APPROVED

Veritas Preparatory Charter School

Minutes

Board of Trustees Meeting Annual Retreat

In Person

Date and Time
Thursday June 25, 2026 at 1:00 PM

Location
Twin Hills Country Club
700 Wolf Swamp Rd
Longmeadow, MA 01106

Dinner to follow meeting.

Trustees Present
A. Errichetti, A. Hickson-Martin, A. Martínez, D. Ford, D. Fuller, M. Freeman, M. Landon, R. Martin, R. Sela

Trustees Absent
A. Gomez, L. Doherty, R. Leonard, X. Delobato

Guests Present
A. Clark, A. Mendelson, L. Goncalves, N. Gauthier, R. Romano

I. Opening Items

A. Call the Meeting to Order

M. Landon called a meeting of the board of trustees of Veritas Preparatory Charter School to order on Thursday Jun 25, 2026 at 1:12 PM.

B. Approve minutes

M. Landon made a motion to approve the minutes from Board of Trustees Meeting on 04-30-26.
D. Ford seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

A. Martínez	Aye
D. Ford	Aye
L. Doherty	Absent
X. Delobato	Absent
R. Sela	Aye
A. Errichetti	Aye
R. Martin	Aye
M. Freeman	Aye
A. Hickson-Martin	Aye
M. Landon	Aye
R. Leonard	Absent
A. Gomez	Absent
D. Fuller	Aye

C. Approve Minutes (Special Board Meeting - MacBook Vote)

M. Landon made a motion to approve the minutes from Board Meeting on 06-03-26.
D. Ford seconded the motion.
Matt explained that this special meeting was convened to consider a time-sensitive vote on the purchase of student MacBooks. Because the Board did not hold a regular meeting in May, approval was needed before the next scheduled meeting to ensure the devices could be ordered and delivered in time for the start of the upcoming school year. Matt also noted that, in accordance with Open Meeting Law, only trustees who were present at the special meeting would be eligible to vote on the ratification of that action at the Annual Meeting.
The board **VOTED** to approve the motion.

Roll Call

R. Leonard	Absent
M. Landon	Aye
X. Delobato	Absent
D. Ford	Aye
D. Fuller	Aye
A. Gomez	Absent
A. Hickson-Martin	Aye
A. Errichetti	Aye
L. Doherty	Absent

Roll Call

M. Freeman	Aye

II. Welcome

A. Welcome and Review the Agenda

The Annual Board of Trustees Retreat was called to order by Board Chair Matt. Matt welcomed trustees and reviewed the agenda for the afternoon, which included annual governance matters, approval items for Fiscal Year 2027, financial and budget presentations, state of the school updates, and a strategic planning discussion focused on the future direction of the organization.

As part of his welcome, Matt reflected on the increasing role of social media in shaping public conversations about schools and referenced a recent incident that generated significant discussion about Veritas Prep on social media. He noted that the experience highlighted the challenges educational organizations face when responding to concerns that quickly move into public forums.

Matt also shared that, in his role as Board Chair, he had received several complaints directly during the past year. Rachel noted that the school has experienced a steady increase in complaints and grievances being escalated to the Board level and through the Department of Elementary and Secondary Education's Problem Resolution System (PRS). Leadership shared that DESE has reported a broader increase in complaint activity statewide and that advances in artificial intelligence tools have made it easier for families to access information about formal complaint processes.

Trustees discussed the distinction between governance matters and management responsibilities and acknowledged the need for greater clarity regarding when issues should be elevated to the Board. Rachel emphasized that many concerns reaching the Board are operational matters that are more appropriately addressed through school leadership. Trustees discussed the importance of establishing clearer expectations for the Board Chair, defining boundaries between governance and management, and potentially developing a formal policy to guide future complaint escalation and communication practices.

Rachel also provided the Board with an update regarding a recent personnel matter. Trustees discussed the challenges of managing sensitive situations in an environment where social media and public commentary can rapidly shape public perception, even when established procedures are followed appropriately. The discussion reinforced the importance of clear communication protocols and Board-level guidance regarding complaint escalation and oversight.

