

1. Call to order @8:16 AM

2. Roll Call

Present	Chair	Board Members
X	G	Melanie Persellin - President
	C	Community Member Seat
X	I	Idara Uko - Vice-Chair
X	A	Sara Sweeney
X	B	Brenda Maulik
X	F	Sana Soussi
X	E	Durowaa Agyeman - Secretary
X	D	Jacob Stith
X	H	Emily Uhl - Treasurer

Guests
Holly Fischer - Exofficio
Robin Francis
Paula Forbes
Julie Kresh

3. Reading of Mission Statement and Real Life Examples 1 minute

DaVinci Academy of Arts and Science will cultivate a passion for learning through an enriched and individualized approach to education. The DaVinci community will work together to ensure positive character development and build a strong foundation for continuous learning.

- Zooms project in STEAM class who is building enrichment and habitats for prairie dogs and bison. The community on February 6th from 6:30pm to 7:30pm. DaVinci has placed every year that we have participated.

4. Adoption of Agenda and Addendums 2 minutes

Motion to approve the winter off-site agenda as amended by Emily, seconded by Jake, it passes.

5. Discussion/Agenda Topics

Item #	Topic	Facilitator	Time	Duration
1	Welcome (Continental breakfast)	All, Idara Uko	8:00 - 8:30 am	30 mins
2	Restorative Sessions with the community	Holly, Paula Forbes and Robin Francis	8:30 - 9:30 am	1 hour
3	Review of the DVA Pillars, Mission and Vision. How does the Board communicate the clear incorporation of Equity as a School Pillar, as a subset of Character Development, to its students and community.	Melanie Perse... , Holly, Board Round Table Discussion	9:45 - 11:45 am	2 hours

School Board Meeting Minutes
Winter Off-Site
Saturday, January 20 at 8:00 am
Kendall's Tavern 12800 Bunker Prairie Road W.

Lunch (12:00 - 12:45)				
4	Strategic discussion - how to uniquely position DaVinci as the school of choice in Anoka-Hennepin, SLP, Centennial, Charter High Schools.	Idara Uko	12:45 - 2:45	2.5 hours
5	Proposal to increase class sizes in K-5. Discuss impact on budget, students, teachers	Holly Fischer	2:45 - 3:00 pm	15 mins
6	ED Evaluation Rubric, Form, Bonus Metric Rubric <i>Statutory note that the meeting will be closed below</i>	Brenda Maulik	3:00 - 3:45 pm	45 mins
7	Wrap-up time	Idara Uko	3:45 - 4:00 pm	15 mins

5.1 Welcome

- The Board watched a video about trusting teams and leadership and outlined the goals of this meeting: closing this chapter on the curriculum supplements and moving toward making DVA a greater school with a focus on academic excellence.

5.2 Restorative Sessions with the Community

- The Board took part in a healing circle facilitated by Robin Francis to effectively communicate challenges faced this year.
- Board members each voiced a desire to prioritize the well-being of DaVinci students and have a unified DaVinci community.
- Paula Francis helped us plan for a World Cafe Conversation to involve the DaVinci community in the restorative work to heal any fractured relationships within the community.
 - The World Cafe Conversation has been scheduled for Thursday, February 15th, 2024 at 6:30pm in the Atrium. This will be communicated in multiple ways to families and the community. All are welcome to join!

5.3 Communicating Equity as a School Pillar

- The Board reviewed and collectively revised Melanie's letter to the community regarding the role of equity in the DaVinci community. This letter had already been reviewed by the Authorizer as well as Board leadership.
- Each Board member approved of and signed the finalized correspondence.

5.4 Strategic Discussion

- The Board ranked developing partnerships and community as the number one strategic focus of the school. This is closely followed by differentiated education, and SPARK. Teacher retention, small class sizes, and providing more arts opportunities were ranked high and will provide a guideline to the categorizes to move DaVinci from "great to greater".

5.5 Proposal to Increase Class Sizes

- Holly briefly explained different options to increase our enrollment to the anticipated 1046 students as budgeted for.

