**Notes Summary | Board of Directors Retreat | August 18, 2017**

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| **Time and Location:**  10:00 am to 4:00 pm | St Francis Retreat Center, San Juan Bautista, CA  **Board Members Present:**  JP Anderson, Nora Crivello, John Glover, Joyce Montgomery, Caitrin Wright  **Staff and Visitors Present:**  Melissa Alatorre Alnas, Andrew Bray, Kirsten Carr, James Dent, Victoria Garcia, Sean Martin, Heather Parsons, Kevin Sved, Sharon Waller |

**I. Framing the Day**

Andrew opened the meeting with an ice-breaker activity. Participants discussed their hometown and K-12 educational experiences.

**II. Board Self-Assessment Discussion**

The board discussed the McKinsey Nonprofit Board Self-Assessment survey (short version) completed on Google Forms. Andrew guided the discussion with key questions. All board members expressed strong support for expanding the board. Board members agreed that future members should be recruited from regions south of San Jose.

**III. Mission and Core Values**

The board reviewed mission and core values revisions and suggestions submitted by staff. The board was in general agreement regarding the scope and content of the proposed mission and values. Staff will continue to develop and refine the values and mission for future board review and approval. Two versions of the mission were presented. Key points discussed included the implications of the phrase “achievement gap”, commitment to working with underserved communities, and the importance of preparing students for college.

**Mission: Version #1**

Navigator School eliminates the achievement gap, delivering phenomenal outcomes for all students in underserved communities. We accomplish this by developing top tier teams of educators who continuously improve innovative schools. That is how we create leaders for a changing world.

**Mission: Version #2**

Navigator Schools creates leaders for a changing world by eliminating the achievement gap, delivering phenomenal outcomes for all students in underserved communities through developing top-tier teams of educators who continuously improve innovative schools.

**IV. Core Values**

The board reviewed and discussed core values. Participants wondered if the values were for students or adults (or both). The pros and cons of GPS and HPS having different sets of values was considered.

**V. Board Role and Goals**

The board reviewed the results of a brief survey completed by school administrators. The survey consisted of two questions.

1. What areas of focus do you think the board should consider prioritizing in the 2017/18 school year?
2. What are ways the board can support the staff in achieving the organization's goals?

The conversation included a consideration different types of boards and which type of board would be most effective for Navigator’s expansion efforts. Challenges concerning multi-county CMOs and board composition, procedures, and effectiveness were considered. A major theme that emerged was the importance of delineating the role and responsibilities of the board versus the role and responsibilities of the staff. This theme incorporated the topic of communication within the organization and its evolution from the past and present into the future. The session ended with a return to the strategic plan and the vision and promise of Navigator Schools. The board chair reiterated her opening statement: it is customary to overestimate what we can do in a single year and to underestimate what we can accomplish in five.