Rachel then shifted the discussion to the broader purpose of the retreat, explaining that the day would serve as both a reflection on Veritas Prep's first fifteen years and a launching point for planning the next phase of the organization's growth. She shared that the Board's work would focus on identifying questions, themes, and priorities to inform a comprehensive strategic planning process that will guide the organization over the next five to ten years.

III. Annual Meeting Governance

A. Approval of Trustee Officer and Committee Roles for FY2027

A. Errichetti made a motion to To approve the annual governance slate, including the Trustee Terms, Officer Roles, and Committee Assignments for FY2026–27, as presented.
D. Ford seconded the motion.
Trustees reviewed annual governance matters, including trustee terms, officer roles, committee assignments, and Board obligations. David presented the proposed trustee terms, officer slate, and committee assignments for Fiscal Year 2027. Trustees noted that three trustee terms were concluding at the end of the fiscal year and that Bob Leonard would be stepping down from the Board. Trustees also discussed Aaron's prior Board service and confirmed that, under the current bylaws, he is not eligible to return to Board service at this time. Trustees noted that Governance Committee may revisit the bylaws in the future should the Board wish to consider amendments related to trustee term limits.

David reviewed officer positions for the upcoming year. Ann will continue to serve as Vice Chair, and trustees discussed the importance of identifying and developing future Board leadership in anticipation of future succession needs. Denise will return to the Treasurer role after completing the required one-year break following her previous term of service.

The Board discussed trustee engagement and onboarding. Trustees reflected on opportunities to strengthen orientation and support for new trustees, including onboarding plans for Andres. Rachel requested feedback regarding the experience of newer trustees and discussed ways to better prepare future Board members for service. Aaron suggested that prospective trustees visit both the middle school and high school before being appointed to the Board to develop a stronger understanding of the organization. Additional ideas discussed included informal meetings with school leadership, increased exposure to the history and mission of Veritas Prep, and more structured onboarding materials and experiences.

Nikki reviewed annual trustee obligations, including conflict of interest disclosures, annual training requirements, and attendance expectations. Trustees reviewed annual attendance records and noted that financial disclosure requirements had been completed ahead of schedule.
The board **VOTED** to approve the motion.

Roll Call

R. Leonard	Absent

Roll Call

D. Ford	Aye
A. Gomez	Absent
R. Martin	Aye
X. Delobato	Absent
M. Freeman	Aye
A. Martínez	Aye
R. Sela	Aye
D. Fuller	Aye
M. Landon	Aye
A. Errichetti	Aye
A. Hickson-Martin	Aye
L. Doherty	Absent

B. CEO Succession Plan – Annual Review

The Board reviewed the CEO Succession Plan, which is presented annually to ensure all trustees remain familiar with its existence and implementation procedures. Rachel confirmed that Jonathan remains her recommended acting CEO should an unexpected leadership transition occur. Trustees acknowledged the plan and reaffirmed the importance of maintaining an updated succession process.

C. SY2026-27 School Calendar Vote

M. Freeman made a motion to approve the SY26-27 school calendar.
R. Martin seconded the motion.
Leadership presented the proposed Fiscal Year 2027–2028 school calendar. The calendar includes 185 instructional days and incorporates five built-in snow days. Trustees discussed alignment with Springfield Public Schools and reviewed staff feedback collected during the calendar development process.
The board **VOTED** to approve the motion.

Roll Call

R. Leonard	Absent
A. Gomez	Absent
M. Landon	Aye
M. Freeman	Aye
A. Martínez	Aye
D. Fuller	Aye
A. Errichetti	Aye
R. Sela	Aye
L. Doherty	Absent
R. Martin	Aye
A. Hickson-Martin	Aye
D. Ford	Aye
X. Delobato	Absent

IV. FY2026 Budget

A. FY2027 Budget Approval

D. Fuller made a motion to approve the budget for FY27.
A. Hickson-Martin seconded the motion.
Lynne presented the proposed Fiscal Year 2027 Operating Budget. Trustees reviewed revenue assumptions, enrollment projections, staffing expenses, and the incorporation of the teacher compensation plan. Leadership reported that revenues remain stable and that expense categories are generally aligned with historical expectations. Lynne noted that the budget had gone through multiple drafts and revisions before reaching its final form and that there were no significant concerns regarding projected revenues.

