Eno River Academy

September Board Meeting

Published on September 18, 2025 at 10:08 AM EDT
Amended on September 22, 2025 at 10:47 AM EDT

Date and Time

Tuesday September 23, 2025 at 5:30 PM EDT

Location

ERA HS Conf Room

Agenda

		Purpose	Presenter	Time
I.	**Opening Items**			**5:30 PM**
	Opening Items			
A.	Record Attendance and Guests		Margaret Barr	1 m
B.	Call the Meeting to Order		David Nagel	1 m
	Reading of Mission Statement Eno River Academy will nurture a community of academic and artistic distinction, as it enriches each student’s cultural literacy.			
C.	Approve August 26, 2025 Regular Board Meeting & Annual Retreat Minutes	Approve Minutes	David Nagel	2 m

		Purpose	Presenter	Time
D.	Reading of Conflict of Interest and Ethics Statement		David Nagel	2 m

"ERA By-laws require any member to recuse herself or himself from voting on any matter before the Board which would confer a financial benefit on the member. At this time, the Chair requests that If any Board member knows of a conflict of interest, appearance of a conflict, or possible financial benefit with respect to matters before the board, please so state at this time."

		Purpose	Presenter	Time
E.	Monthly Agenda Review	Vote	David Nagel	2 m

Review and solicit any recommended revisions to the meeting agenda before seeking approval

II. Public Comment Period — 5:38 PM

		Purpose	Presenter	Time
A.	Public comments in accordance with the ERA Public Comment Policy	FYI	Jeremy Greene	10 m

The Eno River Academy Board of Directors encourages community involvement and welcomes public comment during open board meetings. In order to provide an opportunity for input while conducting an efficient meeting, individuals and group may provide comments in accordance with the following policy.
Members of the public wishing to speak during the public comment period should fill out the Public Comment Form, including their full name and general nature of their comments, prior to the start of the Board Meeting in which they wish to speak. Comments must be related to legitimate school business. The Presiding Officer or his/her designee will recognize the public member(s) to speak during the scheduled public comment period (usually held near beginning of the board meeting) in the order in which they had completed their request to speak on the Public Comment Form.
In order to allow as many individuals as possible to speak and to ensure the Board of Directors have appropriate time to address all agenda items, individuals will be allowed a total of up to three (3) minutes to speak about their identified topic. No individual may transfer any remaining time to another individual that is also signed up to speak. A total of up to fifteen (15) minutes will be provided for individuals to speak and no person may speak more than once during the public comment portion of the agenda. The Board reserves the right to modify the time for public comment at any open board meeting.

	Purpose	Presenter	Time

If a public member requests an extended discussion, it will be at the discretion of the Presiding Officer as to whether to grant further public comment and how much time is allotted.

For the indefinite future while board meetings are conducted online, the School's Public Comment Policy shall be adapted to allow public comments to be made by email (preferred) before the meeting in adherence with the process and timeframe provided before each meeting or by verbal participation during the public comment period after recognition by the presiding board officer.
Public comments provided by submission of email communication shall be sent to the board Secretary, subject to any additional procedures established by the Administration. Such email comments will be available for board member review.
Comments must conform to the Policy's general requirements regarding courtesy and respect; failure to abide by these requirements may preclude acceptance or require redaction of non-permissible content, to the extent legally permissible.
All speakers should be courteous in language and demeanor, respectful and present themselves in a professional manner during their allotted time. Speakers should not speak about any individual student, teacher, staff member or board member by name and may not engage in any personal attacks. Any speaker who does not abide by this policy and creates disorder will be asked to leave the meeting. Under North Carolina law (General Statue, N.C.G.S. § 143-318.17), there can be legal consequences for individuals who do not adhere to public meeting protocol. *“A person who willfully interrupts, disturbs, or disrupts an official meeting and who, upon being directed to leave the meeting by the presiding officer, willfully refuses to leave the meeting is guilty of a Class 2 misdemeanor.” (1979, c.655, s.1; 1993, c.539, s.1028; 1994, Ex. Sess., c.24, s.14(c).) Adopted April 16, 2013.*

III. Key Business — 5:48 PM

	Item	Purpose	Presenter	Time
A.	School Performance Grades 2024-25	Discuss	Margaret Barr	15 m
B.	School Goals 2025-26	Vote	Lindsey Sealy	10 m

A refined set of 2025-26 school goals to be presented

	Item	Purpose	Presenter	Time
C.	ED Evaluation Process for 2025-26	Vote	Jeremy Greene	10 m

Review Governance Committee's proposed process for ED evaluation in 2025-26

	Item	Purpose	Presenter	Time
D.	Board Goals 2025-26	Vote	David Nagel	15 m

		Purpose	Presenter	Time
	A consolidated set of board goals sourced from across committees and task forces to be reviewed			
E.	Branding Proposal	Vote	Elliot Clark	10 m
	Governance committee's request to fund an external agency's support in defining ERA brand narrative and key messages			
F.	Land Acquisition Task Force Updates	Vote	Lindsey Sealy	10 m
	Updates, next steps, and recommendation to expand remit and title of task force			
IV.	**Officer and Liaison Updates**			**6:58 PM**
A.	Treasurer Update	FYI	Adam Haber	5 m
B.	Board Chair Reminders and Updates	FYI	David Nagel	5 m
	Reminder on committee open meeting laws Update and reminder on document storage Request to complete BoT profile			
V.	**Administration Announcements and Updates**			**7:08 PM**
A.	Monthly Administration Update	FYI	Kristin Martin	5 m
	General school updates not already covered in other topics			
VI.	**Closing Items**			**7:13 PM**
A.	Closed Session	Discuss	David Nagel	20 m
	Closed session **is** anticipated. **Closed Session § 143-318.11. (a) 5&6** A closed session may be called in order to discuss items which warrant confidentiality. *The Board may, at its discretion, move into closed session to discuss items which warrant confidentiality pursuant to Article 33C, Section § 143-318.11. (a) 5&6 of the North Carolina General Statutes.*			
B.	Teacher and staff contracts	Vote	Lindsey Sealy	5 m
	Vote on new hire contract(s) for 2025-26 school year not already approved George Anderson* - High School History			

		Purpose	Presenter	Time
	Megan Smith* - Middle School Math Lloyd Wright - Part Time Custodian			
C.	Post-Meeting Evaluation	Discuss	David Nagel	5 m
	Was this an effective meeting? Why or why not? How could it have been improved? What percent of our time was reactive vs strategic?			
D.	Adjourn Meeting	Vote	David Nagel	1 m

Coversheet

Approve August 26, 2025 Regular Board Meeting & Annual Retreat Minutes

Section: I. Opening Items
Item: C. Approve August 26, 2025 Regular Board Meeting & Annual Retreat Minutes
Purpose: Approve Minutes
Submitted by:
Related Material:
Minutes for August Board Meeting and Annual Retreat on August 26, 2025

Eno River Academy

Minutes

August Board Meeting and Annual Retreat

Date and Time
Tuesday August 26, 2025 at 3:00 PM

Location
ERA HS Conference Room

Directors Present
Adam Haber, David Nagel, Elliot Clark, Jeremy Greene, Margaret Barr, Pamela Norcross, Trish Blackmon

Directors Absent
None

Directors who arrived after the meeting opened
Pamela Norcross

Guests Present
Kristin Martin, Lindsey Sealy, Michael Brown

I. Opening Items

A. Record Attendance and Guests

B. Call the Meeting to Order

David Nagel called a meeting of the board of directors of Eno River Academy to order on Tuesday Aug 26, 2025 at 3:06 PM.
Dave Nagel read mission statement

C. Approve July 22, 2025 Regular Board Meeting Minutes

David Nagel made a motion to approve the minutes from July 2025 Regular Board Meeting on 07-22-25.
Margaret Barr seconded the motion.
The board **VOTED** to approve the motion.

Roll Call	
Elliot Clark	Aye
Jeremy Greene	Aye
David Nagel	Aye
Trish Blackmon	Aye
Pamela Norcross	Absent
Adam Haber	Abstain
Margaret Barr	Aye

II. Reading of Conflict of Interest and Ethics Statement

A. Reading of Statement

Dave Nagel read the conflict of interest and ethics statement- no conflicts brought forward

III. Monthly Agenda Review

A. Review and revision, if needed, of meeting agenda

Dave Nagel- went over agenda. No comments
David Nagel made a motion to approve agenda as written.
Adam Haber seconded the motion.
The board **VOTED** unanimously to approve the motion.

IV. Public Comment Period

A. Public comments in accordance with the ERA Public Comment Policy

No public comments brought forward

V. Administration Updates

A. Monthly Administration Update

Kristin Martin-

Eno River Academy - September Board Meeting Agenda - Tuesday September 23, 2025 at 7:00 PM

● Staffing ○ New staff onboarded and trained ○ Remaining openings: ■ 8th Grade Math - pending board approval ■ HS Social Studies - pending board approval ■ HS Exceptional Children’s Teacher - pending board approval
● Curriculum & Instruction ○ All curriculum materials delivered ■ New requests continue to come in - especially for our new teachers ○ New programs/initiatives ■ MS ASL class ■ MS Yearbook ■ MS Chorus ■ K-2 Adapted Curriculum ■ 6-8 Adapted Curriculum ■ 3-5 Social Emotional Lunch Bunch ■ New Tech Intern and Media Internship ■ HS Drumline
● Facilities ○ Summer cleaning and maintenance completed ○ All safety inspections passed - fire drills are scheduled ○ Custodians hired in house - fantastic!!!
● Technology ○ Devices prepared and assigned and delivered ○ Classroom tech tested and functional
● Student Support Services ○ MTSS, IEP, and 504 plans updated ○ Counseling services read ○ Health protocols in place ■ Nurse Jenn is awesome!! We have our first student in a wheelchair and she has been so valuable in training us. ■ student has a G-tube - we have been trained to provide feedings.
● Capturing kids hearts Training ○ Two day training with staff ○ Centered around building stronger relationships with students ○ All teachers are creating Social Contracts with their students based on the CKH training. We will have all done by 9/26.

