabulary (Spanish)

Yearly Target Goals

2021	2022	2023	2024	2025
82%	83%	84%	85%	86%

Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2021	xx%	82%	xx%	xx%	xx%	xx%	xx%	xx%	82%	xx%	xx%	xx%	xx%
2022	xx%	83%	xx%	xx%	xx%	xx%	xx%	xx%	83%	xx%	xx%	xx%	xx%
2023	xx%	84%	xx%	xx%	xx%	xx%	xx%	xx%	84%	xx%	xx%	xx%	xx%
2024	xx%	85%	xx%	xx%	xx%	xx%	xx%	xx%	85%	xx%	xx%	xx%	xx%
2025	xx%	86%	xx%	xx%	xx%	xx%	xx%	xx%	86%	xx%	xx%	xx%	xx%

Early Childhood Literacy Progress Measure 2
P-STEM Academy

The percent of Grade 1 students that score on grade level on the TPRI and Tejas Lee will increase from 53% to 76% by June 2025.

Source: 2020-2021 TRPI-Tejas Lee District Longitudinal Banding and Demographic Report End of Year Data

Yearly Target Goals

2021	2022	2023	2024	2025
53%	59%	65%	71%	76%

Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2021	xx%	54%	xx%	xx%	xx%	xx%	xx%	xx%	53%	xx%	53%	xx%	xx%
2022	xx%	59%	xx%	xx%	xx%	xx%	xx%	xx%	59%	xx%	59%	xx%	xx%
2023	xx%	65%	xx%	xx%	xx%	xx%	xx%	xx%	65%	xx%	65%	xx%	xx%
2024	xx%	71%	xx%	xx%	xx%	xx%	xx%	xx%	71%	xx%	71%	xx%	xx%
2025	xx%	76%	xx%	xx%	xx%	xx%	xx%	xx%	76%	xx%	76%	xx%	xx%

Early Childhood Literacy Progress Measure 3
P-STEM Academy

The percent of Grade 2 students that score on grade level in Reading on the TPRI/Tejas Lee will increase from 80% to 84% by June 2025.

Source: 2020-2021 TRPI-Tejas Lee District Longitudinal Banding and Demographic Report End of Year Data

Yearly Target Goals

2021	2022	2023	2024	2025
80%	81%	82%	83%	84%

Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2021	xx%	80%	xx%	xx%	xx%	xx%	xx%	xx%	79%	xx%	80%	xx%	xx%
2022	xx%	81%	xx%	xx%	xx%	xx%	xx%	xx%	80%	xx%	81%	xx%	xx%
2023	xx%	82%	xx%	xx%	xx%	xx%	xx%	xx%	81%	xx%	82%	xx%	xx%
2024	xx%	83%	xx%	xx%	xx%	xx%	xx%	xx%	82%	xx%	83%	xx%	xx%
2025	xx%	84%	xx%	xx%	xx%	xx%	xx%	xx%	83%	xx%	84%	xx%	xx%

Early Childhood Math District Board Outcome Goal 2

The percent of 3rd grade students that score Meets Grade Level or above on STAAR Math will increase from 7% to 67% by June 2025.

Source: TAPR 2020-2021 used for baseline.

Yearly Target Goals

2021	2022	2023	2024	2025
7%	22%	37%	52%	67%

Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2021	xx%	7%	xx%	xx%	xx%	xx%	xx%	xx%	7%	xx%	8%	xx%	xx%
2022	xx%	22%	xx%	xx%	xx%	xx%	xx%	xx%	22%	xx%	22%	xx%	xx%
2023	xx%	37%	xx%	xx%	xx%	xx%	xx%	xx%	37%	xx%	37%	xx%	xx%
2024	xx%	52%	xx%	xx%	xx%	xx%	xx%	xx%	52%	xx%	52%	xx%	xx%
2025	xx%	67%	xx%	xx%	xx%	xx%	xx%	xx%	67%	xx%	67%	xx%	xx%

Early Childhood Math District Progress Measure 1

The percent of Grade 1 students that score on grade level on Renaissance 360 will increase from 6% to 63% by June 2025.