Trustees discussed comparative benchmarking data and explored opportunities to compare Veritas Prep's spending patterns with peer charter schools and Early College programs. Aaron asked whether comparative budget data was available from similar schools. Denise shared that the school's auditors provide annual benchmarking information and noted that Veritas Prep generally compares favorably with peer charter schools. Leadership explained that staffing costs tend to be somewhat higher than peer schools, while facility and other operational costs compare favorably.

The Board discussed the importance of monitoring the long-term impact of the teacher compensation initiative on staff retention, recruitment, and organizational sustainability. Trustees also discussed the value of obtaining additional benchmarking data specific to Early College high schools and requested exploration of whether high-school-only comparison data could be extracted from existing benchmarking reports to better inform future budget and program discussions.
The board **VOTED** to approve the motion.

Roll Call

D. Fuller	Aye
R. Sela	Aye
D. Ford	Aye
A. Hickson-Martin	Aye
R. Martin	Aye
L. Doherty	Absent
R. Leonard	Absent
M. Landon	Aye
A. Martínez	Aye
A. Gomez	Absent
A. Mendelson	Aye
M. Freeman	Aye
A. Errichetti	Aye
X. Delobato	Absent

B.

Capital Plan Schedule

M. Landon made a motion to approve the FY27 capital budget.
R. Sela seconded the motion.
Denise presented the Fiscal Year 2027 Capital Budget and reviewed the school's long-term capital planning process. Trustees discussed major facility needs, including future window replacement at the middle school and the importance of maintaining an updated capital asset inventory.
Leadership identified replacement of the school's access control system as the most urgent capital priority. Trustees learned that portions of the existing security infrastructure rely on unsupported technology that can no longer receive updates. Given the significance of maintaining secure facilities, the Board supported prioritizing the access control upgrade during the summer months.

Trustees discussed the planned deferral of major window replacement projects pending the outcome of the strategic planning process and any future decisions regarding facilities and campus configuration.
The board **VOTED** to approve the motion.

Roll Call

X. Delobato	Absent
D. Fuller	Aye
M. Freeman	Aye
A. Hickson-Martin	Aye
A. Martínez	Aye
M. Landon	Aye
A. Gomez	Absent
R. Sela	Aye
R. Martin	Aye
L. Doherty	Absent
D. Ford	Aye
R. Leonard	Absent
A. Errichetti	Aye

C. Monthly Financials

Denise updates the Board re: monthly financials.
The Board also reviewed the school's financial position as of May 31, 2026. Leadership reported stable liquidity, controlled expenses, and a positive overall financial outlook. Trustees were informed that the annual audit process is underway and progressing as expected.

The Board recognized a significant organizational milestone with the elimination of the school's facility bond gaurentee. Trustees acknowledged the importance of this achievement and discussed the opportunities it may create as the organization considers future facility and strategic investments.

V. State of the School Presentations

A. Middle School & High School: State of the School Presentation

Middle School Update

TJ presented the Middle School State of the School update and reviewed key accomplishments, challenges, and priorities from the 2025–2026 school year.

Trustees reviewed academic performance data and noted year-over-year improvement in MCAS multiple-choice results across all middle school grade levels. Leadership highlighted particularly strong growth in grades 6–8 and noted that seventh-grade students exceeded the state average on both MCAS writing assessments, representing a significant accomplishment for the school.
Leadership reported success in meeting college and career readiness goals. Students across all grade levels participated in multiple college and career experiences throughout the year, including visits to Western New England University, Springfield Technical Community College, Westfield State University, Amherst College, Worcester State University, Central Connecticut State University, and Georgetown University. Student reflections shared during the presentation demonstrated increasing awareness of college opportunities, career pathways, and the value of the school's Early College program.