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- One challenge has been that the ERC money, our funding buffer, may have to be returned as this has already happened to 2 other charter schools.
- We discussed potentially adding another Kindergarten bubble class, different strategies to increase class sizes, and compared DVA classes with other schools in our charter pact and area.
- We are considering engaging a financial turnaround specialist and will continue this conversation in the upcoming Board meetings.

5.6 ED Evaluation

*The Board will close the meeting pursuant to Minn. Stat. 13D.05, subd. 3, which permits the Board to close the meeting to evaluate the performance of an individual who is subject to its authority; namely Ms. Holly Fischer, the Executive Director. The Board will summarize its discussions at the next open meeting. The Executive Director has the option to have all evaluation meetings open to the public. This meeting will provide an **overview of results of the HR committee staff survey regarding the performance of the Executive Director** which was conducted in September, 2023. Additionally, the Board will discuss the Executive Director's salary and eligibility for a merit bonus after reviewing the pre-established evaluation and bonus metric rubrics.*

- The meeting was closed at 3:15pm, and was reopened at 4:10pm.
- Motion to award Holly Fischer a 4% merit bonus totaling \$5040.00 and an opportunity to receive up to an additional 3% merit bonus based on her salary as of December 31st, 2023 (totaling up to \$3780.00) to be considered in June of 2024 by Melanie, seconded by Sana, it passes unanimously.
- Motion to increase the Executive Director's salary by 6% which is to be re-evaluated in June of 2025, effective as of February 1st, by Durowaa, seconded by Brenda, it passes unanimously.

5.7 Wrap-Up

- We worked efficiently and built trust and communication amongst the Board via the restorative conversation and strategic planning.

6. Adjourn Meeting

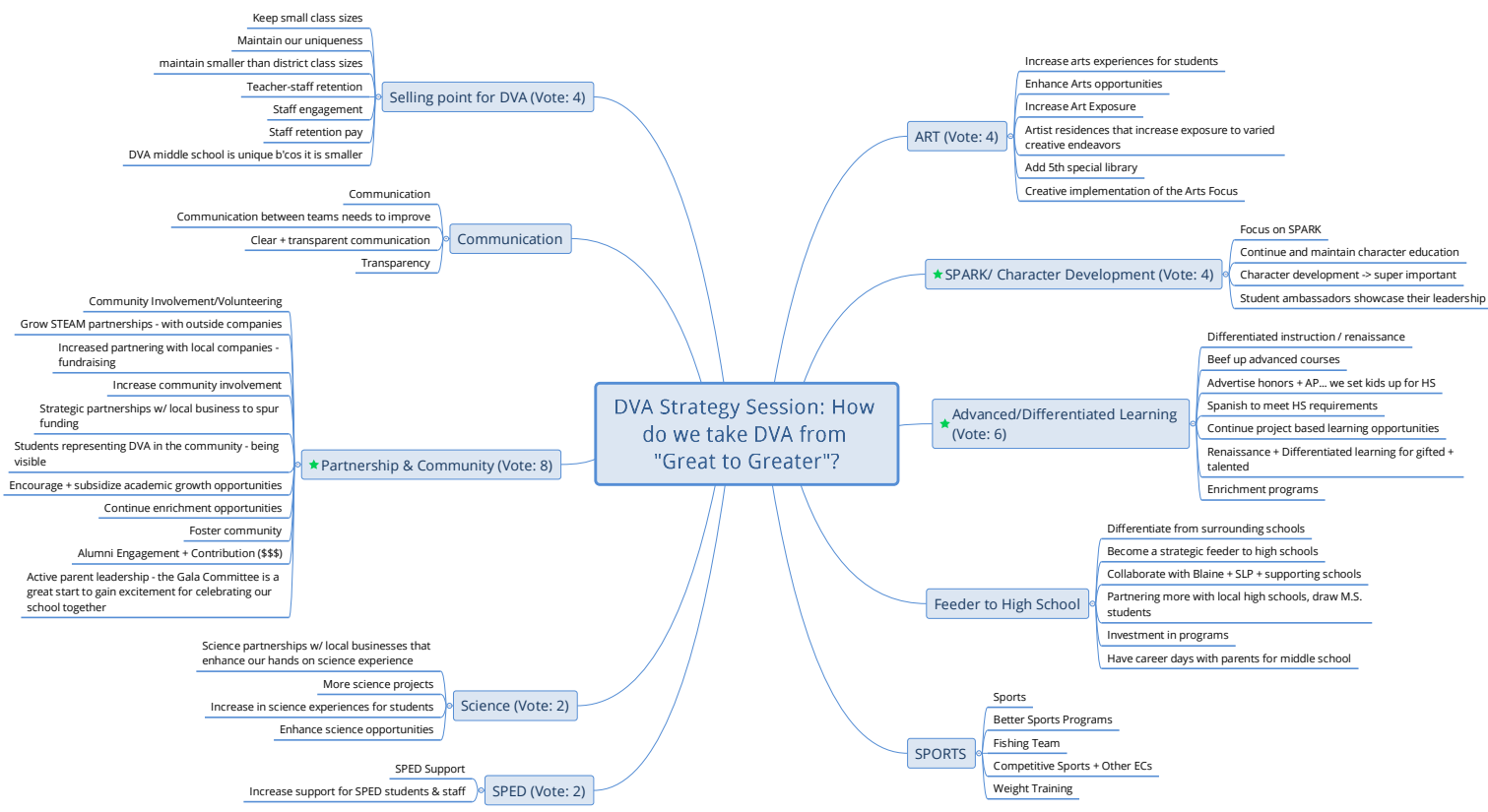
Motion to adjourn the meeting at 4:19pm by Jake, seconded by Emily, it passes.

