APPROVED

STEM SCHOOL HIGHLANDS RANCH

STEM School Highlands Ranch

Minutes

Annual Board Training

Date and Time
Friday June 13, 2025 at 8:30 AM

Location
Waner Construction (park at P-Tech)
8950 Barrons Blvd, Suite 103
Highlands Ranch, CO 80129
and
P-Tech Building (after 3:30)
8920 Barrons Blvd
Highlands Ranch, CO 80129

Directors Present
A. Campbell, C. Gustafson, C. Wroblewski, D. Lomelino, E. Quigley, K. Leung

Directors Absent
G. Wing, I. Kalra, R. Lukez

Directors who arrived after the meeting opened
E. Quigley

Directors who left before the meeting adjourned
E. Quigley, K. Leung

Ex Officio Members Present
M. Cartier

Guests Present
A. Cardinal, Brad MIller, Miller Farmer Carlson Law, Gina Fafard, Board on Track, L. Kovalesky, Laurie Veldhuizen, Terry Croy Lewis, CSI, Tim Farmer, Miller Farmer Carlson Law

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I. Opening Items

A. Welcome and Coffee

B. Record Attendance

C. Call the Meeting to Order

C. Gustafson called a meeting of the board of directors of STEM School Highlands Ranch to order on Friday Jun 13, 2025 at 9:01 AM.

II. Board Training

A. Governance Training

Gina Fafard with Board on Track provided governance training from 9:13 to 9:48, via Zoom.
Gina then left the meeting.

B. Break

C. Legal and Policy Training

Tim Farmer with Miller Farmer Carlson Law provided policy and legal training from 9:49 to 10:57, via Zoom. Tim then left the meeting.
LynAnn Kovalesky joined the meeting at 10:33.

III. Strategic Discussions and Planning

A. Strategic Topics and Discussion

Discussions led by Matt and LynAnn.
Mission, Vision, and Values discussions. STEM Leadership/Admin team discussing proposed updates to MIssion and Vision and will present to Board in fall for concurrence/approval. Proposed Core Values have been previously presented to Board and approved by Board. Any updates to Core Values will be presented to Board in fall for concurrence/approval.

B. Working Lunch

Lunch from 12:00 to 1:00 at P-Tech building

Laurie Veldhuizen joined the meeting at 1:00

C. Strategic Discussions and Topics - Continued

Strategic Plan Review and Projection
Review updates spreadsheet with Strategic Plan Focus Area, Priorities, Description, Initiatives, Metrics and details. Request Board review and input/comments as a follow-up to the meeting.
Potential new initiatives - 15th anniversary focus, alumni connections, fundraising strategy, Koson brand development.

Goals for 25/26:
Strategic Pacing and Prioritization

- Master Plan
- Strategic Thinking and Budgeting
- Build Assets to Deploy in Various Settings
- Community Engagement - Industry Partners, Politicians, Donors, School Families

Leadership Development and Delegation

- Elevate and Delegate Roles
- Grow leadership in HR, IT, Communications, and Facilities
- STEM/Koson Board Responsibility and Distinction

Financial Transparency and Clarity

- Execute New Budget Management Process
- Update Policies
- Implement New Software

Fundraising Strategy and Execution

- Launch Accelerator Fund
- Launch Student Fundraiser
- Build Database of Supporters
- Start Building Relationships
- Identify Grants to Pursue
- Hold Fundraising Event

STEM 25/26 Strategic Tasks
Preparing to Grow
Koson Shared Services Team structured to support growth
Koson/STEM Roadmap for Growth

- Mission/Vision/Values/Portrait of a Graduate
- Leadership Team
- Policies and Procedures
- Organizational Structure
- Professional Development
- Codification on Academic Model, Professional Development, and SOP's.
- Community Outreach and Development
- Objectives

Board Roadmap for Growth

- Understand Current Model
- Understand Why
- Determine Readiness
- Build Governance Expertise
- Determine Structure
- Approve Strategic Growth Plan
- Establish and Monitor Metrics
- Structure FInancials Per School, Per Student
- Build Community and Political Support

Authorizer Discussion related to growth opportunities
Brad Miller and Terry Croy Lewis joined the meeting at 2:35
E. Quigley left at 2:45 PM.

D. Strategic Discussions and Topics - Continued

Relocate meeting to P-Tech building at 3:25.
Continue Authorizer Discussion related to growth opportunities
Terry Croy Lewis left the meeting at 3:48.

Continued Authorizer discussions related to growth opportunities

E. Quigley arrived at 4:00 PM.
Continued Authorizer discussions related to growth opportunities.
Discussion on potential growth opportunities.
Brad Miller left at 5:10
K. Leung left at 5:15 PM.
Laurie Veldhuizen left at 5:43

IV. 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 5:49 PM.

Respectfully Submitted,
C. Gustafson

Never Stop Innovating! We envision a world of exponential possibilities where every child develops the innate knowledge, skills, creativity and character to thrive, lead and succeed in an ever-changing future.