APPROVED

Alma del Mar

Minutes

Alma del Mar Board of Trustees Meeting

Date and Time
Monday December 2, 2024 at 10:30 AM

Location
VIRTUAL, on Zoom

Anti-Racism Statement: Alma del Mar strives to be an anti-racist institution. We seek to dismantle racist and white supremacist structures in pursuit of justice and racial equity. We will fight against racism when we encounter it both within and outside of our school community. We will actively work to ensure that all of our community members, including scholars, families, and staff, feel included, celebrated and empowered. By resisting racism and white supremacy, we will lay the foundation to challenge all forms of oppression. ***Please read the Equity Lens Guidelines in the Opening Items below before the meeting.***

Trustees Present
C. Bator (remote), C. Holley (remote), D. Melo (remote), D. Prentiss (remote), G. Fortes (remote), J. Korn (remote), M. Rosa (remote)

Trustees Absent
A. Cortez, C. Wood, M. Rosario

Guests Present
B. Kurie (remote), C. Burrell (remote), T. DeLoach (remote)

I. Opening Items

A. Equity Lens Guidelines

B. Record Attendance

C. Call the Meeting to Order

D. Prentiss called a meeting of the board of trustees of Alma del Mar to order on Monday Dec 2, 2024 at 10:32 AM.

D. Equity Moment

Taylor

- 2nd graders in the middle of their immigration unit
- Community members came to talk about their experience immigrating to the US

E. Consent Agenda Items

D. Prentiss made a motion to approve the minutes from Alma del Mar Board of Trustees Meeting (IN PERSON) on 10-28-24.
D. Melo seconded the motion.
The board **VOTED** to approve the motion.

II. New Board Member Vote

A. New Board Member

- James Wallace to join the board as Board of Trustees
- Dave and Taylor met with him
- Works with community groups
- Serving on Nonprofit financing committees

D. Prentiss made a motion to add Jim as a new member on the Board of Trustees.
J. Korn seconded the motion.
The board **VOTED** to approve the motion.

III. Executive Director Report

A. Dashboard

B. Executive Director's Report

- Demolition of Church St property to use as a green space at the Douglas campus
- Retained up to 98.8% of lead teachers across the network

- Some turnover with non-lead teacher positions, some are associate teachers, fellows or new to Alma, who are surprised with how intense the work is at the school
- Positive attrition in realizing that teachers don't have "what it takes" so those positions are freed for others who are a better match for it.

C. Strategic Plan Discussion

Oct Board meeting Recap

- Bellwether strategic planning finished in Nov.
- Alma community was able to give input throughout the process
- Discovered core strengths key opportunities that Bellwether discovered
- Reviewed draft strategic priorities

Steering Committee

- Does mission statement need to be revised?
- Consensus to tweak to align w/ experience/evolution
- Any revisions have to wait until after Alma's renewal process is complete-Aug 2025

Intended Impact Statement

- What we want to be true at the end of 5 years to make progress towards our mission
- Shows community what will be prioritized over time
- Similar to Alma's Mission-create excellent conditions for academic achievement so scholars can be successful after they leave Alma
- Want all scholars to have a high quality experience no matter what high school they enroll in
- No Vision statement

Scholar Profile- if the Impacted Statements are going to be true, this is how scholars will be developed, so they can embody what's intended for them while at Alma

- Empowered Learners
- Service Minded Leaders
- Character-Driven Innovators

I "Can Statements"-describes if scholar is an empowered learner, a service-minded leader and character driven innovator, this is what they will be taught how to do, as described by the strategic plan

Revisit Strategic Priorities- if these priorities are met, then we will be able to achieve our intended impact and develop the scholar profile

1. Cohesive K-8 Instruction
2. Educator Excellence
3. Network & Role Clarity

IV. Academic Excellence

A. AcEx Committee Update

- Met on Nov 15 with Libby on overview on talent retention
- Continued convo about talent and how the committee can help out
- 2024-2025 goals- to enlarge committee and now have 5 members
- Libby to come with data and specifics on how many teachers
- Teacher/talent retention- several top performing teachers do not have college degrees and must have it to stay at Alma.
- Creating a financing program to help teachers complete their degrees so not to lose them
- Suggest to move with urgency
- Alma is not parting ways with teachers who aren't certified
- Data will be provided to determine how many teachers will need this program

V. Development

A. November 2024 Report

- On Track with fund raising
- Board to keep an eye out for requests to follow up with donors when a gift is received
- Donor Relations- showing gratitude, being timely with thankyou notes, and letting donors know they are appreciated
- Celebration of learning on Dec 12 at both campuses-board members encouraged to come

VI. Governance

A. New Board Member Recruitment

- Welcome Manuela and Jim to the board
- There is one other person to join the board and voting on it at the next meeting
- Committee Goals needing to been finalized
- Board Retreat-Chante Chambers will be in attendance for 90mins, read preparations from her when sent

B. Committee Goals AY24-25

VII. Other Business

A. Restraint Policy

- DESE deadline first week in Jan
- Restraint policy needs to be revised and approved by the board
- Convene the quorum of the board for, Dec 16, 2024

VIII. 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 11:36 AM.

Respectfully Submitted,
D. Prentiss

Documents used during the meeting

- James Wallace Resume - October 2024.pdf
- AY2024-25 Alma del Mar Board Dashboard - November 2024-1.pdf
- E.D. Report 12-2-24.pdf
- For Board - November Strategic Plan Update.pdf
- November 2024 DevComm Report.pdf
- (DRAFT) Committee Goals AY24-25-1.pdf