Board Retreat
July 31, 2026

Present in Room: Brent Reckman, Dan Klenjoski, Kevin Sanchez, Jen Halford, Larissa Fransua, Sarah Drewlow, Kent Smith, Laura Rupert, Suzie Galbraith, Katie Stillman, Rick Heroff, Roxanne Ellsworth, Katie Ball, Sara Gramarossa, Kristin Cofrades, Kristin Will, Stephanie Mann, Anthony Watson, Brenndan Duffy
Present via Online Meeting: Autumn Coffee

I. Open Meeting: Called to order at 8:07
    A. The Academy's mission is to help all students grow into college ready, exemplary citizens by combining academic mastery with personal empowerment to drive lifelong success. We serve our full community by intentionally developing a school culture that embraces diversity, equity, and inclusion. With this in mind, the Board of Directors welcomes all members of our community to this meeting and invites each person to begin our time together in whatever way will help ground you for thoughtful and productive discussion - a few deep breaths, a prayer, a moment to organize your thoughts, or whatever meets your needs.
II. Consent Agenda: approve today's agenda and the minutes from June 8th.
    A. Motion to approve: Kevin
    B. Second: Jen
    C. Call for vote: all approved, motion carried.
III. Public Comment: None received.
IV. Welcome: quick introductions in the room. Kristin Will is new HS Assistant Principal, Kent Smith is new Work-Based Learning.
V. Annual Workplan and Scorecard
    A. Completion of 5-year Strategic Plan
        1. Ended at 81% of KPIs met.
        2. Don't see it as a good thing to meet 100% of Strategic Plan goals; may indicate that we didn't set our goals high enough
    B. Review New 3-Year Strategic Plan (5 min.)
        1. Big pieces that come together to form our Strategic Plan
            a) Driven by Mission, Vision and Values
            b) Introduction/Celebration of program highlights (numbers)
            c) Now broken into two big themes
                - Elevating Learning
                - Elevating Community (ensuring this stands out in next phase of our school life)
            d) Elevate Learning
                - Continue to expand on six core values that have always been important part of who we are
                - Further define Academic values
            e) Elevate Community

        - Not quite as detailed as learning section, but we articulate community values and we identify the most important elements of what it means to build a strong community
    f) Finance, Operations and Governance: fairly similar to past versions
    g) Academic Values: (not new- just speaking them clearly and specifically)
        - Students First
        - Inclusivity and Support
        - Outcome Driven
        - PK-12 Alignment
        - Excellence
        - Growth Mindset
    h) Still using Prepare, Explore and Empower
    i) Target Setting: works the same way as former strategic plan
        - High level goals that are meant to be aspirational statements
        - KPIs: measures that we'll track at Board level
        - Key Actions: new section. Effort to be a level clearer and sharper about how we're going to reach KPIs. Controllable actions we'll take each year to move the needle.

C. Senior Admin Present 2026-27 Annual Work Plans (40 min.)
    1. Lower Elementary
        a) Teach children how to read, write and do math
        b) KPIs will focus on Growth AND Achievement
        c) Need to spend some time and energy on high-achieving students. We've spent lots of time on Tier II and III instruction who need support in reading, math and behavior plans
        d) Focus on Tier I instructional practices
        e) Working on public speaking opportunities for students
        f) Making some changes to how we do GT testing and identification
        g) Students are struggling with coping with challenging learning and showing resilience
    2. Upper Elementary
        a) Continue the work of helping students become good readers, writers and mathematicians
        b) Increase the number of students meeting or exceeding grade level standards
        c) Growth is not always the same year to year. Looking at it more over 3 years.
        d) Re-norm and improve Tier I practices (general classroom teaching practices)
        e) Large population of high achievement and low growth
        f) More practice with struggling and overcoming challenge

g) Going to dig more deeply in to specific lessons in Leader in Me instead of doing the program linearly like years past