B. Closed Session

David Nagel made a motion to to go into closed session to discuss items which warrant confidentiality pursuant to Article 33C, Section § 143-318.11. (a) 5&6 of the North Carolina General Statutes.
Margaret Barr seconded the motion.
The board **VOTED** unanimously to approve the motion.
David Nagel made a motion to come out of closed session.
Adam Haber seconded the motion.
The board **VOTED** unanimously to approve the motion.

C. Teacher and staff contracts

David Nagel made a motion to approve the new hires as presented by executive director.
Elliot Clark seconded the motion.
The board **VOTED** unanimously to approve the motion.

D. ERA Front Entrance Sign Recommendation

Lindsey Sealy- Went over ERA sign recommendations and proposal.
Jeremy Greene made a motion to approve the front entrance sign as presented.
Adam Haber seconded the motion.
The board **VOTED** unanimously to approve the motion.

VI. Retreat Topics

A. Retreat Introduction & Theme

Dave Nagel-
Introduction to Retreat-

- what are specific take aways board members want to gain in this meeting- team bonding, how to work together and strategic planning for school year, logistically staying on topic, new members gain insight into ERA.
- Agenda discussed
- Key meeting roles- Facilitators, Timekeeper, Parking lot, Minute/Actions, Observers, Provocateurs

Theme- Dave discussed last year's theme, and where we want to produce in future, where are we headed: vision, instruction, values, mission

- We are at the start of journey
- Reaction when trying to go somewhere: stages of maturity (forming, storming, norming, performing)
- Lindsey- want us to have meeting think ahead for students, teachers, and parents what we do now will impact in the years to come

Pamela Norcross arrived at 3:42 PM.

B. Team Building

Team Building Activity- 15 minutes

C. Strategic Elements Deep Dive

Deeper areas discussed and exercise: For Values, STREAM, Vision, Portrait of a Graduate
Discussion, feedback, questions after the presentation on these three elements.

- How do you get measurables of how we are fostering these skills in our graduates.

D. Draft Strategic Roadmap & 2025-26 School Goals

Lindsey- Gave Strategic Roadmap handout and Goals-
Presentation, feedback and Goals

- Think of this as a blueprint for house over next 5 years- Values, Instruction, strategies, values, mission
- Strategic pillars (hold up the house)- captivate students, empower teachers, involve partners, expand physical resources, optimize operations
- Each year progresses
- 2025-26- School Goals went over

E. Dinner & Team Building

F. Long-term evolution

- Walked around ERA campus
- Long-Term Evolution Scenarios- Land discussion: Land #1 "Pickleball land", Land #2 "Louisiana Purchase- Talked pros and cons of land acquisition. Discussion, Feedback.
- Next Steps: Resolutions on how to proceed, multiple steps.

G. Branding

H. Fundraising Committee 2025-26 Draft Goals

Trish Blackmon- Discussed goals for fundraising development/strategic program

- Comprehensive development strategy
- Outside help- Professional that deals with fundraising strategies
- Goals around development

I. Finance Committee 2025-26 Draft Goals

Adam Haber:

- Budget Report- Goal improve that presentation and what are the key details the board needs each month.
- Further work on land acquisition pieces

J. Academic Committee 2025-26 Draft Goals

Margaret Barr

- Went over monthly AC calendar

Goals

- Review and revise job description and minimum qualifications for all teaching positions at ERA
- Review and Discuss implementation of STREAM goals and Support
- Support Administration to Recruit, Develop, and Retain Exceptional Staff.
- Ensure educational programming aligned with school strategic elements (mission, vision, education plan, values, and branding)
- Support administration on creating AI policy & guidelines for safety, skill building, and innovation
- How do we measure those non-testable goals in our students? Signs, measurables?

K. Governance Committee 2025-26 Draft Goals

Dave Nagel:

- Ensure Committee Open Meeting Compliance
- Strengthen Board Composition
- Oversee Brand Strategy Development
- Oversee Charter Renewal Process

Discussion on Retreat: Went well/ Can improve

- Feedback given: Activities well done, everyone participated, positive group dynamics, time keeping. Well organized and presented.

Jeremy Greene made a motion to adjourn the meeting and retreat.
Adam Haber seconded the motion.
The board **VOTED** unanimously to approve the motion.

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 9:00 PM.

Respectfully Submitted,
Margaret Barr

Coversheet

School Performance Grades 2024-25

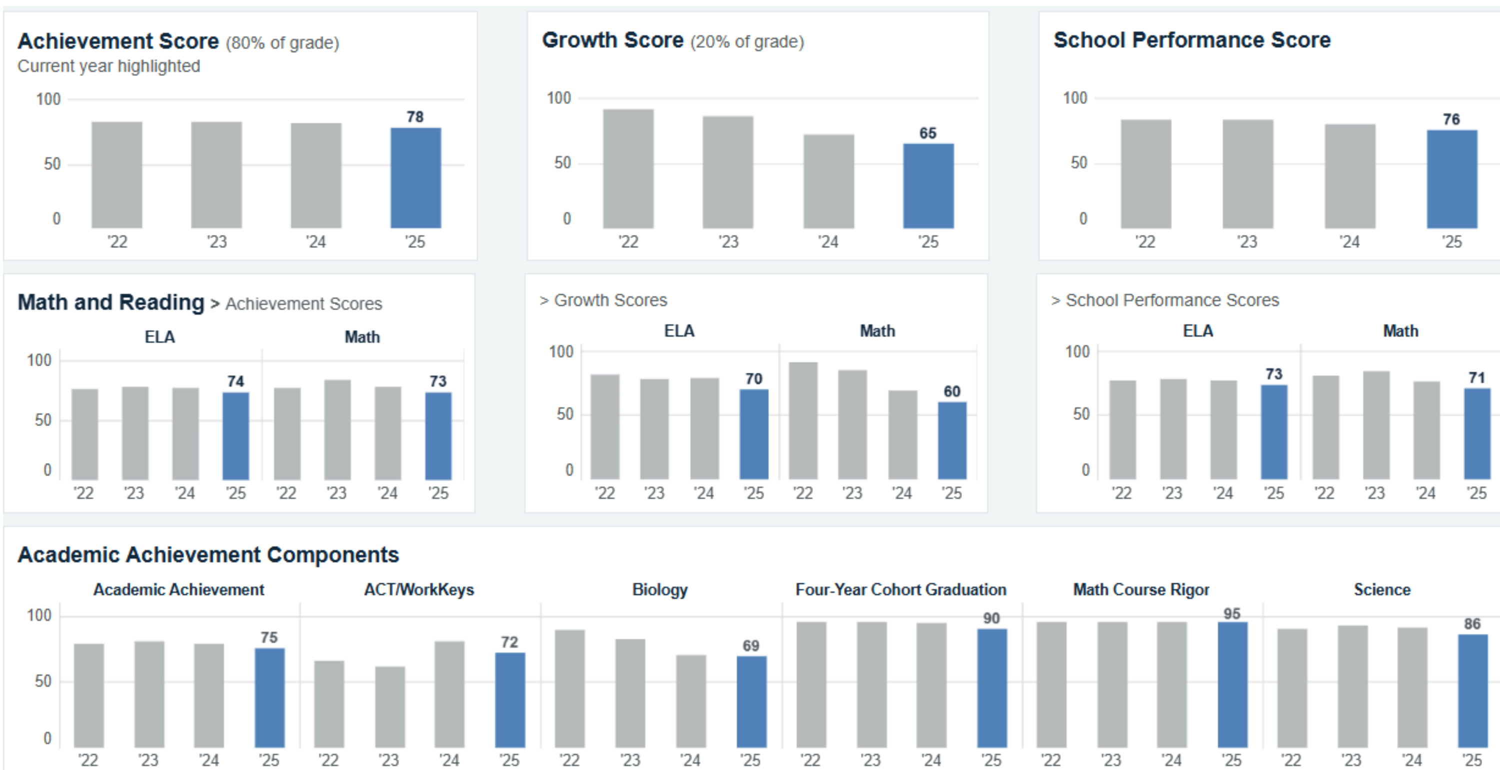
Section:	III. Key Business
Item:	A. School Performance Grades 2024-25
Purpose:	Discuss
Submitted by:	
Related Material:	24-25 School Performance Data.pdf

Comparable Charters				
School	Letter Grade	Achievement Score (80%)	Growth Score (20%)	School Performance Score
Eno River Academy	B	78	65	76
Discovery Charter	C	55	69	58
Voyager	B	73	87	76
Research Triangle	D	40	70	46
Reaching All Minds	C	56	99	65
Excelsior	D	53	60	54
Oxford Prep	B	80	94	83
Cornerstone	B	79	76	78
Expedition	A	90	78	87
Roxboro Community School	B	76	63	73
Falls Lake	C	70	67	69
Vance Charter	B	72	69	71
Henderson Collegiate	B	79	97	82
Clover Garden	C	58	59	58
River Mill	B	74	B	74

