



School Board Retreat Minutes Sunday, December 5, 2021 at 11:00 a.m. DaVinci Academy

1. Call to order @11:27

2. Roll Call

Present	Board Members	Guests
x	Melanie Persellin - President	Ahava Silkey-Jones – Ex-Officio Member
x	Ojonimi Ocholi- Vice President	
x	Idara Uko-Treasurer	
x	Lenny Ulloa Silva-Secretary	
0	Todd Paulson	
x	Katharine Borg	
x	Dan Rhinhart	
x	Emily Uhl	
x	Samantha Bickford	

3. Reading of Mission Statement and Real Life Examples 2 minutes

DaVinci Academy of Arts and Science will awaken a passion for learning through an enriched and individualized approach to education. Students, parents and teachers will work together to ensure positive character development and build a strong foundation for higher education.

- Auditions on Friday for a dance residency.
- 7th/8th grade class had a Zoom call with a 4th grade class from Chile
- Student council will be on KARE11 news at 10 on December 8th.

4. Adoption of Agenda and Addendums 2 minutes

- Motion to approve the agenda as amended by Lenny, seconded by Emily, it passes.

5. 2022 Board Elections All 30 minutes

Review community emails and notifications and discuss interest in Leadership positions. Also discuss the election process: in person/mail/electronic options based on COVID-19 phase.

Materials: draft letters, announcements, application.

- Suggestions for changes of forms.
 - Nomination form: question #7: change wording to include people who have volunteered outside DaVinci. Question #9: add an average of hours per month. Delete question #9 to make the nomination form shorter.

**** Kou Vang from JB Vang gave a presentation about the possibility of refunding the school bonds.**

6. Review of Davinci Academy Bylaws All 60 minutes

Review election/open seat bylaws and protocols and review Employee Handbook and proposed policy 704. ~~Julie Kresh will present after her arrival after 2:30 p.m.~~

Materials: DVA Bylaws, Policies

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- Possibility to create a past-president to support the board if the board president is not renewed because they are either not running or don't get voted to continue for another term.
- Action plan: the secretary will send a copy of the Bylaws to the policy committee to update. Ask the policy committee to prepare a checklist for new board members (open meeting laws and replying to emails, training, who to ask for help, big rules, committees assignments).
- Ahava reached out to MSBA and we are waiting to hear from them about common practices related to the board succession planning.
- Handbook: there were some updates that hadn't been written in the handbook. They have been added. Updates on PTO usage, change working on PTO for part-time staff members, bereavement specifications.
- Discussion on policy 523: Gender Inclusion.

7. **SWOT Team Building Analysis** **All** **90 minutes**

Open discussion regarding Successes, Weaknesses, Opportunities and Threats.

Materials: Comments from July 11, 2019 Summer offsite meeting.

8. **Committee Structure and 2022 Goals** **All** **60 minutes**

Ensure Committees have a clear vision and statement of purpose for the 2022-2023 academic calendar year.

- Postpone to March.

8.1. Fundraising Goals for 2022-2023 and discuss expectations and needs of the school.

- Fundraising goal is set to \$30,000

8.2. Viability of capital campaign/fundraising position.

- We talked about the desire to hire a new communication and development coordinator to help the school with fundraising and communication.

9. **Strategic Three Year Planning: goals, priorities and communication** **All** **120 minutes**

9.1. Equity Committee Mission and Vision: Consider integration into School mission and Vision

- Moved to December meeting.

9.2. Review Report from Clifton Larson Allen, LLP, dated April, 2019

- Moved to December meeting.

9.3. Review Timeline and Goals regarding High School/Duplicate Elementary School

- Teacher retention and planning:
 - Possibility of adding a PD day right after winter break to get ready for the week, deliver COVID tests, have staff get ready for the after break class.
 - Salary conversation: see other pay scales from other school districts to have an idea of what other places are paying teachers.

Materials: Three Year Strategic Plans from 2019-2022 and 2020-2023, CLA Report from April, 2019



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10. Executive Director Rubric review All 60 minutes

Review document and draft rubric and engage in discussions regarding ED payscale and review process and teacher salaries.

Materials: Draft ED Rubric

- Possibility to add an extra category that is updated every year based on scores, retentions, among other categories that can be specific to that year.

11. Marketing/Branding and Identity: Consideration of reimagining/rebranding process versus soft rebranding and reintroduction of DVA coming out of pandemic. Goal to bolster enrollment and waiting list, family and student pride in school, and community building.

- Due to lack of time, this item wasn't discussed.

12. General Discussion All Time Permitting

General strategy and business discussion, intersessions (academic and non-academic), school contact days and calendar.

Adjourn Meeting

- Motion to adjourn at 7:03pm by Samantha, seconded by Nimi, it passes.

Estimated end time:

7:00 pm