Source: 2021 EOY Consolidated State Performance Report

Yearly Target Goals

2021	2022	2023	2024	2025
6%	21%	35%	49%	63%

Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2021	xx%	6%	xx%	xx%	xx%	xx%	xx%	xx%	6%	N/A	10%	xx%	xx%
2022	xx%	21%	xx%	xx%	xx%	xx%	xx%	xx%	21%	N/A	21%	xx%	xx%
2023	xx%	35%	xx%	xx%	xx%	xx%	xx%	xx%	35%	N/A	35%	xx%	xx%
2024	xx%	49%	xx%	xx%	xx%	xx%	xx%	xx%	49%	N/A	49%	xx%	xx%
2025	xx%	63%	xx%	xx%	xx%	xx%	xx%	xx%	63%	N/A	63%	xx%	xx%

Early Childhood Math Progress Measure 2

The percent of Grade 2 students that score on grade level on Renaissance 360 will increase from 10% to 65% by June 2025.

Source: 2021 EOY Consolidated State Performance Report

Yearly Target Goals

2021	2022	2023	2024	2025
10%	24%	38%	52%	65%

Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2021	xx%	10%	xx%	xx%	xx%	xx%	xx%	xx%	10%	N/A	11%	xx%	xx%
2022	xx%	24%	xx%	xx%	xx%	xx%	xx%	xx%	24%	N/A	24%	xx%	xx%
2023	xx%	38%	xx%	xx%	xx%	xx%	xx%	xx%	38%	N/A	38%	xx%	xx%
2024	xx%	52%	xx%	xx%	xx%	xx%	xx%	xx%	52%	N/A	52%	xx%	xx%
2025	xx%	65%	xx%	xx%	xx%	xx%	xx%	xx%	65%	N/A	65%	xx%	xx%

Early Childhood Math Plan Campus Goal 2

P-STEM Academy

The percent of 3rd grade students that score Meets Grade Level or above on STAAR Math will increase from 0% to 61% by June 2025.

Source: TAPR 2020-2021 used for baseline.

Yearly Target Goals

2021	2022	2023	2024	2025
0%	16%	31%	46%	61%

Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL (Curr. & Mon.)	Cont. Enrolled	Non-Cont. Enrolled
2021	xx%	0%	xx%	xx%	xx%	xx%	xx%	xx%	0%	xx%	0%	xx%	xx%
2022	xx%	16%	xx%	xx%	xx%	xx%	xx%	xx%	16%	xx%	16%	xx%	xx%
2023	xx%	31%	xx%	xx%	xx%	xx%	xx%	xx%	31%	xx%	31%	xx%	xx%
2024	xx%	46%	xx%	xx%	xx%	xx%	xx%	xx%	46%	xx%	46%	xx%	xx%
2025	xx%	61%	xx%	xx%	xx%	xx%	xx%	xx%	61%	xx%	61%	xx%	xx%

Early Childhood Math Progress Measure 1

P-STEM Academy

The percent of Grade 1 students that score on grade level in math on Renaissance 360 will increase from 0% to 57% by June 2025.

Source: 2021 EOY Consolidated State Performance Report

Yearly Target Goals

2021	2022	2023	2024	2025
0%	15%	29%	43%	57%

Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2021	xx%	0%	xx%	xx%	xx%	xx%	xx%	xx%	0%	xx%	xx%	xx%	xx%
2022	xx%	15%	xx%	xx%	xx%	xx%	xx%	xx%	15%	xx%	xx%	xx%	xx%
2023	xx%	29%	xx%	xx%	xx%	xx%	xx%	xx%	29%	xx%	xx%	xx%	xx%
2024	xx%	43%	xx%	xx%	xx%	xx%	xx%	xx%	43%	xx%	xx%	xx%	xx%
2025	xx%	57%	xx%	xx%	xx%	xx%	xx%	xx%	57%	xx%	xx%	xx%	xx%

Early Childhood Math Progress Measure 2
P-STEM Academy

The percent of Grade 2 students that score on grade level in math on Renaissance 360 will increase from 16% to 59% by June 2025.

