



Girls Global Academy

Minutes

Board Retreat and Meeting

Date and Time

Saturday April 1, 2023 at 9:00 AM

Location

Girls Global Academy, 733 8th St NW

Trustees Present

A. Wisler, B. Blaufuss, L. Bartos, L. Johannesson-McCoy, M. Colburn, M. Pendleton, S. George

Trustees Absent

C. Jordan, E. Harris, L. Myrick, M. Levasseur

Ex Officio Members Present

K. Venable-Croft

Non Voting Members Present

K. Venable-Croft

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

B. Blaufuss called a meeting to order on Saturday Apr 1, 2023 at 9:35 AM.

C. Approve Minutes

Motion to approve Minutes at next Board meeting was passed.

II. Board Business

A. Finance Update

Current Financial Overview and Budget Process
Working on Budget Process for 2024 School Year
Lease Negotiation

B. Recruitment Update

Application status in total
Application status from middle schools
This year, 120 students have ranked GGA in their top 3 for applications to 9th, 10th and 11th graders
Applicant-Waitlist status
Middle school in person presentations
Our students and our building tours
Retention Rate and Acceptance Rate update
Lottery results released on March 31

C. Academic Update

Academic Culture Levers
Stop Light Analysis
Indicator of where students are
NWEA MAP Updates
RIT Updates - where students are
National comparison analysis

III. Board Retreat, Part I: Where we are

A. The GGA Way

Finance
Culture
Academics
Other

B. Progress to date

At our April 1 Board retreat, we discerned that success for our school in the next three years will include achieving Tier 1 status and doing so in a fiscally responsible way. To achieve this, we will prioritize making sufficient progress on the following:

- Attendance
- Re-enrollment
- PARCC growth and achievement
- Graduation rates—including
 - Ninth grade on track to graduate
 - 4-year graduation rate
 - 5-year graduation rate

- IB and other CTE measures, such as Project Lead the Way culminating assessments
- Achieving break-even operations as a smaller GGA than originally planned

C. Challenges and Opportunities

Opportunities

Unique academic program
Strong roadmap for compelling / relevant culture
Only DC all-girls school accessible
Leadership team of women of color is uniquely powerful
Location
Holding girls to high expectations
Achievement gaps particularly acute for many we serve
Enrollment and student retention
Teacher hiring and retention
Math

Challenges

Achievement gaps particularly acute for many we serve
Enrollment & Student Retention
Teacher hiring & Retention
Math

IV. Board Retreat Part II: Who We Are

A. Who we are in endeavor

Exercise and results were reviewed.

V. Board Retreat Part III: Where we are headed

A. Right-sizing

Exercise and results were reviewed.

In a way that is integral to the pillars and mission of GGA, we will also prioritize making sufficient progress on:

- Sisterhood, both:
 - “Bonding” sisterhood, the safety-inducing and ambition-fueling relationships among GGA students, as measured by school culture survey data and cultivated by school routines and emerging traditions
 - “Bridging” sisterhood, the horizon-opening bonds GGA students form with “sisters” and other allies in contexts such as workplaces, colleges, and networking events
- Talent development, including recruiting, retaining, and developing highly impactful, mission-aligned educators

B. Priority Target Identification

Exercise and results were reviewed.

We must identify:

- Performance targets for each of these areas. Those targets—as well as interim goals—will be identified by the board with crucial input by the management team. Targets should be measurable, achievable, and sufficiently ambitious to achieve Tier 1 status and honor the girls we serve.
- Strategies and tactics for achieving the desired targets. The work will focus on the simplest, most direct strategies and tactics for achieving substantive progress in these areas. Strategies and tactics will be identified by the management team with crucial input by the board.

VI. Lunch and Next Steps

A. Next Steps

To get there, board committees will work together with the management team in April and May to draft performance targets, interim goals, strategies and tactics for the next three years. **Committee chairs will be asked to present a draft of this work at our May 23 board meeting.** The target areas are divided among committees for this work as follows:

- Attendance: **Risk-Audit**
- Re-enrollment: **Risk-Audit/Community Engagement**
- PARCC growth and achievement: **Academics**
- Graduation rates: **Academics**
- IB and other CTE measures, such as Project Lead the Way culminating assessments: **Academics** (Note that clarity is needed to confirm whether the PMF prioritizes either achievement or participation on these metrics)
- Achieving break-even operations: **Finance**
- Sisterhood, both:
 - “Bonding” sisterhood, as measured by school culture survey data: **Risk-Audit**
 - “Bridging” sisterhood: **Community Engagement**
- Talent development: **Academics**

So please get those committee meetings scheduled and dive into the work!

VII. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 1:00 PM.

Respectfully Submitted,
S. George