Sankofa Montessori

Board of Directors Strategic Planning Retreat

From Building to Sustaining: Charting Sankofa's Next Chapter

Published on November 4, 2026 at 11:42 PM EST
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Date and Time

Sunday November 8, 2026 at 10:00 AM EST

Location

Sankofa Montessori
In person; no virtual attendance.

Through a culturally responsive, child and family-centered Montessori education, Sankofa Montessori ensures that all of our students develop the knowledge, skill, and agency to have a life of purpose.

Agenda

		Purpose	Presenter	Time
I.	**Opening Items**			**10:00 AM**
A.	Record Attendance		Adrienne Nash	1 m
B.	Call the Meeting to Order		Kimberly Karacalidis	1 m
C.	Welcome, Connection & Retreat Framing	Discuss	Kimberly Karacalidis	28 m

		Purpose	Presenter	Time

Board Chair-led opening, team-building activity, retreat objectives, and expectations for the day.
Retreat purpose: Reflect on Sankofa's progress since opening, assess its current position, and establish a shared vision for its next chapter. Discuss academic performance, financial and operational sustainability, facilities, organizational leadership, and long-term growth.

II. State of Sankofa: Where Are We Today? — 10:30 AM

		Purpose	Presenter	Time
A.	State of Sankofa: Where Are We Today?	Discuss	Sarah Harvey	30 m

Review school progress since opening, academic and organizational performance, SCSC monitoring history, 2023–24 and 2024–25 CPF results, and the upcoming SCSC site visit. Identify strengths, challenges, and priority areas for improvement. Support: Kimberly Karacalidis.

III. Facilities: Securing a Sustainable Home — 11:00 AM

		Purpose	Presenter	Time
A.	Facilities: Securing a Sustainable Home	Discuss	Fawn Sheffield	60 m

Review current facility constraints, potential facility opportunities, financial implications, and long-term facilities strategy. Discuss the Board's priorities and role in advancing facility solutions. Support: Sarah Harvey.

IV. Lunch — 12:00 PM

		Purpose	Presenter	Time
A.	Lunch	FYI	Rhushanda Barnes	30 m

Lunch break.

V. Organizational Structure, Leadership Sustainability & School Growth — 12:30 PM

		Purpose	Presenter	Time
A.	Organizational Structure & Leadership Sustainability & School Growth	Discuss	Sarah Harvey	120 m

Review and discuss the proposed organizational chart, leadership capacity, distribution of responsibilities, and the structure needed to support Sankofa's next phase.

		Purpose	Presenter	Time
VI.	**Fundraising & the Board's Role in Financial Sustainability**			**2:30 PM**
A.	Fundraising & the Board’s Role in Financial Sustainability	Discuss	Sarah Harvey	60 m
	Explore fundraising priorities, opportunities for philanthropic support and partnerships, and expectations for Board participation in resource development.			
VII.	**Board Growth/Succession Planning**			**3:30 PM**
A.	Board Growth/Succession Planning	Discuss	Kimberly Karacalidis	20 m
	Establish current roles on the Board and discuss Board growth and succession planning.			
VIII.	**Closing Reflections & Commitments**			**3:50 PM**
A.	Closing Reflections & Commitments	Discuss	Kimberly Karacalidis	9 m
	Board Chair-led reflections, individual commitments, and agreement on next steps.			
IX.	**Closing Items**			**3:59 PM**
A.	Adjourn Meeting	Vote	Kimberly Karacalidis	1 m