Trustees celebrated significant progress in multilingual learner outcomes. Sixteen students met criteria to exit multilingual learner services, exceeding the combined total of the previous four years. Leadership attributed this growth to increased staffing capacity and improved instructional supports.

Attendance outcomes continued to improve. Chronic absenteeism decreased from 19.2% in 2023–2024 to 10.6% in 2025–2026. Grades six and seven met the school's goal of maintaining chronic absenteeism below ten percent. Leadership also highlighted strong staff attendance, with an average daily attendance rate of 96.1%, exceeding the school's target and reflecting a strong culture of commitment and consistency among staff.

TJ discussed ongoing challenges, including class and grade-level size pressures, fifth-grade recruitment, and continued efforts to increase proficiency in English Language Arts and mathematics. Leadership also discussed concerns regarding student dependence on teacher support and the need to continue building independent learning habits.

Trustees learned about several significant structural changes designed to strengthen student support and academic outcomes, including implementation of the Student Success Coach model, leadership restructuring within the middle school, and a return to the school's original self-contained fifth-grade instructional model. Leadership shared that these changes are intended to provide stronger relationships, greater consistency, and improved support for students transitioning into middle school.

High School Update

Amy presented the High School State of the School update and reviewed progress related to school culture, attendance, academics, and Early College participation.

Trustees reviewed improvements in school culture and student engagement. Leadership highlighted the implementation of CREW, a community-building and advisory structure that includes class meetings, all-school meetings, academic competitions, student leadership opportunities, intensives, and school traditions designed to strengthen relationships and foster a stronger sense of belonging among students.

The Board reviewed substantial reductions in student behavior referrals across multiple grade levels. Leadership reported that referrals decreased significantly from the prior year, while behavior challenges became increasingly concentrated among a smaller percentage of students. Attendance also improved, with daily attendance increasing from 90.4% to 93.2% and chronic absenteeism decreasing from 30.7% to 16%.

Trustees reviewed Early College participation data and noted continued growth in student enrollment in college coursework. Leadership reported that 53% of students were enrolled in at least one Early College course and that approximately 25% of students were enrolled directly at Springfield Technical Community College. Leadership discussed efforts to increase access to college experiences while simultaneously establishing clearer readiness expectations to support student success.

The Board reviewed college readiness indicators, including universal SAT and PSAT participation among eligible students. While leadership acknowledged continued challenges with college readiness benchmarks, particularly in mathematics, trustees heard about efforts to strengthen instructional rigor, improve classroom experiences, and better prepare students for postsecondary success.

Leadership identified several ongoing challenges, including the complexity of operating across two campuses, four-year college enrollment rates, and SAT performance. To address these challenges, the high school will continue focusing on teacher coaching and development, increasingly rigorous learning experiences, and alignment to the school's long-term vision that all students graduate prepared to succeed at a four-year college or university.
Early College Discussion

Trustees engaged in a broader discussion regarding the long-term goals and outcomes of the Early College program. Discussion included questions regarding transferability of college credits, the role of associate degree attainment, student readiness for four-year institutions, and the balance between access and rigor.

Trustees discussed whether earning an associate degree should remain the primary goal for all students and considered how the school can best prepare students academically, socially, and emotionally for success after high school. The Board expressed interest in continuing to evaluate the effectiveness of the Early College model and exploring whether current goals remain aligned with long-term student success outcomes.

Student Success Reflection

Leadership concluded the presentation by sharing the story of Elijah Frederick, a member of Veritas Prep High School's inaugural graduating class who earned an associate degree from Springfield Technical Community College and was selected to deliver the student commencement address at STCC.

Trustees reflected on Elijah's growth throughout his years at Veritas Prep and discussed how his experience exemplifies the school's mission and long-term impact on students. Leadership shared reflections on the importance of providing students with meaningful opportunities, maintaining high expectations, and supporting students through challenges over time.

