

Imagine Classical Academy Indigo Ranch

6464 Peterson Colorado Springs, CO 80923

Where students are classically trained, culturally literate, and globally prepared.

Strategic Planning

3:45 – 5:45 P.M.

January 9, 2019 - Room 209

The mission of the Imagine Classical Academy at Indigo Ranch is to positively shape the hearts and minds of our students by providing them with an academically rigorous and content rich curriculum, a learning environment of high expectations for student achievement in which character is modeled and promoted within a collaborative community based on trusting relationships.

The Board shall use the Mission, the Motto and the Six Measures of Excellence (Shared Values, Parent Choice, Academic Growth, Character Education, Economic Sustainability, and School Development) as the filter for all decision making.

1. Call to Order - 3:51 pm
2. Roll Call 3:51 pm, Chris Dempsey, Mike Phillipich, Brandon Henry, Jen Reishus, Stephen Teague, Amy Slothower, Frank Fowler, Dan Speer, Gracie Leggit, Marsha Billingsly, Valerie O'brien,
3. Pledge of Allegiance 3:52 pm
4. Mission Statement 3:53 pm
5. Discussion Items
 - a. Strategic Planning - 3:55 pm, Amy Slothower will speak until 5:45 pm discussing her finding on moving forward with a viable strategic plan. Amy introduced herself to the room and identified key tasks. Sept '18 kickoff Strategic Planning. Oct-Dec interviewed 15 key faculty and staff. Jan '19 presentation of findings. Feb '19 documentation, SWOT Analysis, Strengths and weaknesses, **Strengths** - Opportunities and Threats. Strengths are academic performance, student recruitment and retention, culture, finance and operations and the Board. **Weaknesses** - Academic Performance, student recruitment and retention, culture, finance operations and the Board. Under culture - Dan Speer state diversity has risen 30% in the last 3 years. for Finance operations, Amy states we have below market salaries, above average spending on facilities. With Academic performance - underperforming the district of performance @ elementary and slightly outpacing in middle school and slightly outperforming the state on all measures. minority students underperform other students on all measures. Students with disabilities not well scored. **Threat** - the uncertainty caused by the split, Relocation, Increased Competition, and inherently transient population. **Recommendations** - Improve Academic Excellence, establish clear performance goals @ school, grade, teacher and student group level. Assess how each of the key levels of success is supporting or impeding reaching these goals: Core Knowledge studies, staffing, teacher planning, teacher coaching and evals, student performance, targeted interventions.
6. Vote to Adjourn to Executive Session - 5:16 pm Brandon (motion), Jen (second) all board members voting (I) motion passes (5-0)

Executive Session

- C.R.S. § 24-6-402(3)(a)(V)
(a)(V) Determining positions relative to matters that may be subject to negotiations with employees or employee organizations; developing strategy for and receiving reports on the progress of such negotiations; and instructing negotiators;
- C.R.S. § 24-6-402(4)(f)(I)

(f)(I) Personnel matters except if the employee who is the subject of the session has requested an open meeting, or if the personnel matter involves more than one employee, all of the employees have requested an open meeting. With respect to hearings held pursuant to the "Teacher Employment, Compensation, and Dismissal Act of 1990", article 63 of title 22, C.R.S., the provisions of section 22-63-302 (7) (a), C.R.S., shall govern in lieu of the provisions of this subsection (4).

7. Action Items - Back in regular session 5:37 pm
 - A. Anything from Executive Session Requiring a Vote - nothing from Executive session
 - B. Anything from Strategic Planning Requiring a Vote - nothing from Strategic Planning Session

8. Board Member Communication - 5:38 pm Brandon - open enrollment will start next Monday after we learn the fate of the Charter at the D49 BoE meeting Thursday Jan. 10th. we need the timeline for posting the jobs for teachers and Chris will expect this on the 28th from Frank.

9. Other Business - We need to have a work session on Jan. 19th @ 9:00 am

10. Adjournment - 5:54 pm

11. Informal Board Self-Assessment (After Meeting Five (5) Minutes)

PARTICIPATION IN MEETINGS:

Board meetings are generally a time for the Board to hear from the Principal, other senior administration representatives, and those who are scheduled to make presentations on selected topics. Colorado law prohibits the Board from discussing public business other than during public meetings or executive sessions (see below). Therefore, these public sessions are working sessions of the Board that are intended to provide interaction between Board members and administration in an effort to reach decisions on a wide variety of issues. With rare exception, these meetings are not the best place for initial discussion to take place. New initiatives or proposals should typically be discussed first with administration and a formal proposal prepared for presentation at a time when the item can be scheduled on the agenda. Nevertheless, there are times when the Board is discussing a proposal that certain individuals attending the meeting can provide valuable insight, expertise and perspective to assist the Board in making wise and well-informed decisions. Generally, those involved in bringing forth an idea, and those most active in the process of researching and presenting a proposal, will be the ones most likely to be called upon for input during the Board's discussion. In addition, senior administration officials and representatives from other active task forces will be relied upon for their perspective concerning a particular proposal and the impact it will have on various constituencies.

OPEN FORUM/COMMENTS FROM THE PUBLIC:

During each meeting, the Board sets aside a period of time when anyone who wishes to do so may make a brief statement or mini-presentation to the Board on a non-agenda item. The Board will take these comments and suggestions under consideration, but will typically not have adequate time in the schedule or enough information to be able to make a decision or respond during the meeting. The Board may choose to refer such items to the administration for research and the possible future preparation of a recommended course of action to be considered at a later meeting. Open meeting forum is not a time to discuss students, staff, or parents by name.

OTHER VENUES FOR IDEAS AND SUGGESTIONS:

New ideas and suggestions are often best handled by contacting the administration. In addition, there are a number of other venues where interested individuals are encouraged to bring forth ideas and suggestions. These include, but are not limited to, Student Character Council; Parents Teachers Organizations (PTOs), Town Hall Meetings, Principal's Coffees, regularly scheduled parent meetings, and various Task Forces. Proposals which are brought forth through groups such as these, in close cooperation with the administration, are typically organized in a manner that make them easier for the Board to properly consider them and make well-informed decisions.

EXECUTIVE SESSIONS:

While the law requires that most Board meetings be open to the public, the Board may meet in a private, "executive" session to consider the following types of matters: (i) purchase or sale of real estate; (ii) conferences with an attorney for the purpose of receiving legal advice; (iii) matters required to be kept confidential by federal or state laws or regulations; (iv) specialized details of security arrangements or investigations; (v) determination of positions relative to contract negotiations; (vi) personnel matters; (vii) consideration of documents protected by the Open Records Act; and (viii) discussion of most individual student matters.