



# Environmental Charter Schools

## Minutes

### Strategic Planning Session

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#### Date and Time

Monday February 13, 2017 at 2:00 PM

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#### Governance Committee Members

Denise Berger - Chair

Tracy Bondi

Ken Deemer

Alison Diaz

Bruce Greenspon

Jenni Owen

#### Governance Committee Charter

- Dashboard revised to align to LCAP and Strategic Plan
- Pipeline of future ECS Board members
- Establish the process for the annual review of the Board, Chair and ED
- Establish timeline and process for next phase of strategic planning - completing 2017-2020 Strategic plan
- Review evaluation procedures for all staff, teachers, and administrators

#### THE ORDER OF BUSINESS MAY BE CHANGED WITHOUT NOTICE

Notice is hereby given that the order of consideration of matters on this agenda may be changed without prior notice.

#### REASONABLE LIMITATIONS MAY BE PLACED ON PUBLIC TESTIMONY

The Governing Board's presiding officer reserves the right to impose reasonable time limits on public testimony to ensure that the agenda is completed.

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## **SPECIAL PRESENTATIONS MAY BE MADE**

Notice is hereby given that consistent with the requirements of the Bagley-Keene Open Meeting Act, special presentations not mentioned in the agenda may be made at this meeting. However, any such presentation will be for information only.

## **REASONABLE ACCOMMODATION WILL BE PROVIDED FOR ANY INDIVIDUAL WITH A DISABILITY**

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## **FOR MORE INFORMATION**

For more information concerning this agenda or for materials relating to this meeting, please contact ECS at 812 West 165th Place, Gardena, CA 90247; telephone (310) 214-3400; fax (310) 214-3410.

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### **Committee Members Present**

Adam Miller, Alison Diaz, Dr. Denise Berger, Ken Deemer, Tracy Bondi

### **Committee Members Absent**

Bruce Greenspon, Jane Wyche, Jenni Owen

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## **I. Opening Items**

### **A. Record Attendance and Guests**

### **B. Call the Meeting to Order**

Alison Diaz called a meeting of the Governance Committee of Environmental Charter Schools to order on Monday Feb 13, 2017 at 2:21 PM.

## **II. Review and Approval of Agenda**

### **A. Motion to Approve the Agenda**

Motion to approve the agenda: Mr. Deemer

Seconded by: Ms. Berger

Vote: Deemer, Berger, Diaz, Bondi, Miller. Absent: Greenspon, Owen, Wyche. Abstain:

None. Against: None.

## **III. Presentation from the Floor**

### **A. Presentation from the Floor**

There were no presentations from the floor.

## **B. Presentation on the Agenda**

There were no presentations on the agenda.

## **IV. Discussion Items / Updates**

### **A. Strategic Planning**

Ms. Diaz shared with the committee the background as to where the Strategic Planning process is at at this time. At the last board strategic planning session (about three years ago), with Deloitte and OnPrem, ECS determined its endgame to be a sustained open source model. The cabinet feels they are at capacity and more resources need to be added. Ms. Diaz reviewed with the Committee the current initiatives on which ECS is focusing. She also shared the one big rock cabinet identified was with the ECS recruiting, hiring, on boarding and retention of Human Capital. Currently, each site does it own recruiting and hiring. As charter organizations grow, there is a need to centralize hiring to better support site leaders. With the possibility of adding a second high school, current strain on the organization and continuing teacher shortage, ECS' cabinet agreed a Director of Human Capital seemed to be the next big hire. Both Tracy and Alison are overseeing a search for a Director of Human Capital to help ease the capacity constraint.

Ms. Berger noted she has a math person for ECS. Alison to share the \$200k Broad grant with the Board.

The visualizations of the end games originally identified involved K-12 expansion, a PD Center, and a Community Hub. Cabinet had to choose the specific next steps for growth in these visualizations. The identified favorites:

K-12 Expansion: 3 years - another high school, 5 years - elementary school, model school site, additional space

PD Center: 3 years - virtual learning lab, 5 years - physical space

Community hub: 3 years - support services, 5 years - community at large

Each strategic initiative will need to be incorporated into the LCAP.

The Strategic Planning Taskforce, a subgroup of Governance Committee, recommended we ask the full board to sign off on the strategic priorities as recommended by the Cabinet. Once the full board signs off, this strategic task fore believes our next step is to turn the priorities into actual plans. The committee gives its blessing on these priorities.

The Taskforce suggested we present the priorities to the board during a 30 minute board study session. The presentation would include the following: Describe process to date -

Cabinet met, engaged in a thoughtful analysis, proposal was to move forward with these three buckets, here are the descriptions of those buckets, we want to move forward with a timeline to convert these strategic priorities into a Strategic Plan. It should be a study

session. While Denise can't be there at the March meeting, she will help craft this study session with Alison and Ken.

In addition to moving forward to developing a plan aligned to the strategic priorities, the taskforce agreed it was time to refresh our mission/vision statements. Talk of refreshing the mission to address the social justice/ equity piece was needed. Alison will work with site leaders to gather input from stakeholders to help define what is missing from our current mission / vision. Alison will share that input with the board and then ask for the board to resolve that Alison coordinate a refresh of the mission /vision statement so to incorporate what seems to be missing. With this agreement, Ms. Berger and Mr. Deemer will work with Alison on next steps for refreshing the mission / vision statements. The refresh of the mission / vision will occur over the summer. Ms. Berger noted that we have to be able to articulate why we care about anything that is in the mission. Mr. Deemer noted that Alison needs to get her group to look at "how will the world be different because we were there?"

Adam offered to do some research, putting a bunch of mission and vision statements in a document, and looking at best practices of award winning mission and vision statements. Ken agreed to share some how to create mission/vision statement.

## **V. 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 3:37 PM.

Respectfully Submitted,  
Tracy Bondi