



## **Renewal Goals Status Check-In September 2022**

### **Financial Viability**

- Expand Line of Credit. Note: at time of renewal COO was working with the Board Treasurer to expand the school's line of credit with its existing bank in order to provide a strong safety cushion for cashflow. At time of renewal (2020), the school's line of credit was \$150,000. The COO and Treasurer were working to expand this in order to cover two payrolls (which equate to approximately \$240,000) in the event circumstances require the school to access these funds.
- Invest in fund for college trips and other enrichment activities. Exposing students to the academic activities and to the wider world through college visits and other field trips is important, as most students have a very narrow perspective on life and opportunities. The school will also offer hands-on exposure to middle skills jobs
- Develop spring Basketball Tournament into a well-publicized and supported fundraising event. (2018 event raised over \$48,000).
- Keep active approach to foundations for major grants. (\$150,000 already secured for 2020-21 school year).
- Step up fundraising to provide additional resources to the school. The goal has always been to be able to finance all basic school functions within the limits of state funding, but two things suggest more fund raising to be important: the school needs funds to provide many items that parents in more affluent communities can provide for their children, including college testing and visits, uniforms, and various enrichment activities; and, the impact of the ongoing pandemic may cause the state to reduce funding and/or decisions made by the RCSD may reduce services, such as transportation (if they do remote learning this fall and don't transport our students).
- At the Board Retreat (2020) it was decided that the board's fundraising should be a year-round activity that builds support over years and that we plan a big annual event with the goal of hundreds of attendees and sponsors. It has also been suggested that an ambitious goal be set, with the intention of having an endowment to give more resilience to the school's financial situation and ability to meet special needs.

### **Board Expansion**

- Transition Mr. Hickman from his role as Board Chair to serve as a Board member, and Ms. Victoria VanVoorhis, a current Board member, will transition into the role of Board Chair.
- Build up the board to between 9 and 13 members with an appropriate range of skills, perspectives and diversity to add talent, perspective, connections to the community, and fundraising expertise.

- The goal is to add at least two more board members by the end of October 2020 and to add another 2 in the spring of 2021. The goal is to have a board of at least 9 members, but preferably 11 or more
- Fill three needs or gaps in our current membership: fundraising, community engagement, and connections with local colleges and training programs. In addition, it was noted that finding a candidate with deep media savvy and one with good operational experience would further enhance the board.
- Governance committee will follow up more vigorously with candidates currently in the pipeline and solicit suggestions from key civic organizations (e.g., Urban League, Action for A Better Community, Ibero- American League, Black Physicians Network, etc.)

#### **Board's Committee Structure and Engagement**

- Establish a new Community Engagement Committee (no later than the end of the 2020 calendar year).
- Establish a vibrant parent and community engagement committee to work with school staff - Provide opportunities for teachers to train with Relay Graduate School of Education - Hire part-time person to work with local companies and organizations on career exposure (grant funding now in place, but activities held up by the COVID pandemic). Measurable outcomes: - Committee established and working

#### **Additional space, facilities and athletic fields**

- Add space, facilities, and athletic fields. Note: According to the renewal application, this remains an aspiration that is dependent upon considerable funding, which is not in place.
- Develop a football program that can share space with another school.

#### **Ongoing Board Actions**

- Participate in formal training with outside consultants at least every 18 months (the last one with SchoolWorks in the fall of 2020).
- Assure that policies remain up to date and effective with a formal annual review of policies by the governance committee.
- Encourage the principal to leverage the talents and connections of board members to help her drive the school forward.
- Complete an annual self-evaluation.
- Conduct annual evaluation of CEO based on 5 key performance categories (June-October).