



## MICS Board of Directors Meeting Minutes 11-18-2024

**Attendees:** Kevin Wiley, Garret Tryon, Kim Leppert, Mike Ladd, Erica Blackson, Eric Laforce, Stephanie Sherer, Rod Hewlin, Dawn Strouse, Kelly Dempsey, Glenn Byrum, Alan Vanevenhoven

Quorum Status: YES

- I. Call to Order: Kevin called meeting to order at 5:34 pm.
- II. Approval of minutes: Mike moved, Erica seconded, all in favor – the October meeting minutes were approved as presented
- III. Public Comment: N/A
- IV. School Report: Glenn presented his school report.
  - a. Student Enrollment and Attrition Reports – Total student enrollment is 1,774 – ADM is steady and still pending; Attrition reflects 7 households with a variety of reasons
  - b. Equity Plan – presented to the Board for discussion and review – The equity plan is an analysis to evaluate the skill, training, and experience of teachers in the elementary school and middle/high school. Provides focus for out of field teachers to obtain licensure and mentorship for new teachers.
  - c. School Nutrition Update – Up 18% from one year ago for participation in lunch; Up 21% increase for free and reduced lunch; Up 16% for non-reduced or free lunch participation. Program is success, and primary obstacle is the increase is demand.
- V. 2025-2026 Academic Calendar: Mike moved to approve the calendar as presented; Erica seconded, all approved. The 25-26 Calendar is approved.
- VI. 2025-2026 Board of Directors Positions – Alan will not renew for a second term; Rod, Stephanie, Eric will all seek to renew. Eric requires a supermajority vote to serve a 3<sup>rd</sup> term – Kevin motioned, Mike seconded, All members of the board approve a 3<sup>rd</sup> term. Board will start the recruiting process to keep members at an odd number.
- VII. Committee Reports:
  - a. Finance: Eric reported the work of the committee.

- The meeting, which took place on November 8th, 2024, was convened at 8:33 AM in the A building. Glenn, Alan, Kevin, and Eric were in attendance.
- Reviewed audit results - passed with flying colors, and we have had no substantive action items required for multiple years in a row. It is telling for the school's financial stability that we gained an overall net position despite headwinds from depreciation. It's also impressive how Glenn and the team managed the financial operations despite many changes in the past year with a new vendor and staff structure.
- There is no major budget update now—we are waiting on information regarding state revenue, and expenses stayed the same as in the previous budget review.
- Glenn presented to the Bond holders a recorded session that highlighted the school's performance and financials.
- The committee reviewed the school's project list. A few highlights
  - a. Replacing a lot of team uniforms this year
  - b. Updating security infrastructure
  - c. Upgrading the Catawba lot for additional parking

b. Governance: No update reported.

c. HR: Kevin reported on the work of the HR committee.

- Met on November 15th, 2024, at 8 am with Glenn, Garret, Mike, Kim, Kelly, Kevin
- Annual Goal Results final for 23/24 school year
  - a. 9 - Exceeded, 6 - Meets, 1 - not met {Days of suspensions}
- Days of Suspensions - continue to monitor trends for the subgroups in the academics committee
- This year trend improving year to date based on prior year to date
  - a. Added trending to see YOY performance
- Annual Goals for 25/26 school year
  - a. Will keep the same 16 measurements
  - b. Glenn to review a few items for the category measurements for Meets & Exceeds to be approved at the Jan 24, 2025 meeting
- Glenn confirmed his intentions to continue with his contract for the 25/26 school year
- Leadership Review - Glenn reviewed the current strength of the leadership in the school. Board showed their support to ensure sustainability of the team

d. Academics: No update

- e. SOAR: Eric reported on the work of the SOAR committee.
- Met on November 11th, 2024, at 10 am with Kevin and Eric in attendance from the Board.
  - Raptor run was a success, and we surpassed our goal of \$130k and reached \$133k raised.
  - Though not a fundraiser, SOAR and PTO raised \$2,000 at the Fall Festival. Anecdotally, everyone seemed pleased with the event.
  - There was much discussion about the Auction occurring in the spring and considering an offsite event to attract more people and raise more funds.
  - Robyn Steward and Angel Chambliss compared other school sponsorship programs, and it was telling how little MICS currently asks for in return for what businesses get. They will return to the entire SOAR board with proposed changes to the sponsorship program details.
  - No significant updates on the finances
- f. Strategic Planning: Eric reported on the work of the Strategic Planning committee:
- Met on November 14th, 2024, convened at 9:05 am. Brett, Jenny, Glenn, Mike, Erica, Stephanie, and Eric attended. Dawn attempted to join but encountered technical difficulties.
  - Erica presented a vision statement for the committee.
    - a. Together, we will serve our community as outstanding leaders who are dedicated to the cultivation of well-rounded students capable of reaching their full potential and thriving in an ever-changing world, guided by the principles of academic excellence, positive character, service, and leadership. By creating an inspiring learning environment, that's inclusive and innovative, open to diverse cultural experiences, strong leadership development and unwavering support.
    - b. This was received with strong praise. We want to take a second pass at it to incorporate the specific language around the committee's purpose of making plans for the future without being too prescriptive in the vision statement itself.
  - Reviewed and discussed some example objectives that we want MICS to achieve
    - a. Discussed metrics and objectives in categories such as programmatic, operational, and cultural
    - b. Everyone agreed that objectives should be measurable.
    - c. We discussed the need for cohesion across objectives, knowing we can't do everything.

- d. This led to a discussion of why we want to be MICS and what we value.
- Determined that we want to refine "pillars" before we finalize objectives that define the value of MICS and what we value from the school. These pillars would then influence writing the objectives, ultimately delivered to Glenn, who could then digest and present plans for achieving those objectives.

REMINDER Next Board Meeting: December 9, 2024

Adjournment: 7:02 pm