The discussion reinforced the importance of measuring success through both academic outcomes and the long-term development of students as individuals, leaders, and community members. Trustees also reflected on broader national trends in student achievement, teacher retention, and post-pandemic educational recovery. Leadership emphasized the importance of remaining focused on long-term improvement through intentional and sustainable growth rather than short-term gains.

VI. Trustee Strategic Priorities

A. Step-Back: FY22–FY26 Review

Matt introduced the strategic planning discussion and framed the purpose of the activity. He referenced the "Step Back" document included in trustee materials and noted that the organization has experienced several persistent challenges in recent years that warrant deeper examination as Veritas Prep prepares for its next phase of growth and development. Matt shared that the strategic planning process will provide an opportunity to thoughtfully examine the school's future direction and identify the most important questions facing the organization.

Matt explained that Veritas Prep will be partnering with two organizations to support the strategic planning process. Erin Linville of Linville Social Impact Consulting will lead research, financial modeling, enrollment analysis, organizational structure review, and long-term scenario planning. Attuned will facilitate stakeholder engagement and support the development of a long-term programmatic vision, including academics, school culture, leadership development, and succession planning.

Trustees were asked to reflect on concerns, opportunities, and questions they believe should be explored through the strategic planning process. Matt explained that the goal of the exercise was to identify themes and critical questions rather than develop immediate solutions. He noted that leadership would synthesize the information generated during the retreat and bring additional analysis and recommendations back to the Board at a future meeting.

Rachel then reviewed the "Step Back" document and provided historical context for the discussion. She described the school's evolution through three distinct phases. The first charter term, referred to as the **"Golden Years,"** was characterized by a relentless focus on mission execution, strong student outcomes, and rapid organizational growth. The second charter term, **"Expanding Horizons,"** reflected a period of significant expansion, including increased enrollment, the launch of dissemination efforts, development of Veritas Prep Holyoke, planning for the high school, and major investments in systems and organizational capacity. The current phase, **"Back to Basics,"** reflects the organization's focus on post-pandemic recovery, rebuilding a culture of excellence, strengthening instruction, improving attendance, stabilizing staffing, and ensuring strong outcomes across grades 5 through 12 as the high school continues to mature.

Rachel shared that the school has experienced substantial growth over the past five years, reaching charter capacity while simultaneously navigating increasingly complex recruitment, staffing, facility, and programmatic challenges. Trustees discussed how changing demographics, enrollment trends, student needs, and long-term organizational sustainability may influence future decisions.

Following Rachel's presentation, trustees were given time to independently reflect and generate questions, concerns, and opportunities for the future of the organization. Responses were collected and organized into several major categories, including enrollment, college readiness and Early College, staffing and leadership, finance, facilities, and other long-term strategic priorities.

Trustees were reminded that the purpose of the exercise was not to reach conclusions or make decisions, but rather to identify the most important questions facing the organization. Leadership will use the themes generated during the retreat as foundational input for the strategic planning process and future work with Erin Linville and Attuned.

B. Strategic Planning Discussion: Defining Success for FY32

Following Rachel's presentation and review of the organization's history, trustees participated in a strategic planning exercise designed to identify the most important questions facing Veritas Prep over the next five to ten years. Trustees generated questions, concerns, and opportunities that were subsequently organized into several thematic categories. Discussion focused on enrollment, college readiness and Early College, staffing and leadership, finance, facilities, and broader organizational priorities.

A significant portion of the discussion centered on enrollment and the long-term configuration of the school model. Trustees reflected on changing enrollment trends, recruitment challenges, and demographic shifts affecting both Springfield and charter schools across the region. Particular attention was given to the role of fifth grade within the Veritas model. Trustees discussed the increasing effort required to recruit and retain students at that entry point, the relative strength of sixth-grade demand, and the broader question of whether the current enrollment structure remains the most effective model for achieving the school's mission. Discussion also explored charter capacity, class size, attrition trends, and the impact of enrollment decisions on financial sustainability and student outcomes.

