



International Academy of Flint

Minutes

Strategic Planning Meeting

Date and Time

Monday March 17, 2025 at 4:30 PM

Directors Present

D. Thompson, F. Booker, J. Houck, J. Sopczynski, M. Childress

Directors Absent

J. Kelley, Y. Speights-Beaugard

Guests Present

K. Comer, Kendra Giles, T. Cormier

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

D. Thompson called a meeting of the board of directors of International Academy of Flint to order on Monday Mar 17, 2025 at 4:36 PM.

C. Strategic Plan Check-in

Are we on track? - How to measure? - CMU/Scores/At Risk Behavior.

1. Suspensions down
2. less fights

3. Less Vapes

Strengths - Met targets from 2022

1. Staff Retention
2. Project Return - 99% Rate

Review Strategic goals for Future

1. Staff Retention
2. 401K/403b and Insurance Adjustments
3. Enrollment/Marketing
4. Cession Planning

II. Academics

A. Academic Subcommittee Update

Melissa Vincent away from Dean to focus on Seniors. Will be helping training. Have 60 Kids coming in as seniors.

Finance committee needs to meet.

EDP Plan on track?

III. Culture

A. HR Selection Review Update

HR Selection Review

- <https://www.gecs-inc.org/>
- Overview, Cost Standpoint
- [Cost Comparison](#)
- 401K – need to insert it here
- Insurance offerings – cost comparison 100%, 90-10, 80-20
- Link to estimated breakdowns:
- [Benefit Summary Sheets](#)

IV. Other Business

A. Thinking Ahead

- *Current Landscape – things to be on our watch: funding, reduction of categorical \$*
\$

- *Enrollment Proposal 25-26*
- [25-26 Enrollment, Staffing & Schedule Prep Spreadsheet Board](#)
- *Budgeted number: 940*

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 5:28 PM.

Respectfully Submitted,
D. Thompson

Documents used during the meeting

- International Academy of Flint Strategic Planning 2025.pdf