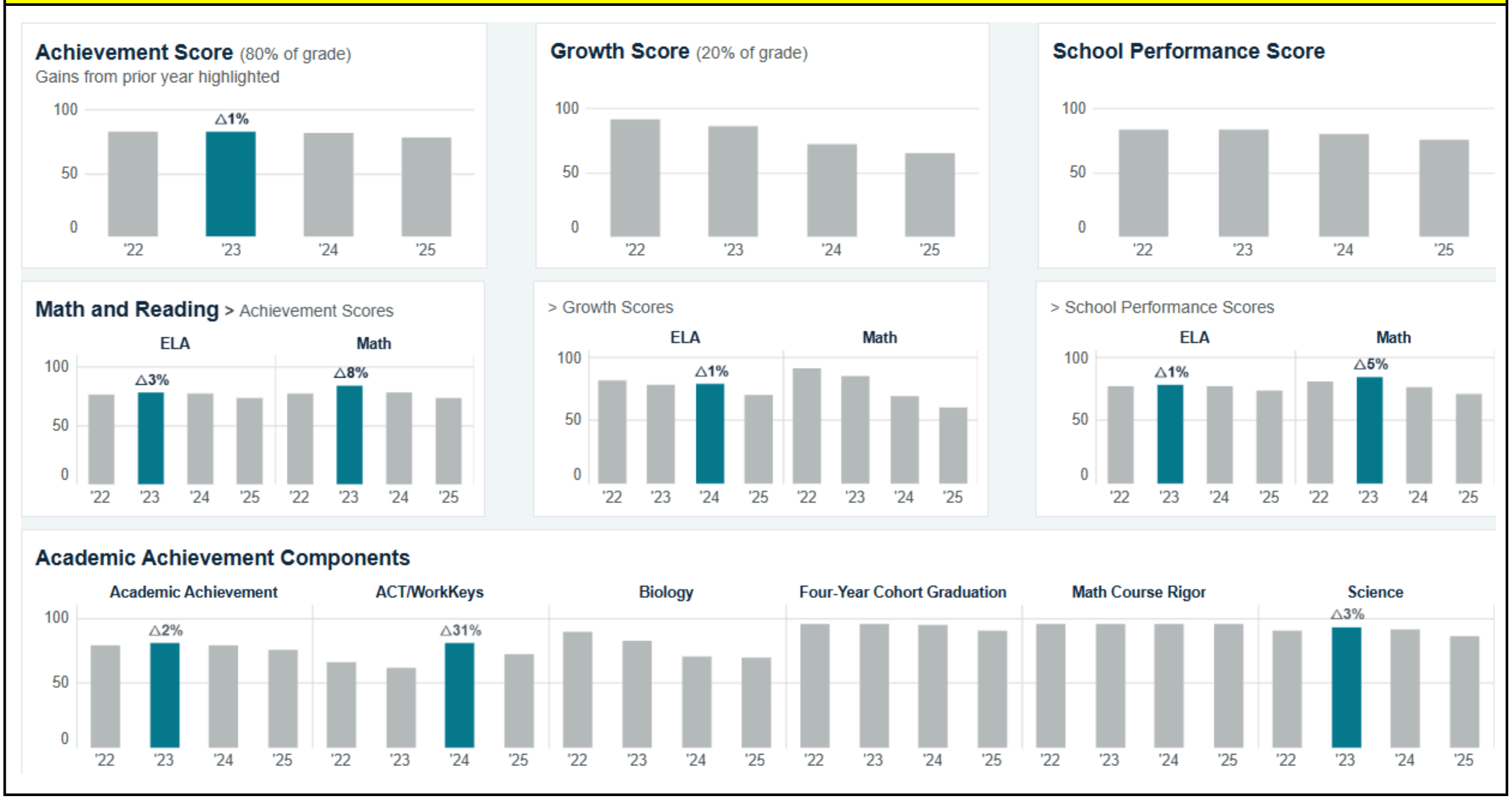
Orange County Schools				
School	Letter Grade	Achievement Score (80%)	Growth Score (20%)	School Performance Score
Eno River Academy	B	78	65	76
Grady Brown	C	57	79.5	61
Hillsborough	B	80	82.7	81
New Hope	C	58	97.4	65
Pathways	B	72	91.5	76

River Park	B	70	85.8	73
Efland Cheeks	C	61.6	83.2	66
Central	D	49.6	70.9	54
Stanback	C	51.4	90.9	59
Gravely Hill	C	51.2	78.7	57
Orange Middle	C	60.8	86	66
Cedar Ridge	B	68.3	94.2	73
Orange High	B	66.6	90.3	71

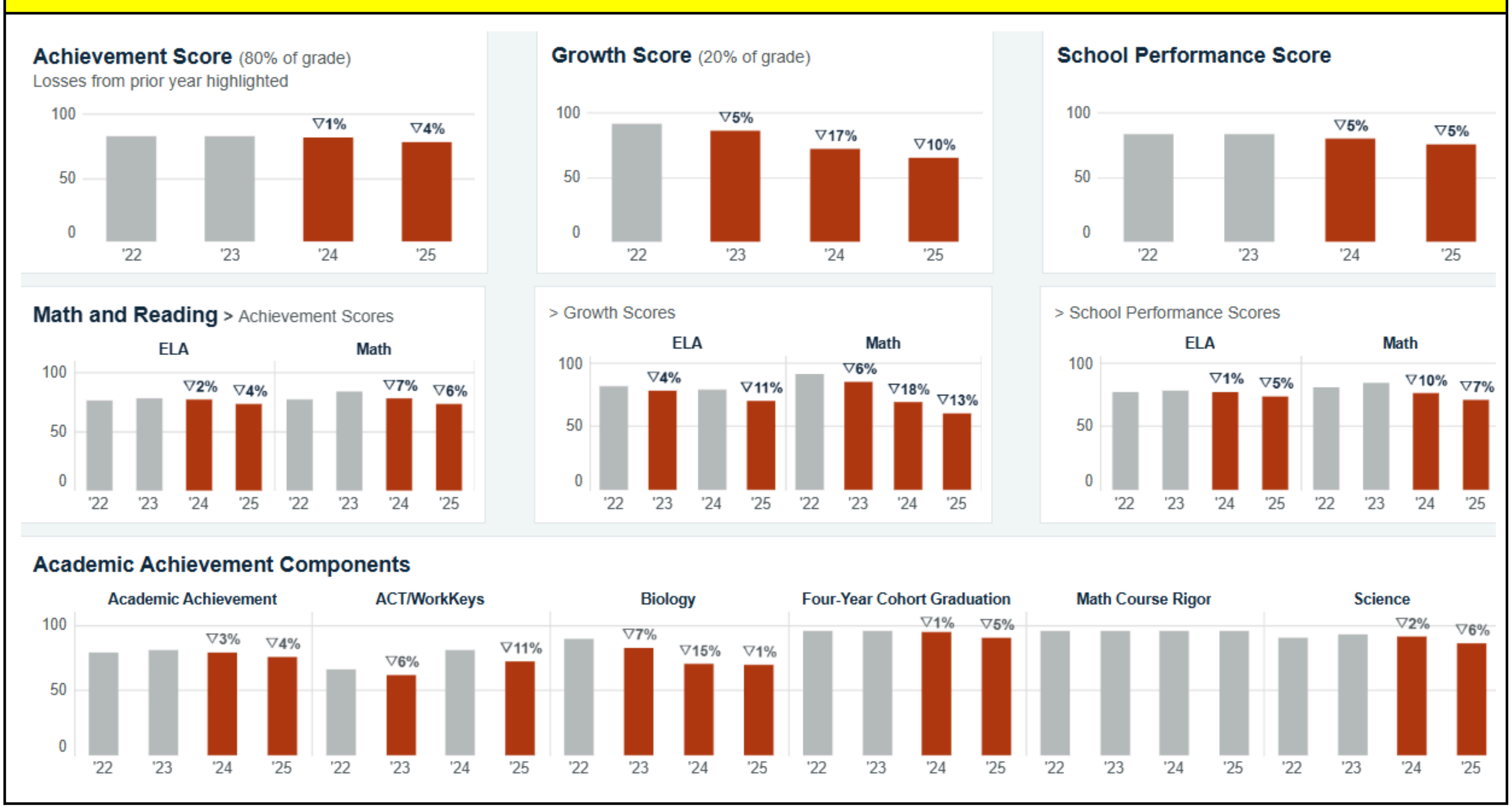
Current Year Highlighted:



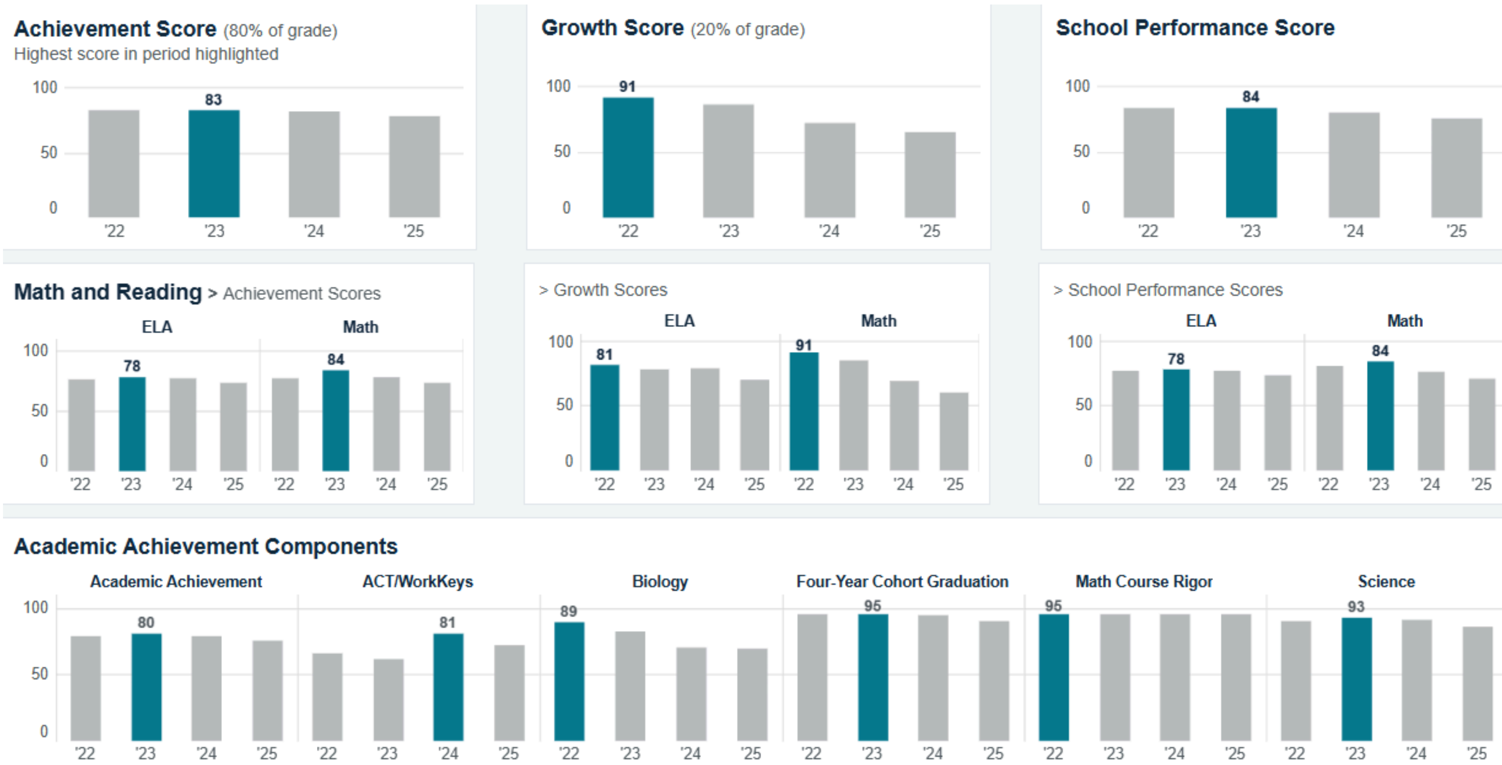
Gains Highlighted:



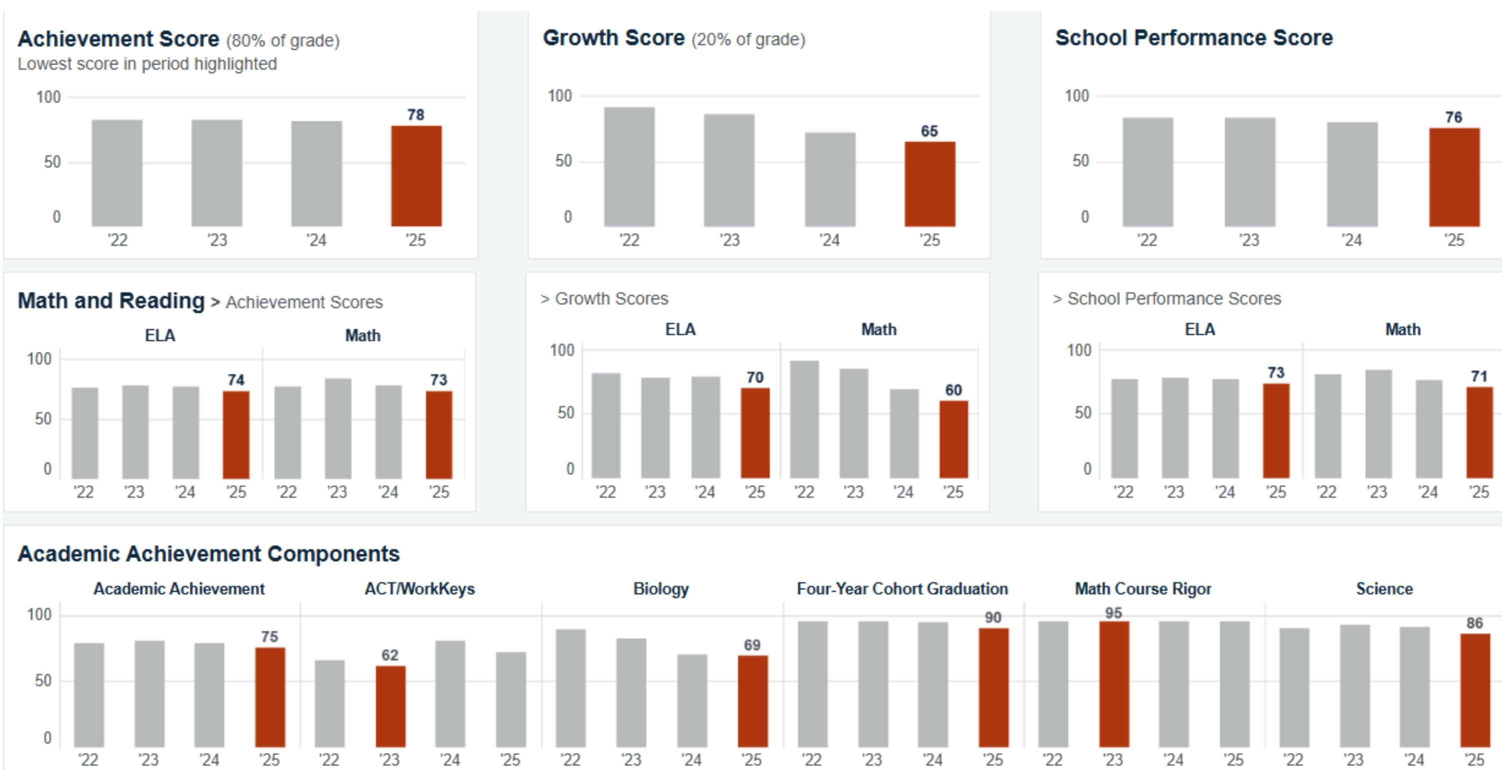
Losses Highlighted:



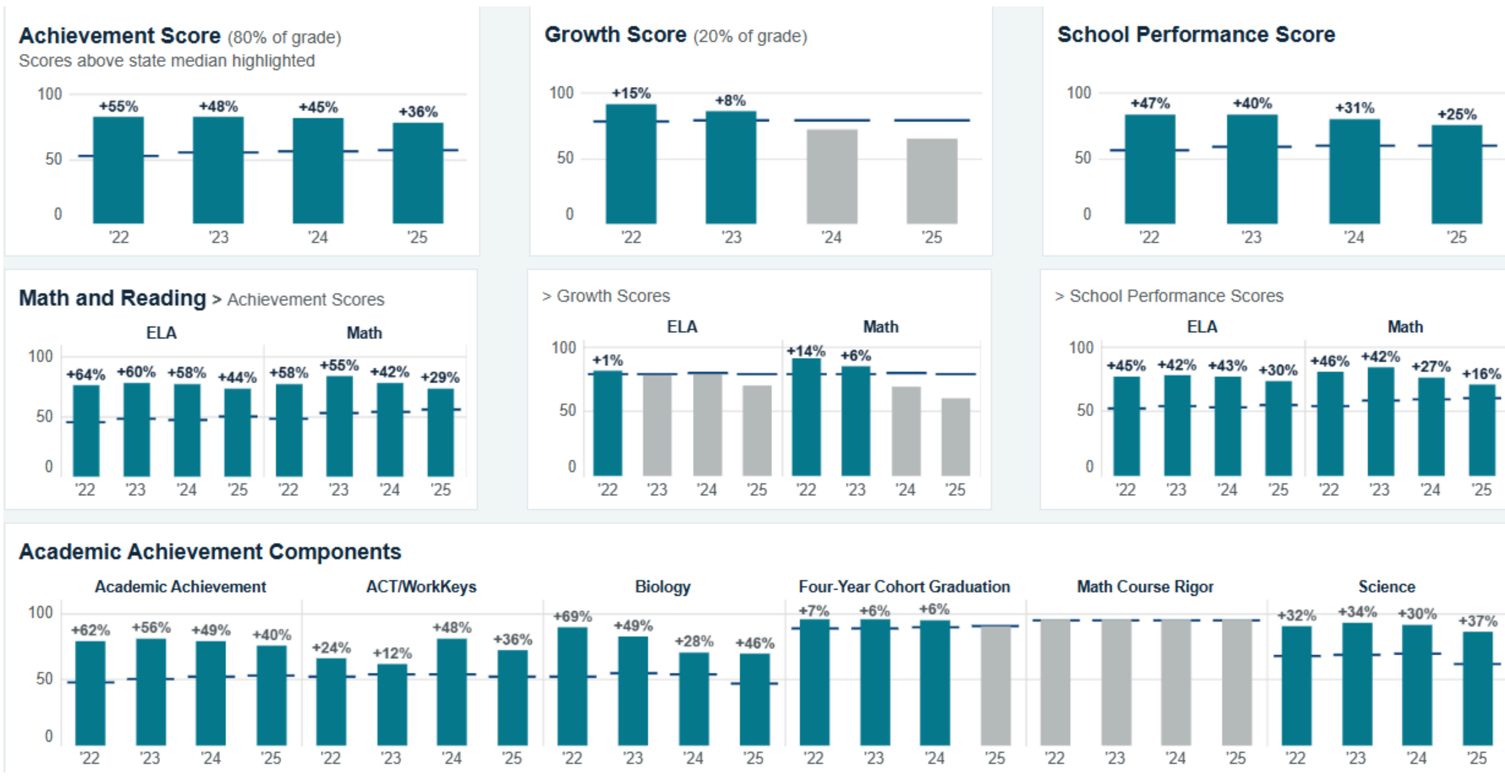
Highs Highlighted:



