

DeLaSalle Charter School Board Retreat Agenda

October 11, 2025

9 am – 2 pm

Union Berkely – 1000 Berkely Parkway, KCMO 64120

9:00 – 9:15 Welcome and Opening Remarks

- Welcome from Board Chair
- Review of retreat objectives and norms (attached)
- Overview of agenda

9:15 – 9:30 Icebreaker – Building Connections

- Facilitated team-building activity

9:30 – 9:50 Celebrating Successes

- School leadership highlights key achievements from the past year (report from Executive Director)
- Board and committee accomplishments
- Other recognitions and shoutouts

9:50 – 10:35 Strengthening Board Culture and Committee Expectations

- Discussion: Defining effective board culture
- Clarifying roles and expectations of:
 - **Academic Committee**
 - **Finance Committee**
 - **Governance Committee**
- Committee breakout conversations (optional if time allows)

BREAK – 15 minutes

10:50 – 11:20 Instructional Model Update

- Presentation from school leadership on:
 - **Coaching for Success in Literacy**
 - Instructional practices aligned with **Charlotte Danielson Framework**
 - **End of Course (EOC) readiness** strategy
- Q&A and board discussion

11:20 – 11:50 Legislative Update – Noah Devine MCPSA Executive Director

- Presentation by Missouri Charter Association representative
- Focus on recent/pending legislative action impacting charter schools
- Q&A

11:50 – 12:50 Charette Protocol – School Vision and Direction

- Collaborative design session using the Charette Protocol
- Focus questions:
 - What is our vision for the future?
 - What supports and changes are needed to get there?

12:50 – 1:05 Closing Activity – Commitments and Reflections

- Reflective closing circle: each participant shares one takeaway, commitment or point of pride

1:05 – 2:00 Lunch presented by DLS Culinary program

- Final comments
- Next steps and reminders

Draft Retreat Objectives

1. **Celebrate and Reflect on Accomplishments**
Recognize and honor the successes of DeLaSalle students, staff, and the board over the past year, fostering pride and shared ownership in the school's progress.
2. **Strengthen Board Culture and Committee Alignment**
Clarify board and committee roles, expectations, and norms to ensure a culture of accountability, collaboration, and effectiveness in governance.
3. **Deepen Understanding of Instructional and Policy Context**
Enhance board members' knowledge of the school's instructional priorities, including literacy coaching, instructional frameworks, and legislative developments that impact DeLaSalle.
4. **Shape a Shared Vision for the Future**
Engage in collaborative design and reflection using the Charette Protocol to articulate DeLaSalle's vision, identify supports needed, and commit to next steps in advancing student success.

Draft Retreat Norms

1. **Be Fully Present**
Set aside distractions (phones, email, side conversations) so we can give our full attention to the work and one another.
2. **Engage with Curiosity and Respect**
Listen actively, assume positive intent, and invite diverse perspectives before forming conclusions.
3. **Balance Voice and Space**
Share your thinking clearly and concisely, and also leave room for others to contribute.
4. **Stay Focused on Purpose**
Keep discussion aligned to the agenda and goals of the retreat; use the "parking lot" for ideas outside today's scope.
5. **Commit to Action and Follow-Through**
Leave the retreat with clear individual and collective commitments that translate into next steps for board and school success.

Discussion of Board Culture

What practices, norms, or traditions could we strengthen (or introduce) to make our board culture more supportive, high-performing, and sustainable over time?

Our Board Job (Given)	Our Board Culture (For discussion)
Assure: 1. DLS meets the Performance Contract requirements 2. Exceptional executive leadership is in place 3. That resources are available at a level consistent with expectations	1. Shared Mission and Values Alignment around the school’s vision, mission, and equity commitments as the foundation for all governance decisions. 2. Governance Norms and Expectations Clear understanding of roles, responsibilities, and boundaries between board oversight and school leadership. 3. Leadership and Decision-Making A culture of informed, transparent, and collective decision-making that models integrity and accountability. 4. Communication and Relationships Open, respectful, and trust-based dialogue among board members, committees, and with school leadership. 5. Traditions and Rituals Regular practices—such as celebrating student success, recognizing staff, and reflecting on board progress—that reinforce purpose and community. 6. Accountability and Performance Orientation Commitment to measuring impact through student outcomes, financial health, and governance effectiveness, with a focus on continuous improvement.

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Clarifying Board Committee Roles (i.e., how do we get our job done)

	Academic	Finance	Governance
Key Deliverables <i>Principles:</i> <i>All Board items come through a committee for vetting and recommendations</i> <i>Board meetings are about decisions and actions not reporting</i> <i>Board meetings are primarily about next year and the year after</i> <i>Each committee “owns” an annual calendar of work</i>	Are we on track to meet performance contract requirements? Are we on track in meeting any other Board adopted outcomes? Are there Board actions necessary to accelerate progress in the future?	Are we on track to meet all board set fiscal policies? (fund balance, reserves, debt, etc.) Are we on track in meeting any other Board adopted fiscal requirements? Are there Board actions necessary for meeting resource requirements that accelerate progress in the future?	Are we managing the Board relation with the Executive Director effectively? Are there Policy issues or changes necessary due to legislation or other dynamics? Are we sound on Board operations including membership, officers, effective meetings and our relationship with our sponsor?
How does the DLS Board want to tackle this Committee? Chair? Members? Operating Tempo? Support?			

Charette Protocol – School Vision and Direction

Time: 60 minutes

Purpose: To collaboratively reflect on DeLaSalle’s journey, assess its current state, and co-create a shared vision and supports needed for the future.

Step 1 – Framing the Session (5 minutes)

- Facilitator introduces the Charette Protocol expectations, role of presenters and role of audience/participants
- Review the specific purpose: *“We are engaging in collaborative design thinking to improve the ideas in the vision of DLS, specifically as it relates to our commitments to Real World Learning - and to identify the supports and changes needed to realize it.”*

Step 2 – Presentation of the Current Situation (7-10 minutes)

- Executive Director/team presentation of the “DLS work in progress” and focus questions: What should our vision for the future include? What supports and changes are needed to get there?
- Quick clarifying questions from board members/participants
- Restate the focus questions

Step 3 – Taking on the Focus Questions (15-20 minutes)

- Full or small group (TBD) discussions - post all ideas on flip charts/whiteboards for each question.
- Review responses, and add comments, questions, or “stars” (agreements).
- Facilitator ensures each board member engages with each question set.

Step 4 – Presenter Response (10 minutes)

- Review highlights they heard from each focus question.
- Discuss emerging themes, areas of consensus, and divergent perspectives.
- Facilitator captures shared vision statements and priority supports/changes.

Step 5 – Full Group Debrief (2-3 minutes)