APPROVED

Empower College Prep

Minutes

Governing Board Meeting

Annual Retreat

Date and Time
Wednesday August 21, 2024 at 12:00 PM

Location
2411 W. Colter St.
Phoenix, AZ 85015

Building F

Notice of Public Meeting can be found at:
2411 West Colter Street

Virtual Meeting Brian Holman is inviting you to a scheduled Zoom meeting.

Join Zoom Meeting
https://us02web.zoom.us/j/87073311407?pwd=dDdINzRiRjVyYlpmOXFmTCtiSzloZz09
Meeting ID: 870 7331 1407
Passcode: 922362
One tap mobile
+13017158592,,87073311407#,,,,*922362# US (Washington DC)
+13126266799,,87073311407#,,,,*922362# US (Chicago)
Dial by your location
+1 301 715 8592 US (Washington DC)
+1 312 626 6799 US (Chicago)
+1 346 248 7799 US (Houston)
+1 669 900 6833 US (San Jose)
+1 929 205 6099 US (New York)

+1 253 215 8782 US (Tacoma)
Meeting ID: 870 7331 1407
Passcode: 922362
Find your local number: https://us02web.zoom.us/u/kbI6818PS5

Trustees Present
K. Erickson, P. Welborn, S. Inman

Trustees Absent
B. Adams Bressler, C. Daniels

Ex Officio Members Present
B. Holman

Guests Present
A. Ortega, C. Goodkind, D. Dillman, Esly Montenegro

I. Opening Items

A. Call the Meeting to Order

K. Erickson called a meeting of the board of trustees of Empower College Prep to order on Wednesday Aug 21, 2024 at 12:00 PM.

B. Record Attendance and Guests

C. Review and approve meeting minutes

S. Inman made a motion to approve the minutes from July 10 Board Meeting - July on 07-10-24.
P. Welborn seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call

K. Erickson	Aye
B. Adams Bressler	Absent
P. Welborn	Aye
S. Inman	Aye
C. Daniels	Absent

D. Review and approve revised meeting minutes (June 24th)

P. Welborn made a motion to Motion to approve the June 24 minutes.
K. Erickson seconded the motion.

The board **VOTED** unanimously to approve the motion.

Roll Call	
K. Erickson	Aye
P. Welborn	Aye
S. Inman	Aye
C. Daniels	Absent
B. Adams Bressler	Absent

E. Call to the Public

II. Voting Items

A. Approve New Board Member Esly Montenegro

K. Erickson made a motion to Motion to approve Esly Montenegro as a board member.
S. Inman seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call	
S. Inman	Aye
B. Adams Bressler	Absent
C. Daniels	Absent
K. Erickson	Aye
P. Welborn	Aye

B. Approve removal of Board Member Cindy Daniels

K. Erickson made a motion to Motion to remove Cindy Daniels from the board.
P. Welborn seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call	
B. Adams Bressler	Absent
C. Daniels	Absent
K. Erickson	Aye
S. Inman	Aye
P. Welborn	Aye

III. Lunch, Building Community and Context

A. Guest Presentation - Building Community Context

Presentation by Kelly Powell from Arizona Charter School Association regarding enrollment and performance trends in charter, district, and private schools in Arizona.

Discussion highlighted impact of ESA's projected to be similar to current impact, not expected to grow a great deal

Similarly, total number of charters has been pretty flat in recent history with only bout 10-15 opening/closing each year

Certain communities do have greater need for charter high schools due to existing K-8's with no high school

B. Community-Building Conversation

Question: What are the EL populations at neighboring district schools and charter schools?
Question: What is our student retention rate of students starting at Empower in 3rd grade and staying all the way through high school?

C. Building Organization Context

ED presented and Board discussed organizational history of enrollment, academic performance, and financial performance.

Growing EL population, surpassing 50% this year, drew significant attention and consensus reached to explore strategies around this. Responses to consider include marketing responses, policy responses (i.e. promotion and graduation requirements), and instructional approaches.

Consistent growth, attaining over 80% of available points from SGP metric, was celebrated and encouraged to be part of marketing materials.

Strong financial performance recognized.

In the past 3 years, organization has:
-navigated COVID,
-grown enrollment above bond projections (1085 vs. 1055) despite declining enrollment in AZ and increased competition (PUHSD magnet schools, ESA's, etc.),
-maintained strong K-12 academic performance in learning growth, graduation rate, university acceptance, college-going rate, and degree/cert completion rate for first graduating class
-maintained strong staff stability (80%+ each year),
-opened a preschool,
-started a bus company,
-tested replication markets and strategies, and
-codified curriculum and practices through establishing playbooks and Learning Management System.

IV. Replication and Expansion

A. Replication and Expansion

Question: Why should we replicate?

Primary reason stated was demand / need for schools facilitating children from low-income communities to go to and succeed in college

Also ability, as evident by academic outcomes (listed above)
Stable staff
Financial stability (including growing enrollment before taking on debt)
Establishing systems (curriculum and LMS, now playbooks also)

Question: What are the best methodologies to replicate/expand?

Various models and markets mentioned, including various starting points and consdieration of hub spoke model or sites sharing facilities.

Also discussed leveraging SGP in marketing material.

Priorities were shared to do so in a way that:

1) Replicated leaders
2) Grew Board
3) Deepened community impact
4) Minimized disruption to existing operations

Parameters for next school included

1) Maricopa County
2) Includes high school (maybe K-12, maybe 6-12, maybe 9-12, etc.)
3) Serves low-income community
4) Is values and mission-aligned
5) Serves an adequte number of students to be financially viable while considering cultural and academic requirements for success in Year 1

Board asked ED to provide timeline, selection process for school leaders, outline for central replicaiton team, and financial model (including marketing, facility, incubating staff, etc.) and offered more frequent meetings to support in replication process.

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 3:58 PM.

Respectfully Submitted,
C. Goodkind