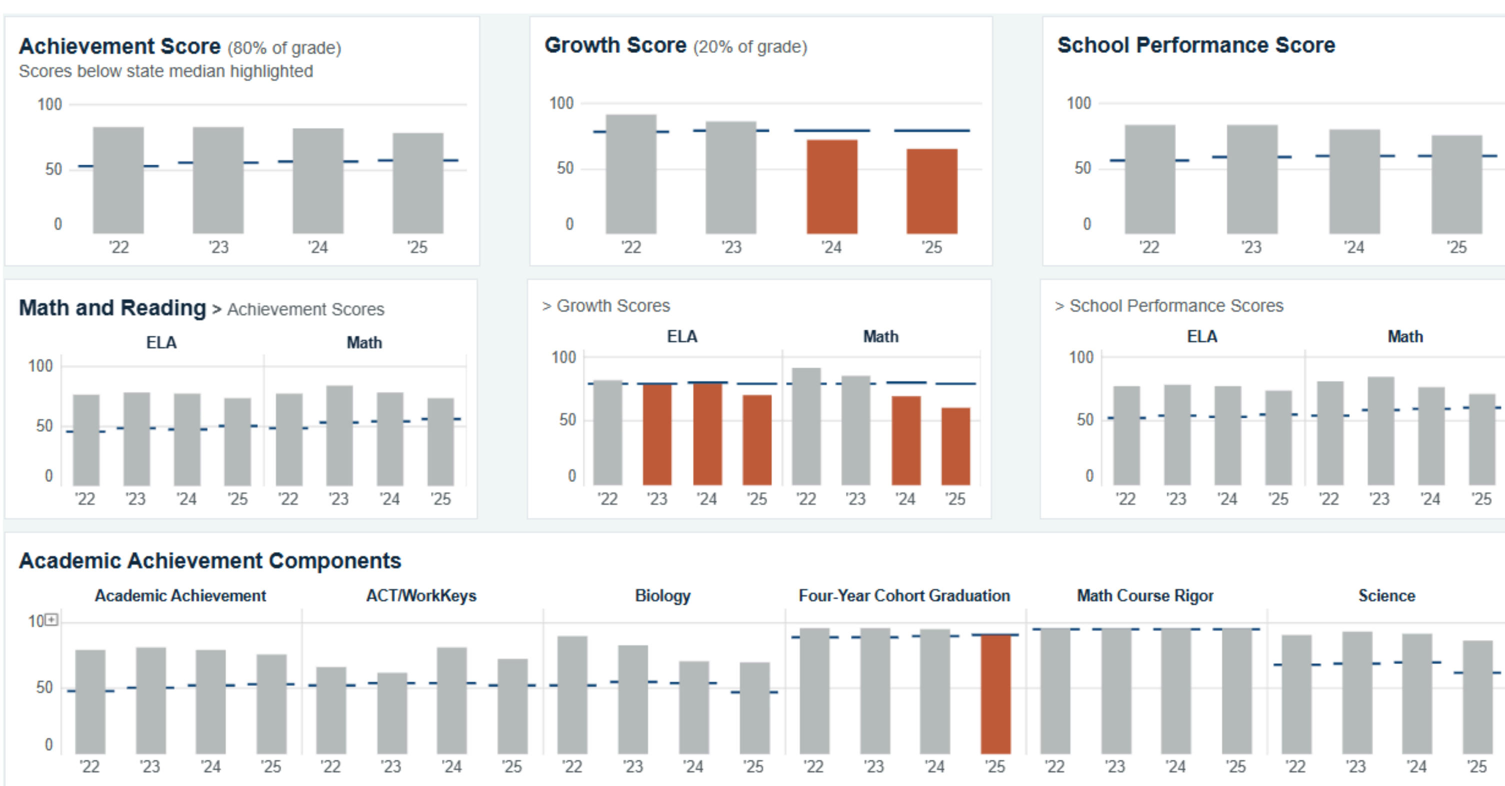
Lows Highlighted:



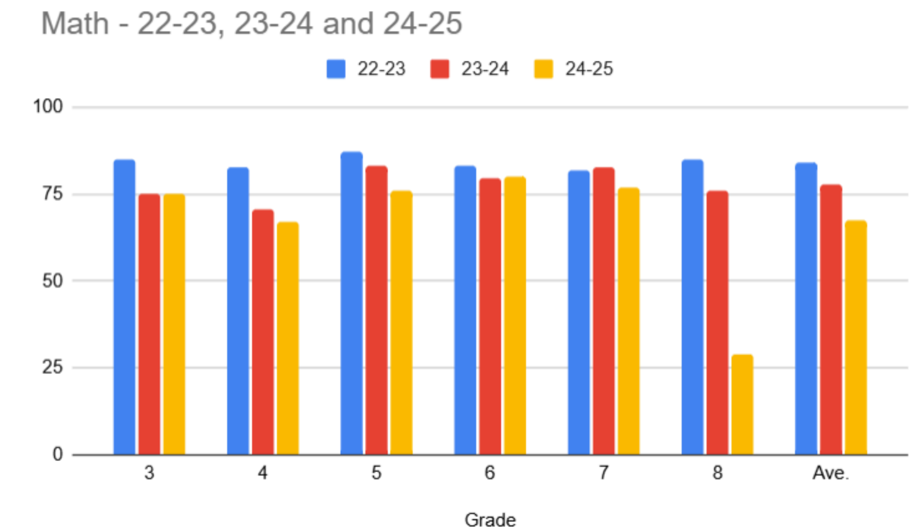
Areas Greater than State - Highlighted:

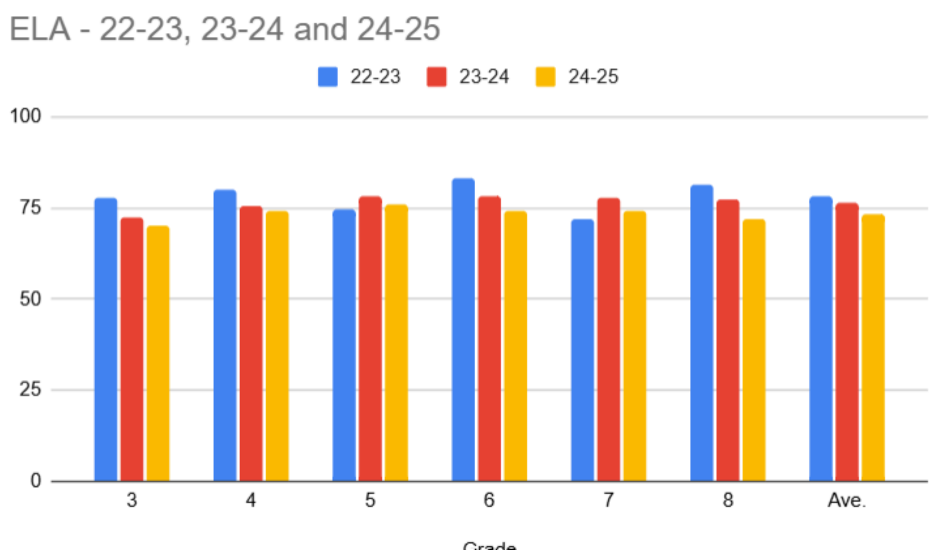


Areas Lower than State - Highlighted:

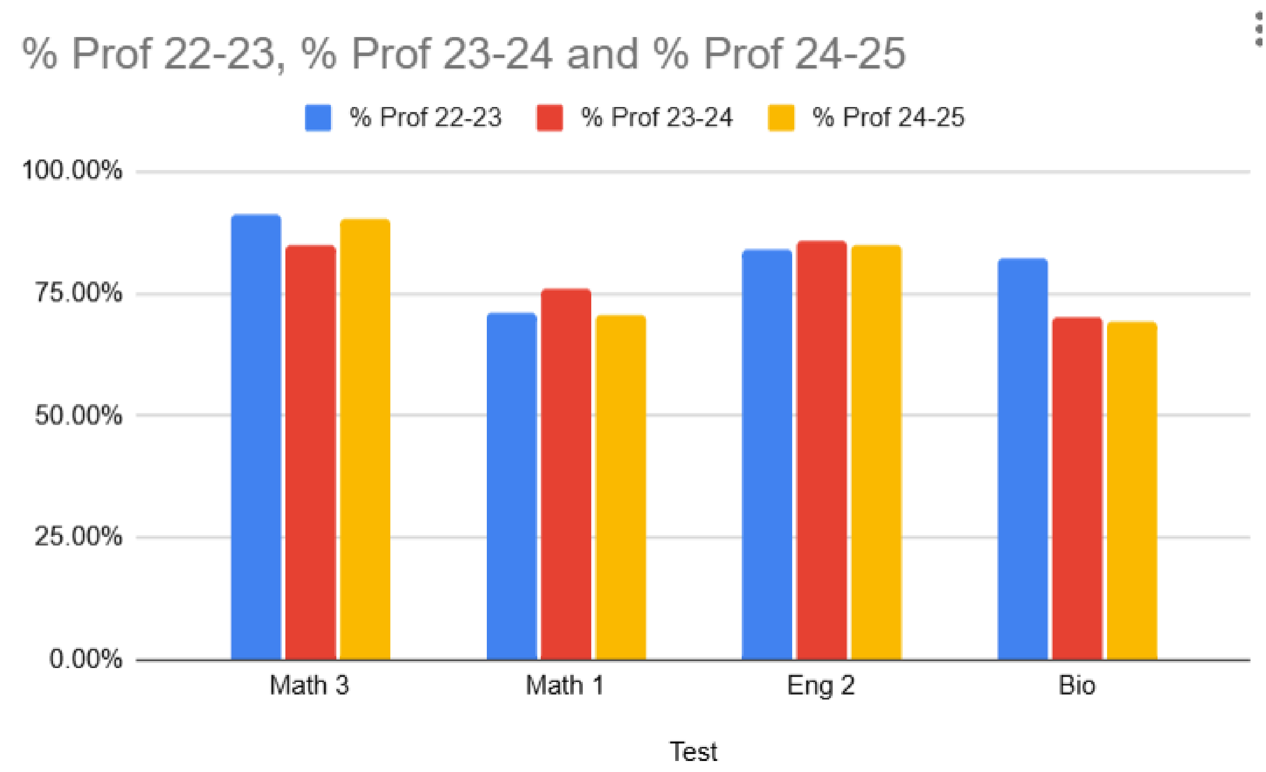


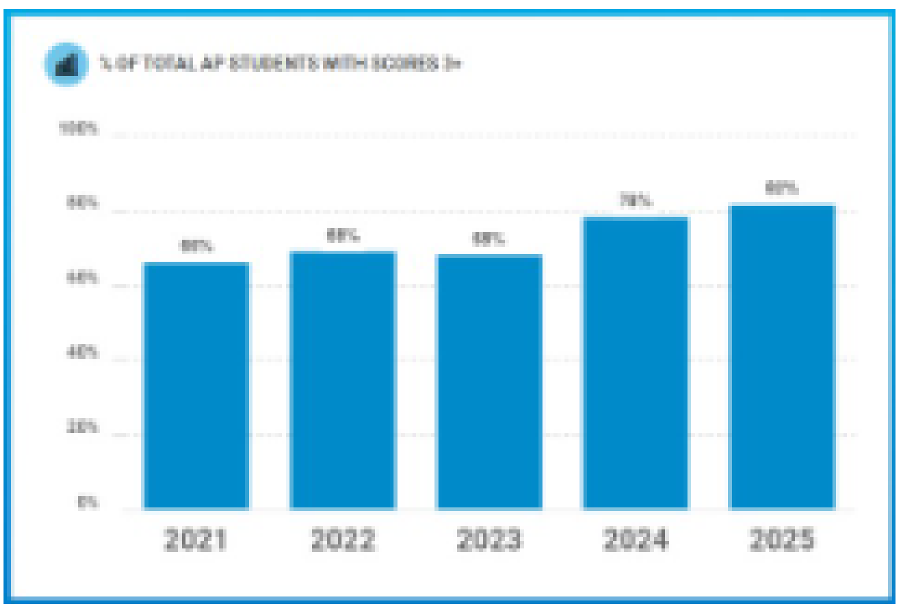
K-8 Proficiency:



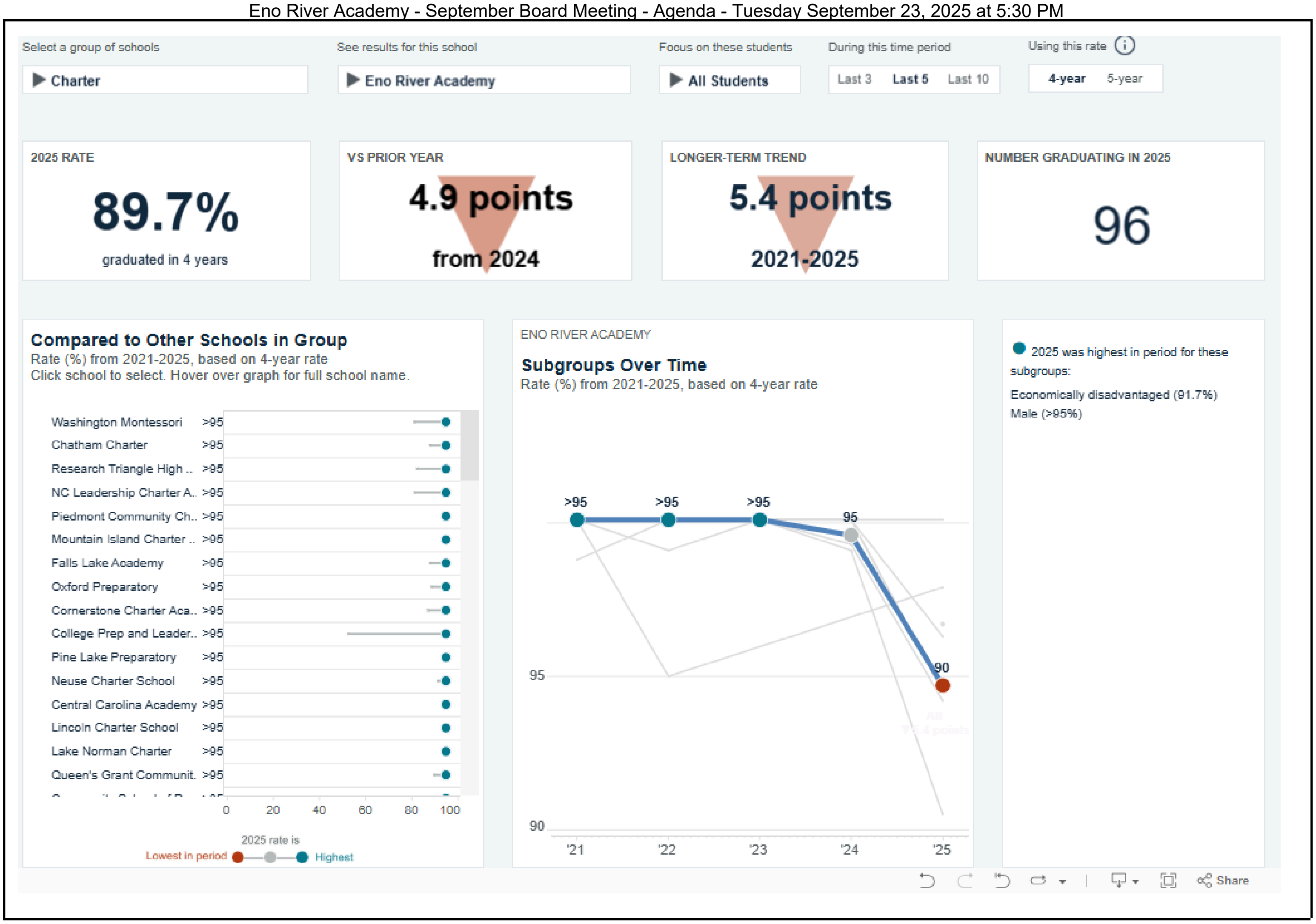


[High School Proficiency](#) | [AP Scores](#)



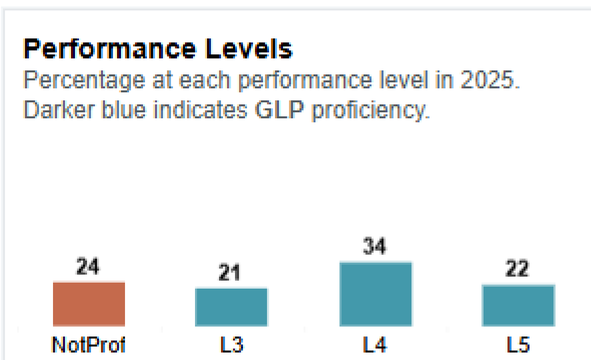


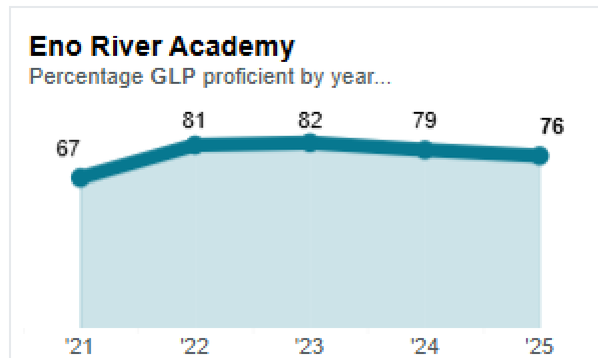
Graduation Rate Data:

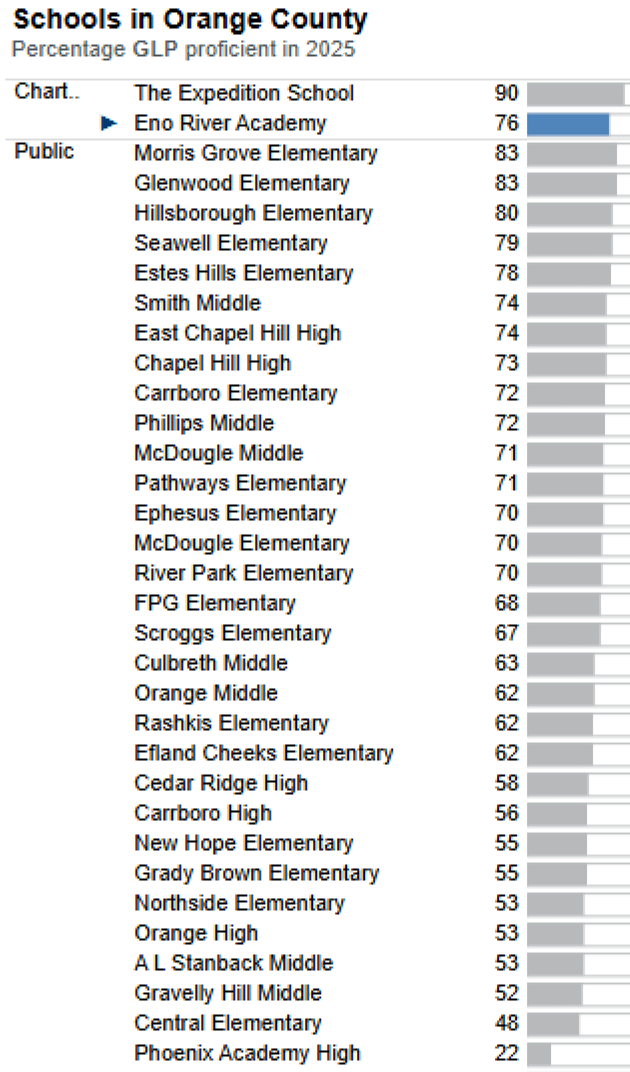


Subjects & Grades: Percentage GLP and Trend		
Subject	Percent GLP	Trend
Math 3	***90***	***Increase from last year***
8th Grade Science	***88***	***Increase from last year***
5th Grade Science	83	Decrease from last year
English 2	***85***	***Increase 2 years in a row***
6th Grade Math	***80***	***Increase from last year***
7th Grade Math	77	Decrease from last year
5th Grade Reading	76	Decrease from last year
5th Grade Math	76	Decrease two years in a row
3rd Grade Math	75	No change
4th Grade Reading	74	Decrease two years in a row
7th Grade Reading	74	Decrease from last year

6th Grade Reading	74	Decrease two years in a row
3rd Grade Reading	73	No change
8th Grade Reading	72	Decrease two years in a row
Biology	69	Decrease three years in a row
4th Grade Math	67	Decrease two years in a row
8th Grade Math	64	Decrease two years in a row
Math 1	56	Decrease two years in a row







STUDENT DATA	

Coversheet

School Goals 2025-26

Section:	III. Key Business
Item:	B. School Goals 2025-26
Purpose:	Vote
Submitted by:	
Related Material:	School Goals, 25-26 Version 2.pdf

2025-2026 School Goals - DRAFT

Goal 1: Strengthen Academic Outcomes

By the end of the 2025–2026 school year:

1. ERA will exceed NCDPI academic growth standards, with at least 65% of students meeting or exceeding expected growth in ELA and Math (EOG/EOC).
    a. Staff will use Title I funds and quarterly data cycles (benchmarks, walkthroughs, MTSS reviews) to drive instructional adjustments.
    b. Each grade band will identify and prioritize 10–12 essential standards and demonstrate mastery through student work artifacts.
2. Maintain balance between mastery of standards and deeper learning by prioritizing essential standards while cultivating student engagement in inquiry and critical thinking.
    a. At least 80% of walkthrough data will show evidence of inquiry-based learning and critical thinking opportunities.

Goal 2: Support Teacher Development and Retention

By the end of the 2025–2026 school year:

1. Implement a comprehensive PD plan by February aligned to walkthroughs, observations, and teacher needs, with at least 90% staff participation.
2. Strengthen teacher retention (no more than 10% turnover rate) by embedding mentorship, recognition, and leadership opportunities.
    a. Establish mentor–mentee pairs to support new staff and early career teachers.
    b. Launch a quarterly recognition program (spotlights, awards, newsletters) with at least 3 recognition cycles completed.
    c. Provide leadership opportunities for at least 15% of teaching staff (committee chairs, PD facilitators, curriculum leads).
3. Use staff survey data to demonstrate a 10% increase in teacher satisfaction.

Goal 3: Launch STREAM Instructional Model

By the end of the 2025–2026 school year, ERA will:

1. Finalize and communicate Core Values and schoolwide STREAM instructional expectations.

2. Create and pilot STREAM lesson templates, walkthrough tools, and data trackers across all grade bands.
3. Introduce strategic elements to staff via targeted summer and fall PD focused on inquiry, integration, and real-world application.
4. Host at least one STREAM Family Info Night and student showcase.
5. Audit and update job descriptions and interview questions to align with STREAM competencies.
6. Launch schoolwide STREAM visibility practices (e.g., inquiry walls, reflection boards, lab spaces).
7. Conduct facilities and equipment audit and develop a future-facing STREAM space vision.
8. Establish internal tracking of STREAM progress through PD feedback and pilot classroom data.

Goal 4: Strengthen Community & Strategic Partnerships By

the end of the 2025–2026 school year:

1. Strengthen the PTO by increasing active membership, expanding family engagement events, and implementing a yearlong staff appreciation plan.
2. Raise at least $85,000 through internal and external fundraising, with at least 60% from donors outside the school community.
3. Establish STREAM-aligned strategic partnerships by developing relationships with at least three local organizations and launching one collaborative community project per semester (e.g., internships, real-world STREAM learning opportunities)
4. Strengthen board engagement by supporting active committee work and encouraging family participation in board committees and meetings to foster transparency and shared leadership.

Goal 5: Create procedures to achieve operational excellence

By the end of the 2025–2026 school year:

1. Ensure ERA is a physically and emotionally safe school, as measured by stakeholder feedback and drill effectiveness.
2. Collaborate with Prestige School Solutions to ensure all fiscal procedures are compliant, transparent, and support school longevity.
3. Strengthen HR processes to ensure compliance with state personnel guidelines, licensure, background checks, and employment eligibility.
4. Remain fully compliant with the NCDPI Charter School Performance Framework.
5. Prepare documentation and evidence in support of Accreditation and Recharter renewal.

Coversheet

ED Evaluation Process for 2025-26

Section:	III. Key Business
Item:	C. ED Evaluation Process for 2025-26
Purpose:	Vote
Submitted by:	
Related Material:	

ERA ED 2025-26 Annual Evaluation and Support Form - DRAFT TEMPLATE 2025-26.docx
ERA ED Annual Evaluation and Support Process - proposed 2025-26.docx

ERA Executive Director Annual Evaluation & Support Template
2025-26

SECTION I: PERFORMANCE ON SCHOOL GOALS

School Goal 1

List board approved School Goal #1

Executive Director Self-Assessment Rating Goal Met

Executive Director Self-Assessment Commentary

ED types text here, providing their perspective on performance against stated goal

Evaluation Committee Rating Goal Met

Evaluation Committee Commentary

Eval Team types text here, providing their perspective on performance against stated goal

[Repeat Section I for all other board approved school goals]

SECTION II: OVERALL PERFORMANCE

Executive Director Self-Assessment Commentary

ED types text here, providing a macro evaluation on performance, lessons, learned, and areas for continued focus moving forward

Evaluation Team Commentary

Eval team types text here, providing a macro evaluation on performance, lessons, learned, and areas for continued focus moving forward. This may be informed through 360 degree feedback from key stakeholders beyond the board.

SECTION III: PROGRESS ON DEVELOPMENT GOALS

Development Goals

List all board approved development goals

Executive Director Commentary on Development Progress

ED types text here, providing their perspective on progress on stated development goals and type of support needed in the future

Evaluation Committee Commentary on Development Progress

Eval Team types text here, providing their perspective on progress on stated development goals and how to continue supporting in the future

Executive Director Annual Evaluation & Support Process

ERA's Executive Director performance evaluation is led by the Board's ED Evaluation Committee composed of the board chair, vice chair and one other board appointed member. The ED Evaluation Committee has accountability to the Board for completing the steps of an annual evaluation and support cycle and delivering a completed evaluation document in June for board approval. According to the timeline below, the Board approves the annual school goals and ED developmental goals in September and the final evaluation document the following June of each year. Completion of the steps outlined below is the joint responsibility of the ED Evaluation Committee and the Executive Director.

September
- Annual school goals board approved
- Annual ED developmental goals board approved

January
- YTD data and evidence collected related to goals
- Mid-year discussion between ED and ED Eval Committee on YTD performance

April - May
- Review of data and evidence collected YTD related to goals
- Stakeholder 360 feedback
- End of year discussion between ED and ED Eval Committee on overall performance

June
- ED evaluation and support document board approved

Coversheet

Board Goals 2025-26

Section:	III. Key Business
Item:	D. Board Goals 2025-26
Purpose:	Vote
Submitted by:	
Related Material:	Board Goals 2025-26 - DRAFT for Sept Board Meeting.pdf

2025-26 DRAFT Goals & Calendar

Sept 11 2025 GC Meeting

2025-26 Board Goals

ENO RIVER ACADEMY
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Proposed Sept 23, 2025

Further develop ERA's long-term strategic plans
- Define ERA's Brand for prospective families, teachers, partners, and donors
- Establish a School Expansion Task Force
- Build long-term financial forecasts aligned to ERA's strategic options
- Develop ERA's strategic fund development roadmap aligned to ERA's strategic plan

Ensure strategic elements (mission, vision, STREAM, values, and branding) are embedded into school programming and operations
- Support strategic student programming and curricular roadmap
- Develop job descriptions, enhanced recruitment, retention and professional development
- Develop policies for AI, attendance, cellphones, etc.
- Define measures of student learning beyond test scores

Operate exceptionally including:
- Implement working committee structure
- Increase transparency through improved communication and open meeting compliance
- Develop board and leadership-facing risk and performance dashboards (finances, fundraising, enrollment, test scores, etc.)
- Adhere to OCS charter renewal process

Strengthen Board:
- Improve composition through size/structure, recruitment, and succession planning,
- Train board on
  - Annual, capital and planned fundraising strategies and their individual roles
  - General training for board members

APPENDIX

Committee-level goals

Academic Committee Goals

- Review and revise job description and minimum qualifications for all teaching positions at ERA
- Review and Discuss implementation of STREAM goals and Support
- Support Administration to Recruit, Develop, and Retain Exceptional Staff.
- Ensure educational programming aligned with school strategic elements (mission, vision, education plan, values, and branding)
- Support administration on creating AI policy & guidelines for safety, skill building, and innovation
- How do we measure those non-testable goals in our students? Signs, measurables?

