

THE METROLINA REGIONAL SCHOLARS' ACADEMY, INC.

Open and Closed Session

Meeting of the Board of Directors

Conference Room, Metrolina Regional Scholars' Academy

Friday, August 14, 2015, 9:00 a.m.

Voting Members Present

Lee Keel

Renee Alsop

Manish Mittal

Makila Scruggs

Jack Wagler

Michael Matthews

Karen Cleary

Jen McClave

Noelle Sproul

Rob Watson

Katherine Pair

Others present

Jessica Cuneo, Executive Director

Tom Miller, Consultant

Brian Boone, Consultant

Retreat. The retreat began at 9:00 a.m. See attachment for items covered.

Mr. Wagler and Mr. Watson left the meeting after the retreat portion.

Call to Order and Mission Statement. The meeting was called to order at 4:15pm.

Policy Committee:

Ms. Sproul presented a discipline policy. This version was based on the policy previously included in the handbook, and had been changed to remove inconsistencies and clarify due-process.

Action: Ms. Scruggs moved to incorporate code of conduct policy in the handbook, subject to changes discussed. Ms. Alsop seconded the motion and the Board approved.

Ms. Sproul left the meeting.

Personnel Issues

Ms. Cuneo proposed hiring Denise Trufan at the new 4th grade teacher.

Ms. Bell (Spanish teacher) has requested a move to part-time. Ms. Cuneo presented Ms. Gheisa Maria Kisiah as a part-time Spanish teacher.

Action: Ms. Scruggs moved to extend contracts to the teachers recommended by Ms. Cuneo. Ms. Cleary seconded the motion and the Board approved.

Motion to Adjourn. A motion to adjourn was made by Ms. Alsop, seconded by Ms. Cleary and approved by the Board.

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Attachment 1 – Retreat Strategic Priorities

Over the next 12 months, the MRSA organization we will focus on the following four strategic areas:

- I. Complete a working strategic plan
 - II. Develop a plan to increase teacher retention rate
 - III. Complete a living policy manual that meets the needs of our constituents
 - IV. Focus on student satisfaction
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Strategic Priorities

Goal I: The board will adopt a working strategic plan to present to stakeholders by March 15, 2016.

Desired Outcomes:

1. Themes and objectives
2. Implementation plan
3. Measurements and ongoing evaluation of plan

Additional Resources Needed:

1. Budget analysis
2. Potential capital through fundraising
3. Human resources (critical friends and committee members)

Who will oversee: Strategic Planning Committee

Goal II: The board will adopt their 10 key policies as identified by the policy review and include these in a stand-alone manual that is accessible to all by the end of the fiscal year.

Desired Outcomes:

1. Separate current policies into three major sections
2. Find examples of policies meeting the criteria
3. Introduce drafted policies to stakeholders

Additional Resources Needed:

1. Stakeholders
2. Policy resources
3. Potential legal review
4. Budget for legal annual legal review

Who will oversee: Policy Committee

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Goal III: The organization will fully analyze the teacher turnover rate at MRSA and provide a detailed plan of action by the April 2016 board meeting.

Desired Outcomes and Evidences (Progress Reported Quarterly)

1. Identify baseline for current teacher turnover
2. Survey current teachers to identify areas for growth
3. Reduce teacher turnover while increasing teacher recruitment (desired credentials)

Additional Resources Needed:

1. Teacher survey
2. Teacher feedback (qualitative)
3. Exit survey (leaving staff)

Who will oversee: Academic Excellence Committee

Goal IV: The school will annually collect student data on student satisfaction regarding social and emotional areas to identify areas of improvement and development by December 31, 2015.

Desired Outcomes and Evidences:

1. Identify the student outcomes desired through the program
2. Create the survey to evaluate program effectiveness
3. Identify additional programs needed
4. Provide specific professional development to teachers

Additional Resources Needed:

1. Human resources
2. Financial resources (programs and people)
3. Curriculum
4. Commitment to desired outcomes

Principal and committee reports should focus on the identified desired outcomes and evidences.