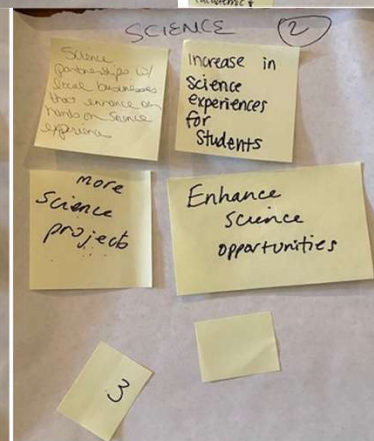
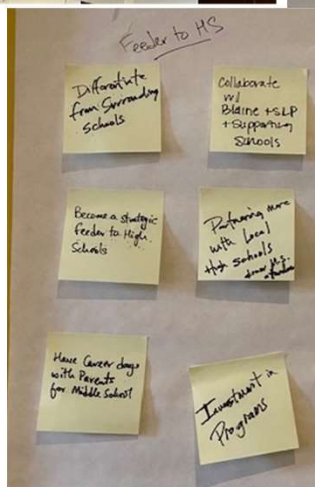
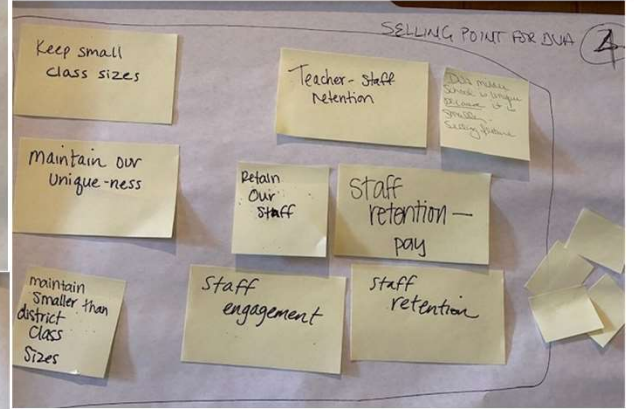
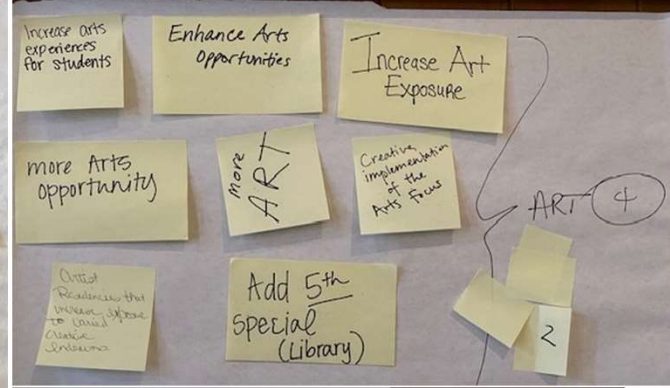
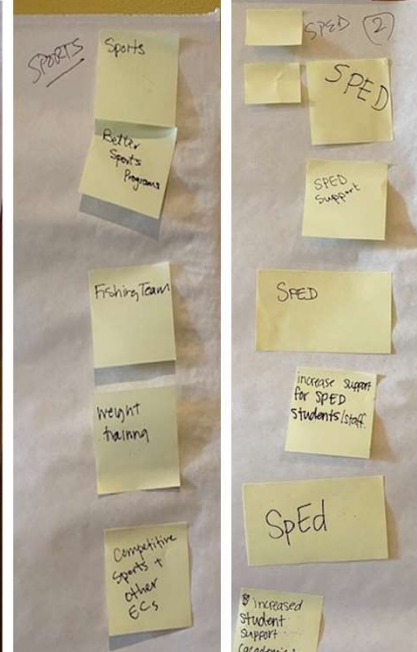
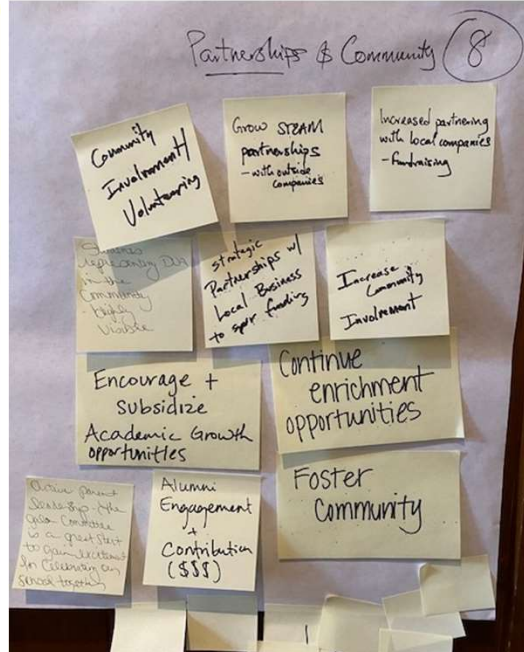
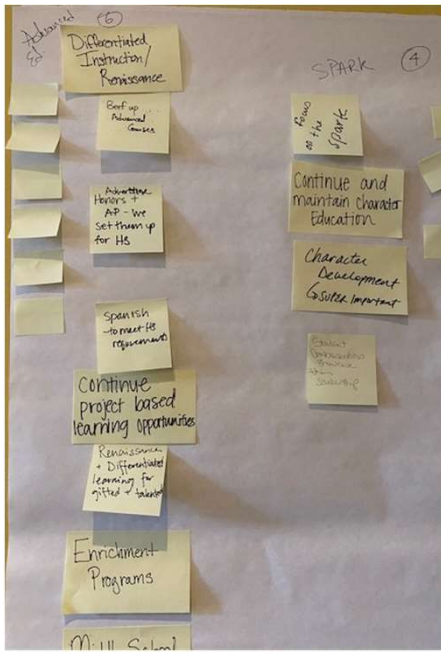
Estimated end time:

4:00 pm

Actual end time:

4:19pm





DAV Winter Offsite Jan. 20, 2024

Strategy Session: How can we take DAV from "Great to Greater"

- Notes from Session.
- See Mind-map summary