Source: 2021 EOY Consolidated State Performance Report

Yearly Target Goals

2021	2022	2023	2024	2025
16%	27%	38%	49%	59%

Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2021	xx%	16%	xx%	xx%	xx%	xx%	xx%	xx%	17%	xx%	17%	xx%	xx%
2022	xx%	27%	xx%	xx%	xx%	xx%	xx%	xx%	27%	xx%	27%	xx%	xx%
2023	xx%	38%	xx%	xx%	xx%	xx%	xx%	xx%	38%	xx%	38%	xx%	xx%
2024	xx%	49%	xx%	xx%	xx%	xx%	xx%	xx%	49%	xx%	49%	xx%	xx%
2025	xx%	59%	xx%	xx%	xx%	xx%	xx%	xx%	59%	xx%	59%	xx%	xx%

CCMR Board Outcome Goal 3

The percent of graduates that meet College, Career and Military (CCMR)* criteria will increase from 45% to 63% by July 2024.

*Domain 1 State Accountability Calculation recalculated removing CTE course completions; one-year lagging indicator

Yearly Target Goals

2020 (2019 Grads)	2021 (2020 Grads)	2022 (2021 Grads)	2023 (2022 Grads)	2024 (2023 Grads)
45%	50%	55%	60%	63%

Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2020 (2019 Grads)	xx%	45%	xx%	xx%	xx%	xx%	xx%	xx%	45%	xx%	10%	xx%	xx%
2021 (2020 Grads)	xx%	50%	xx%	xx%	xx%	xx%	xx%	xx%	50%	xx%	18%	xx%	xx%
2022 (2021 Grads)	xx%	55%	xx%	xx%	xx%	xx%	xx%	xx%	55%	xx%	26%	xx%	xx%
2023 (2022 Grads)	xx%	60%	xx%	xx%	xx%	xx%	xx%	xx%	60%	xx%	34%	xx%	xx%
2024 (2023 Grads)	xx%	63%	xx%	xx%	xx%	xx%	xx%	xx%	63%	xx%	42%	xx%	xx%

Source: Texas Academic Performance Report (TAPR) Based on 2017-2018 Data (Class of 2018 = 45.3%) with revised data removing CTE course credit.

CCMR Progress Measure 1

The percent of CCMR students that meet criterion on an AP examination will increase from 32% to 40% by August 2024.

Source: TEA CCMR report for annual graduates. Baseline for 2018 grads; lagging indicator.

Yearly Target Goals

2020 (2019 Grads)	2021 (2020 Grads)	2022 (2021 Grads)	2023 (2022 Grads)	2024 (2023 Grads)
32%	34%	36%	38%	40%

Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2020 (2019 Grads)	xx%	32%	xx%	xx%	xx%	xx%	xx%	xx%	32%	xx%	xx%	xx%	xx%
2021 (2020 Grads)	xx%	34%	xx%	xx%	xx%	xx%	xx%	xx%	34%	xx%	xx%	xx%	xx%
2022 (2021 Grads)	xx%	36%	xx%	xx%	xx%	xx%	xx%	xx%	36%	xx%	xx%	xx%	xx%
2023 (2022 Grads)	xx%	38%	xx%	xx%	xx%	xx%	xx%	xx%	38%	xx%	xx%	xx%	xx%
2024 (2023 Grads)	xx%	40%	xx%	xx%	xx%	xx%	xx%	xx%	40%	xx%	xx%	xx%	xx%

CCMR Progress Measure 2

The percent of CCMR students that meet the threshold for passing dual credit courses will increase from 17% to 29% by August 2024.