3. Middle School
    a) Tier 1 Best Practices
    b) Intentional IXL Time during Flex Gym
    c) GT/Honors: Accelerated English Courses for all three grade levels and Intentional GT Time during Flex Gym
    d) Individual Career and Academic Plan (ICAP)
    e) Self-Awareness is a focus for social-emotional learning
    f) Leadership class has really exploded: will do both semesters at all three grade levels
    g) New data program called LinkIt- will help look at repeated behavior
    h) Kevin suggestion: connect leadership to the home, as well, when encouraging community involvement
4. High School
    a) 90% of graduates display readiness for college, career, military, etc. (3-year goal; this year is 80%)
    b) Lots of math growth with Math 180 and Algebra 1 (new curriculum)
    c) Not using MAPS as baseline data this year. Will use diagnostic test in IXL instead for grades 9-12.
    d) Also strengthening Tier I academic rigor
    e) Adding technical colleges to the fall college fair; will include additional non-traditional colleges and paths
    f) Hired a 9th-grade only counselor last year. Rewrote 8th grade transition plans- sounds like she was really great.
5. Chief Academic Officer
    a) UIP, Strategic Plan, Work Plan goals are all aligned across platforms and levels (great!)
    b) Data dashboard, LinkIt, gives a full picture of how a student is doing real time.
6. Elevating Community and Finance, Operations & Governance will be covered in future meeting
7. Preview of Fall and Winter Board Presentations (October)
    a) Discussed considerations for best time of data presentations and what we'd like to see

D. Develop Governance Annual Work Plan (35 min.)
    1. Discussed:
E. Review 2025-26 Board Self-Evaluation
    1. Discussed and began work; will continue work in August Board Meeting
F. Discuss priorities for Board development in 2026-27
G. Identify Data Points for the 2026-27 Bi-Annual Scorecard Reporting Template (10 min.)

1. Discussed and agreed to what was presented.

H. Finalize 2026-27 Bi-Annual Scorecard at August Meeting

VI. Governing for Greatness: Board Training Review and Ongoing Development

A. Review Board Procedural Manual
   1. Reviewed

B. Complete Title IX Training
   1. Reviewed the Title IX Policy and our role as a Board
   2. Claire Young is our Title IX Officer; she is not an investigator but is there to help complainants navigate the process
   3. Worked through Title IX Training Slides

C. Review Fiduciary Responsibilities & Conflict of Interest Policy
   1. Reviewed
   2. Significantly related parties, relationships and transactions
   3. Reviewed Code of Ethics for Colorado Public Officials

D. Take Oath of Office & Sign Annual Agreements
   1. Discussed and signed

E. Review Board Communication Pathways, Open Meetings Guidance, & Executive Session Requirements
   1. Reviewed all topics

F. Vote for 26-27 Board Officer Roles
   1. We aim for two years for officer roles, even though we renew them every year.
   2. Motion to approve Sarah Drewlow for a second year as Chair: Kristin
      a) Second: Jen
      b) Call for vote: all approved, motion carried.
   3. Motion to approve Kevin Sanchez for a second year as Vice Chair: Sarah
      a) Second: Larissa
      b) Call for vote: all approved, motion carried.
   4. Motion to approve Dan Kelenjoski for a second year as Treasurer: Jen
      a) Second: Sarah
      b) Call for vote: all approved, motion carried.
   5. Motion to approve Kristin Cofrades for a second year as Secretary: Larissa
      a) Second: Jen
      b) Call for vote: all approved, motion carried.

G. Review CSI Board Training Resources
   1. Reviewed

VII. Legal Compliance

A. Review legal and policy updates from CSI and The Academy's legal counsel.
   1. Discussed resources for legal updates (CSI, CO League of Charter Schools, Schools legal team)

B. Discuss relevant updates and/or changes to current school policy and procedure, as needed.

C. Identify appropriate next steps.

D. Review practices in place to protect against inappropriate staff-student relationships.
    1. Reviewed Academy Employee Handbook
    2. Kelly Jacobsen does an annual safety presentation for staff. Discusses appropriate student/staff relationships
    3. Initial fingerprints and background checks for new hires. Ongoing monthly checks on listed employees

VIII. Construction Update
- A. Share progress to date.
    1. Reviewed
- B. Review current state of the construction budget.
    1. Reviewed
- C. Preview remaining timeline to project completion.
    1. Originally hoped to be done by mid-October. Now likely to be December

IX. Closing
- A. Revisit Purpose of Agenda Items to Measure Effectiveness
- B. Confirm Action Steps to Complete in 2026-27
- C. Adjourn Meeting: meeting adjourned at 11:55