Aug 1, 2025 | Board Retreat

Attendees: Kevin Sanchez Autumn Coffee Dan Klenjoski Larissa Fransua Stacy McCleskey Kristen Cofrades Sarah Drewlow Jennifer Halford Susan Wagar Brent Reckman Katy Stillman Roxanne Ellsworth Stephanie Mann Suzie Galbraith

Notes

1. Open Meeting: Sarah Drewlow called meeting to order at 11:31.
2. Consent Agenda & Approval of June 9, 2025 minutes
    a. Kevin motioned to approve, Larissa seconded. Call for vote: Sarah abstained, Autumn, Dan, Kristen approved; motion carried.
3. Public Comment- none received.
4. Welcome
5. Annual Work Plan & Scorecard
    a. Review 5-year Strategic Plan
        i. Brent gave an overview of the 5-year strategic plan, including the success over the past four years. This past school year, we met 79.1% of KPIs. IDeally we'd be above 80% at the end of our strategic plan. 100% completion isn't realistic:
            1. School ratings website called Niche.com. One of the better, more robust school ratings websites around. We use a paid account. They use publicly available data in addition to user reviews. They organize by county.
            2. CARS Report: objective, external source. Shows how we compare; can look at our scores vs. Adams 12.
            3. School Performance Framework: essentially the report card that CDE provides to every school in the state of Colorado.
    b. Senior Admin Present 2025-2026 Annual Work Plans
        i. Lower Elementary
            1. They've been reporting on how many students have a SGP of 50+; this student wouldn't have been included. But this student's benchmark scores far exceed her peers. So her growth score is considered "low typical" but she's still a high achiever.
                a. Getting feedback from teachers: does this score accurately capture this student's position and potential?
                b. Looked at students who BOTH don't meet the SGP and the benchmarks
                c. Look at growth, proficiency and achievement. SGP is ONLY a growth score.
                d. Teachers will look at SGP scores and say, "but my students are high and it's hard to get them to grow when they're that high"
            2. Annual Work plan for this coming year

a. Decided to set a range of scores this year instead of a single number that can be so influenced by a number of factors
b. Strategies continue to be similar to years past.
c. Students are showing typical growth; we've always seen this score.
d. Someone not meeting SGP doesn't always mean that they're not achieving.
e. Scaled score: a score given based on difficulty of questions and the number of correct answers. Measures both growth and proficiency.

ii. Upper Elementary: Annual Work Plan
1. Also doing a range for the year-end target goal. Growth is not always linear. Some years we grow a lot and some others we grow less.
2. Schedule change: we do small group reading and small group math. In the scaled score, all grade levels were above benchmarks.
3. Two grade levels will add a project-based learning unit to meet the 4 PBL KPI.
4. Will add a student recognition program called "Pride Leader"

iii. Middle School: Annual Work Plan
1. MAPS uses CGP when talking about growth. Now going to add School Performance Framework that CDE does each year; they use growth.
2. 100% teacher retention in Middle School this year.
3. Want to focus on using data in the classroom more often this year in the moment.
4. Want elective teachers to continue norming on writing techniques.
5. Mean RIT Score Targets (new data point this year); where does the goal number come from? NWEA gives us this number.

iv. High School: Annual Work Plan
1. Also using a range; the range is quite a bit lower than the KPI that was set as part of the strategic plan. Adding in a look at Achievement/On Grade Level (60% in reading and 50% in math)
2. Growth is hard to show in math because high school doesn't do the MAPS K-12 math test. They do the specific class (Algebra, Geometry, etc.) MAPS assessment.
3. Keeping Math 180 intervention class, along with having a math interventionist who will push into math classes for co-teaching.
4. Adding a reading interventionist along with a Read 180 class. Once they're on grade level, they can stop the extra class. Majority of kids who are 2 grade levels below are already on IEPs for reading and writing.

5. For English Language Development ELD (limited and non-proficient English), will offer English 3D class.
6. We used to look at SAT and PSAT data and we don't see it anymore.

c. Develop Governance Annual Work Plan
   i. Complete 2024-2025 Board Self-Evaluation
      1. Gave thoughtful end-of-year reflection to the goals set in the 2024-2025 Board Self-Evaluation.
   ii. Discuss priorities for Board Development in 2025-2026
      1. Will discuss key focus areas for 2025-2026 at the August Meeting
d. Identify Data Points for the 2025-2026 Bi-Annual Scorecard Reporting Template
   i. Finalize the 2025-2026 Bi-Annual Scorecard at August Meeting

6. Governing for Greatness: Board Training Review and Ongoing Development
   a. Review Board Procedure Manual
      i. Manual was reviewed and the Agreement was signed.
   b. Complete Title IX Training
      i. Board members must be trained annually in Title IX.
      ii. Our Title IX Coordinator is the HR Manager; the backup is the Director of Operations. These two, along with the Executive Director, have been through the formal external training required for Title IX Coordinators.
   c. Review Fiduciary Responsibilities, Conflict of Interest Policy and Code of Ethics
      i. Training was received via materials provided by the school's law firm.
   d. Take Oath of Office & Sign Annual Agreements
      i. Jennifer Halford took the Oath of Office and signed the agreement.
   e. Review Board Communication Pathways, Open Meetings Guidance & Executive Session Requirements
      i. Received reminder training on Open Meetings Guidance and Executive Session Requirements. Discussed Board Communication best practices.
   f. Vote for 2025-2026 Board Officer Roles
      i. Discussed Roles
         1. Autumn moved to nominate Sarah Drewlow as Chair, Dan second. All approve.
         2. Sarah moved to nominate Kevin, Larissa second. All approve.
         3. Sarah moved to nominate Dan as Treasurer. Jen second. All approve.
         4. Sarah move to nominate Kristen as Secretary, Kevin second. All approve.
   g. Review CSI Board Training Resources
      i. Reminder that good training resources exist on CSI's website.

7. Legal Compliance
   a. Review legal and policy updates from CSI and The Academy's legal counsel
      i. There are resources the Executive Director uses to stay up to date on legal and policy changes. CSI has a Director of School Policy & Compliance

1. Colorado League of Charter Schools- legal updates in their annual conference
2. Charter school Law Group- the school's attorneys provide legal and policy update calls regularly

ii. Developing a Cell Phone Policy
1. Goal: we have to have a cell phone policy by July 1, 2026
2. Sarah G. will take the lead on this throughout the year.

b. Review draft of Library Resource Policy
i. Required after bill passed in last legislative session
ii. We don't have a library but will have to vote on something in August regardless.

c. Review draft of Policy on Disclosure of Information to Federal Immigration Authorities
i. Must have a policy in place by September 1st but this doen't change any of our practices.

8. Construction Update
a. Share progress to date
i. Received tour of impressive progress so far.
b. Review current state of the construction budget
i. Owner's Rep is maintaining a change management log. Everything has stayed within budget; $256k contingency money has been spent so far. The $256k contingency comes out of Builder's Contingency.
c. Preview remaining timeline to project completion
i. Experienced some delays for the addition. Not in any way impacting ability to run school normally. Original finish date was March; not planning to move into addition until next summer anyway. Took almost two months to get unknown fiber optics moved.

9. Closing
a. Meeting adjourned at 3:58.