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Academic Committee 2025-26 Schedule

August	September	October	November	December
Back-to-School Readiness Review of Summer Programming Outcomes Preview of Enrichment Opportunities for the Year STEAM Focus: Ensure K–12 Alignment	BOY (Beginning-of-Year) Data Review EVAAS Predictions Overview	Equity Plan Review Ongoing BOY Data Analysis Identify Academic Gaps and Acceleration Opportunities	School Improvement Plan Check-In Enrichment Mid-Semester Progress NC Curriculum Changes (First Review)	Mid-Year TWCS (Teacher Working Conditions Survey) Prep STEAM Focus Deep Dive: Interdisciplinary Projects Showcase
January	**February**	**March**	**April**	**May**
Equity Plan Mid-Year Progress Review AP Exam Prep Planning Mid-Year Data Review TWCS Prep and Action Plan	TWCS Administration and Data Collection Curriculum Adjustments and Support Planning	TWCS Results Review School Report Card Data Release and Analysis Enrichment: Evaluate and Plan for Summer	Personnel and Hiring: Academic Gaps & Needs AP Exam Readiness Review EVAAS Growth Goals Revisited	AP Testing In Progress Planning for Summer Programming STEAM & Enrichment Opportunities for 2025–2026 End-of-Year Data Planning

Financial Strategic Development Goals ’25 – ‘26

Setting long-term strategic financial development goals is essential for Eno River Academy to ensure sustainability, growth, and mission alignment. This includes addressing both revenue growth and financial stability while supporting educational excellence.

- Educate the Board of Directors in annual, capital and planned fundraising strategies.
- Develop a fundraising roadmap based on Eno River Academy’s strategic plan to address financial priorities and timelines related to land acquisition, buildings and academic resources.
- Initiate donor cultivation and fundraising strategies.
- Ensure transparency and clear communication with all Eno River Academy stakeholders.

Fundraising and Development Goals

Fundraising Committee Goals '25- '26

- Increase parental involvement and committee membership.
- Ensure that the '25 - '26 fundraising plan is successfully implemented.
- Review and facilitate fundraising requests where appropriate.
- Develop '26 - '27 fundraising plan in conjunction with the strategic plan and budget planning process.
- Support the development of long-term financial strategies for engaging and strengthening philanthropic relationships to ensure the future of Eno River Academy

Finance Committee

Long term planning:

- Development of a long-term financial forecast and plan which should include a scenario for the purchase and development of the adjoining parcel as well as a scenario in which we do not pursue that option. These plans should include financing models/options related to the acquisition.

Dashboards:

- These should be board and senior school leadership facing dashboard which track key risk and performance indicators on a monthly basis and provide clear information around finances, enrollment, test scores and other important metrics needed for the ongoing management of the school and directional planning

Succession planning:

- We should, by year end have a list of parents and/or community members with financial experience and an interest in serving on the board in the future.

DRAFT Governance Committee Goals

Ensure Committee Open Meeting Compliance

- Dates/Agendas/Minutes posted on BoT (ongoing)
- GC: Regular Meetings 2nd Thurs bi-monthly at 2:30 pm. (ongoing)

Strengthen Board Composition

- Design & recommend board/committee recruitment processes (Nov)
- Design and recommend board election improvements (Mar)
- Recommend whether or not to add any new board seats (Nov)

Oversee Brand Strategy Development

- Define brand strategy scope and task force (Oct)
- Oversee task force process (Dec-Apr)
- Recommend brand strategy elements for board approval (May)

Oversee Charter Renewal Process

- Ensure accuracy and meet submission deadlines
- Attend focus group
- Board input and visibility

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GC meeting calendar aligned to goals

	Sept	Nov	Jan	Mar	May
Board Composition (Dave)	Review prior work	Analysis, scenarios, trade-offs, recommend	By-law updates, if approved	Incorporate into election process, if approved	
Board Recruitment (Jeremy)	Brainstorm ideas	Analyze and finalize plans	Update on activity	Updated election process	
Charter Renewal (Dave)		Agree submission packet	Prep for focus groups		Respond to inquires
Branding (Elliot)	Draft scope and approach	TBD			
ED Evaluation (Jeremy)	Review and agree to process		Mid yr feedback		Final feedback

Coversheet

Branding Proposal

Section:	III. Key Business
Item:	E. Branding Proposal
Purpose:	Vote
Submitted by:	
Related Material:	ERA GC - Branding Proposal.docx

Governance Committee Report – Branding Proposal / Discussion

ERA's Governance Committee discussed the potential to procure a contract with an external branding and marketing agency for supporting ERA in developing our brand narrative and key messaging around STREAM programming and structure for grades K-12. The last branding consultation occurred in 2016. Currently there are 2 firms that ERA has received proposals from regarding such services; Rhodes Branding and Tassel. Board review and approval is needed to further explore and select an agency to contract these services.

Process Overview and Deliverables

- Objective: Partial branding effort to focus of STREAM model for K-12.
- Discovery:
  - Stakeholder Engagement
    - Workshops / Focus Groups to gain insight
      - Staff
      - Parents (current and prospective)
      - Board
      - Students
  - Surveying
    - Internal and external digital perceptions survey
- Development
  - Messaging framework and value proposition
- Implementation and Support
  - Promotion
  - Technical Support
  - Coordination

Who is involved?

- Board of Directors and relevant committees
  - Required action, budgeting, and engagement in project
- ERA administration, staff, and families
- Selected marketing and branding firm

Timeline

- Discovery: ~7 weeks
- Development: ~4 weeks
- Support: Annual / Recurring (not currently an identified need)

Current Proposal Overview

- **Rhodes Branding**
  - Governance committee received proposal and presentation.

- Discussed services and needs in GC meeting on September 11th.
    - Charter school branding experience
    - **Rhodes Branding – Branding & Marketing for Education - Rhodes Branding**
- **Tassel Marketing**
    - Lindsey connected with the firm for a discussion around STREAM educational model, branding and messaging needs, and their proposed approach to support.
    - Charter school branding experience
        - Prior contracted vendor in 2016
    - Interested in presenting proposal and discussing further
    - **Home - Tassel™**

Budget Requirements

- Current proposal from Rhodes Branding
    - Discovery and Development**: $22,040**
    - Marketing Support Package**: $3,970 (monthly) or $47,640 (annually)**
- Current ERA need is not to exceed a total **$50,000**, as our goal for this project does not include marketing and execution support..

Governance Committee Recommendation

- The Governance Committee recommends contracting with a third party for development of (a) brand definition messaging for prospective families, teachers, partners, and donors and (b) an ERA STREAM brand logo. The recommended amount to designate to this project is not to exceed **$50,000**.

Coversheet

Land Acquisition Task Force Updates

Section: III. Key Business
Item: F. Land Acquisition Task Force Updates
Purpose: Vote
Submitted by:
Related Material:
School Expansion Task Force - Land Acquisition Task Force Change Sept 2025.docx

Draft Resolution (Revised for Expansion)

Resolution to Establish the School Expansion Task Force

Eno River Academy Board of Directors
September 23, 2025

WHEREAS, the Eno River Academy Board of Directors previously established a Facilities Task Force to explore land acquisition; and

WHEREAS, subsequent analysis has determined that land purchase is not feasible without simultaneous expansion of enrollment capacity to ensure fiscal sustainability; and

WHEREAS, the Board recognizes the need for a broader task force remit that incorporates school expansion planning, rigorous financial modeling, and community input;

NOW, THEREFORE, BE IT RESOLVED that the Facilities Task Force is hereby reconstituted as the **School Expansion Task Force**, with the following remit:

1. Scope of Work
    - Evaluate enrollment expansion scenarios, including grade-level seat increases, alignment to charter, and NCDPI compliance.
    - Assess facility needs and options (renovation, modulars, new construction, land purchase/lease) tied to expansion.
    - Model revenue and debt-service implications of expansion, including tuition-free charter funding projections.
    - Engage community stakeholders (families, staff, local partners) for input and feedback.
    - Provide due diligence in financial, legal, and facility feasibility for expansion pathways.
2. Membership
    - **Board of Directors**: at least one representative each from Finance, Facilities/Operations, and Fundraising Committees.
    - **School Leadership**: Executive Director (chair), one principal, Facilities Director
    - **External Experts**:
        - Real estate or facilities development professional.
        - Finance/banking representative with expertise in charter school lending.
        - Architect or planner familiar with educational facilities.
    - **Community Voice**: Parent representative and, if feasible, one upper school student.
    - **Advisory (Ex Officio)**: Legal counsel and Prestige School Solutions (for fiscal compliance and

modeling). 3. **Deliverables**

- Quarterly progress reports to the Board.
- Financial and facility models for 3–5 expansion scenarios by March 2026.
- Final recommendation for expansion approach aligned with ERA's mission, STREAM model, and fiscal capacity.