



## RePublic Schools

### Minutes

#### RePublic Schools April Board Meeting

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**Date and Time**

Thursday April 25, 2019 at 10:00 AM

**Location**

4011 Armory Oaks Dr, Nashville, TN 37204

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**Directors Present**

C. Moss, M. Christy, M. Francois, S. Hood, W. Caldwell, W. Denton, W. Tipton

**Directors Absent**

A. Mangana, D. Jarman, M. VanDevender, R. Corbin, R. Crudup Jr., S. Bossier

**Guests Present**

A. Rockey, Catherine Olson, G. Turtel, J. Rybka

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**I. Opening Items****A. Record Attendance and Guests****B. Call the Meeting to Order**

A. Rockey called a meeting of the board of directors of RePublic Schools to order on Thursday Apr 25, 2019 at 10:08 AM.

Note: Walker Morrow is in attendance. Recently toured NP with Jon. Interested in the intersection of tech/ed.

**C.**

## **Approve Minutes**

W. Caldwell made a motion to approve minutes from the RePublic Board February Meeting on 02-28-19 RePublic Board February Meeting on 02-28-19.

W. Denton seconded the motion.

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

## **II. CEO Update**

### **A. Retention Outlook for 19-20**

- Jon shared (72,68 in the past) that 70% of staff members are returning for next year. We'd like to be in the range of 70-80%.
- School based leadership teams are the crux of our school's success. Next year, 6/7 principals are returning, and 7/7 are current staff members of RePublic.
  - Lessons learned: external principal hires struggle. This is consistent with others in this practice. Double down on internal talent. 49/54 school based leaders are returning--our pipeline is growing. Intentional diversification of our staff, board, teachers which we're seeing in early leadership promotion/growth.

Clarifying question: is the 70% overall staff, teachers, who we have asked back/versus not? Request to move to quarterly staff culture surveys.

### **B. Key Leadership Transitions**

Abigail Rockey--Leaving in June

Liz Friedland--Leaving in June, named Ashley Davis Gallimore as Interim CTO

Laurie Brown--joining the team as Director of Strategic Initiatives (hoping to move into COS)

Catherine Olson--transitioning to managing the work of grants + finance

### **C. Priorities Update**

On draft #3 for this round of priorities for 19-20. What will be on it?

- Shared curriculum
- RePublic high school

## **III. Committee Updates**

### **A. Committee Updates**

#### **Governance:**

- First priority: CEO evaluation
  - Had a kick off meeting--worked with BOT to determine how to use the software for governance.

- Had a demo call to determine how to use CEO evaluation tool (Jon reflects, modified 360).
- Need to set a date for evaluation to backwards plan from--probably July timeframe with a May commencement.
- Recommends a certain CEO evaluation committee that is comprised of different talent (plus Stewart).
- Second: board and organizational culture
- Third: board structure
- Board retreat: opportunity to gather in July around the all network day on July 26 (board gathers on July 25 + 26).

#### **Finance:**

- Operating surplus better than expected; Nashville has paid enrollment shortfall
- Cash is similar to last year. YTD surplus is looking good.
- Solidified our working capital line--went from 800k to 2 million
- Budget process is moving along--have a first draft. Will pass next meeting.
- Currently working with Afton partners on LTP

#### **Academics:**

- Kevin should be the representative of RePublic on the is committee.

#### **Development:**

- Drake + Stewart met to talk about 2 major requests/pushes. Do we need a Chief of Staff and a Director of Development?
  - Development officer with large events or program officers/institutional
  - Going institutional route- Catherine Olson will focus on this in her new role
  - There are enough institutional investors where it feels like this is the place to double down
  - If we decide to go the event based and individual giving route, it will take a while to build the program out

### **IV. Process for Greenlighting Expansion**

#### **A. Discuss: Process for Greenlighting Expansion**

Tabled for next meeting.

### **V. Deep Dive: Academic Update**

#### **A. Academics Report**

See presentation.

Questions:

- How does high school environment relate to performance?

## VI. Closing Items

### A. Adjourn Meeting

W. Caldwell made a motion to adjourn the meeting.

W. Tipton seconded the motion.

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

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 12:00 PM.

Respectfully Submitted,

S. Hood

W. Caldwell made a motion to adjourn the meeting.

W. Tipton seconded the motion.

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