Source: TEA CCMR report for annual graduates. Baseline for 2018 grads; lagging indicator.

Yearly Target Goals

2020 (2019 Grads)	2021 (2020 Grads)	2022 (2021 Grads)	2023 (2022 Grads)	2024 (2023 Grads)
17%	20%	23%	26%	29%

Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2020 (2019 Grads)	xx%	17%	xx%	xx%	xx%	xx%	xx%	xx%	17%	xx%	xx%	xx%	xx%
2021 (2020 Grads)	xx%	20%	xx%	xx%	xx%	xx%	xx%	xx%	20%	xx%	xx%	xx%	xx%
2022 (2021 Grads)	xx%	23%	xx%	xx%	xx%	xx%	xx%	xx%	23%	xx%	xx%	xx%	xx%
2023 (2022 Grads)	xx%	26%	xx%	xx%	xx%	xx%	xx%	xx%	26%	xx%	xx%	xx%	xx%
2024 (2023 Grads)	xx%	29%	xx%	xx%	xx%	xx%	xx%	xx%	29%	xx%	xx%	xx%	xx%

CCMR Progress Measure 3

The percent of CCMR students that complete a CTE coherent sequence of coursework aligned with industry certification will increase from 23% to 59% by August 2024.

Source: TEA CCMR report for annual graduates. Baseline for 2018 grads; lagging indicator.

Yearly Target Goals

2020 (2019 Grads)	2021 (2020 Grads)	2022 (2021 Grads)	2023 (2022 Grads)	2024 (2023 Grads)
23%	32%	41%	50%	59%

Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2020 (2019 Grads)	xx%	23%	xx%	xx%	xx%	xx%	xx%	xx%	23%	xx%	xx%	xx%	xx%
2021 (2020 Grads)	xx%	32%	xx%	xx%	xx%	xx%	xx%	xx%	32%	xx%	xx%	xx%	xx%
2022 (2021 Grads)	xx%	41%	xx%	xx%	xx%	xx%	xx%	xx%	41%	xx%	xx%	xx%	xx%
2023 (2022 Grads)	xx%	50%	xx%	xx%	xx%	xx%	xx%	xx%	50%	xx%	xx%	xx%	xx%
2024 (2023 Grads)	xx%	59%	xx%	xx%	xx%	xx%	xx%	xx%	59%	xx%	xx%	xx%	xx%

School Board Monitoring Calendar

Month	Goal / Progress Measure	Evaluations / Other Business	Trainings
August			
September	Goal 1, Goal 2, and Goal 3	Review all STAAR results as compared to previous year and state results. Review Accountability results.	Required Board Members Training Completion
October	Goal 2: Progress Measures 2.1, 2.2	Review Ren360 BOY	
November	Goal 1: Progress Measures 1.1, 1.2, 1.3	Review TX-KEA and TPRI BOY	
December	Goal 3: Progress Measures 3.1	Accountability results for annual graduates by indicator for prior year's class, updated Advanced Placement data	
January	Goal 3: Progress Measures 3.2	Accountability results for annual graduates by indicator for prior year's class, updated dual credit data	
February	Annual TAPR Public Hearing		
March	Goal 1: Progress Measures 1.1, 1.2, 1.3	Review TX-KEA and TPRI (MOY)	
April	Goal 2: Progress Measures 2.1, 2.2	Review Ren360 MOY	
May	Goal 3: Progress Measures 3.3	Accountability results for annual graduates by indicator for prior year's class, updated CTE and industry certification data	
June	Goal 1 and Goal 2	Review preliminary STAAR/EOC results for all grades and subjects	
July	Goal 1: Progress Measures 1.1, 1.2, 1.3; Goal 2: Progress Measures 2.1, 2.2	Review TX-KEA,TPRI, and Ren360 prior year EOY	Board Members Retreat