Trustees also engaged in substantial discussion regarding college readiness and the Early College program. Building on the State of the School presentation, trustees considered whether current Early College goals continue to align with long-term student success. Discussion included the value of associate degree attainment, transferability of college credits, student preparedness for four-year institutions, and the balance between expanding access and maintaining rigor. Trustees expressed interest in examining how the school's postsecondary outcomes compare with its aspirations and how future program design can best support students beyond graduation.
Staffing and leadership emerged as another major area of focus. Trustees discussed teacher recruitment and retention, leadership development, succession planning, and organizational structure. Recognizing the strength and stability of the current leadership team, trustees also acknowledged the importance of preparing for future leadership transitions and ensuring that the organization has the capacity and talent necessary to sustain long-term success.

Trustees explored questions related to financial sustainability and facilities planning. Discussion included future revenue streams, fundraising opportunities, long-term capital needs, and the relationship between enrollment levels and facility requirements. Trustees considered questions regarding the long-term use of existing facilities, potential ownership opportunities, and how future strategic decisions may influence capital investments.

Additional discussion focused on broader organizational priorities, including student support systems, alumni outcomes, innovation, artificial intelligence, governance, and measures of success beyond traditional academic indicators. Throughout the exercise, trustees were encouraged to focus on identifying questions rather than proposing solutions. Leadership will use the themes generated during the retreat to inform future work with strategic planning consultants and the development of a comprehensive long-term strategic plan for the organization.

Enrollment

- Considerng demands and outcomes and culture, what is the ideal class/grade size? And what will impact of decreasing these sizes be on financial health and teacher compensation.
- Do perceived benefits of having a 5th grade outweigh the headwinds/challenges? What is best for 5th grade?
- How to optomize sports and activities so that middle school students see a compelling path to high school and want to stay with us?
- What enrollment trends should concern us? How do we address these trends?
- What is the optimal enrollment for Veritas at each class level?
- Should Veritas use the next 5-10 years to grow its student population?
- What are the advantages and disadvantages of growing the student population?
- Should we add grades 1-4 and what are the ways to do it?
- What are the challenges in asking DESE to absorb a failing school in order to gain more seats.
- What are the risk of NOT having a 5th grade? How would that impact the 5-8 and 9-12 program? What is the ideal size of class cohort from the perspective of (financial models/staffing; impact; building identity and community.)
- Students with disabilities are leaving at almost twice the rate of the overall body should this be formally documented rather than explained operationally.
- Demand forecasting 5th grade given declining demographic, what is realistic?
- Does 5th grade lower demand tell us about the the future of the high grades as a fill "wave".
- What would it mean/look like to right size the school?
- Are our class sizes (27+) to big and jeopardizing success/outcomes?
- If we drop 5th grade, does 6-8 grade increase so the natural transition to 9th grade can be lessas the 8th grade students leave to other high schools? If yes, is this to fill the current middle school facility?

College Readiness

- Should Veritas look to expand Early College (EC) partners?
- Where do the trades fit into the EC program?
- What are the best EC college partners and why?
- How to best balance high school on-campus learning and college campus learning/expereinces?
- Do we need to rethink what EC looks like for Veritas students? Partner with 4 year liberal arts focused institutions of higher education?
- What othe 4 year institutions would make strong partners?
- What if the value proposition of a BA or BS continues to decline for specific areas of study/majors?
- What are all of the ways we can minimize the risk of sending students to a four-year institution underprepared? (Academically, socially, and finacially)

- If we drop 5th grade, how would we use the capacity? Would we have enough time to prepare students for success in high school? Focusing on offering more targeted academic program and still remain a charter school?

Staffing

- What systems need to be strengthened to support teacher development and retention?
- Should advising for college be part of each year?
- What is the ideal educational profile for success at Veritas? And student?
- Is the teacher pipeline this model requires sustainable? Huge help with teacher compensation improvements to build a more senior team over time.
- As teachers are retained longer, does PD look different (shorter work year)?
- Ass teachers are retained longer, does school leadership look different?
- As teachers are retained longer, does the staffing budget continue in the 70% range?
- What does executive leadership look like in 5-10 years.
- Does executive leadership look different if grade configuration changes?
- Does executive leadership look different if facility (ies) are different?

Finance

- Are there opportunities for additional revenue streams, partnerships, or philanthropy?
- How will fundraising be used in the next 5 years? Will it need to replace any current funding?
- What steps should we take to raise money from the Springfield area for prioritizing needs?

Facility

- Should Veritas explore acquiring a new facility sufficiently large to accomodate the high school and middle school (and sell middle school building)?
- Should Veritas explore expansion possibilities by acquiring an exisiting school (in Springfield) and facilities to accomodate the same.
- Is the Veritas high school current location the best?
- Benefits of combined campus on culture, community, and success?
- How might our facility impact staff and student culture? The ability to collaborate? A more flexible program?
- Facility/Finance consolidate MS&HS? Capital campaign? Build on endowment? Could Veritas survive as a private school? Could Veritas be be allocated more seats to expand?
- Could Carando develop a third floor?
- Do our facilites support the educational experience we want to provide?

- What do we need to be by 2032 that cannot be obtained by carrying on as we are now?
- Are there any 200,000 sq. ft. buildings available in Springfield that can become a school?
- Is there a large enough parcel of land in Springfield to accomodate a 200,000 sq. ft. building, ample parking, outdoor playspace, including athletic fields, and existing utilities or access to them?
- What is facility size based on enrollment?

Other

- What does success look like for Veritas students beyond graduation rates?
- What might it look like to partner with a K-4 or K-5 school (more formally)?
- What do we want Veritas to known for 5-10 years from now?
- Rachel named each charter term "The Golden Years" "Expanding Horizons" "Back to Basics". What do we want our 4th charter term to look like possibly "The Next Horizon" or "The New Normal" signals moving from rebuilding to future-focused growth?
- Focus on innovation, opportunities, and preparing students for the future.
- How do we start to capitalize on our tenure?
- Is the school we are today, the school the next generation of Springfield needs?
- How can we better support our students to reduce discipline issues/suspensions? (a one size fits all model does not work).
- What barriers prevent families from choosing on staying at Veritas?
- How can/will growing alumni retention contribute to the identity of Veritas Prep?
- Where do we build AI into our program/enterprise so that AI is not a crutch and becomes and asset?
- What is a new baseline for performance if not "pre-COVID". National trends? Local trends? What are new metrics?
- Is our objective still to disseminate/scale our model or is it to be small, local, and special?
- Does the Board have the right expertise and representation to support the next phase of Veritas?
- Are there any thoughts of adding sports to current offerings?
- Charter schools are still looked down on. How do we change that narrative?
- Will we/should we pioneer new models of learning given radical changes in learning and perceptions of learning?
- What is the future focus going to be? How do we balance that focus and not discounting students?
- How can we (what might it look like) to stay disciplined and keep our eye on the "North Star" with slow and steady improvement while also existing in the reality of the current (and likely not changing) accountability system?
- Knowing what we know after 15 years and where the landscape is today, what do we want to be?

- Did the 5-12 model actually work? Now is the first time we will be able to start to examine this question?

VII. 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 5:45 PM.

Respectfully Submitted,
M. Landon

Documents used during the meeting

- Board Retreat Annual Meeting Agenda 2026.docx
- Trustee Terms, Officer Roles & Committee Assignments 2026-27.docx
- Trustee Obligations Spreadsheet June Retreat 2026.xlsx
- Trustee Board and Committee Attendance 25-26.xlsx
- VPCS Succession Plan Last Reviewed 6.26.25.pdf
- VPCS Calendar 2026-2027 5.1.pdf
- FY27 Operating Budget (1).pdf
- FY27 Operating Budget Narrative.pdf
- Capital Budget Schedule Spring 2026.pdf
- Financial Reports to the Board June.pdf
- Board Copy State of School 2026.pptx
- Board Retreat_ Look Back June 2026.docx
- Committee Feedback for Strategic Priorities August 2025.docx