



MICS Board of Directors Meeting Minutes 10-14-2024

Attendees: Dawne Dowdy, Kevin Wiley, Glenn Byrum, Eric LaForce, Garret Tryon, Mike Ladd, Rodward Hewlin, Kim Leppert, Alan Vanevenhoven, Stephanie Sherer, Erica Blackson, Kelly Dempsy

Quorum Status: YES

- I. Call to Order: 5:33 Board meeting begins
- II. Approval of minutes: September minutes– Eric moved to approve, Rodward seconded, all in favor - approved
- III. Public Comment: No public comment.
- IV. School Report:
 - a. **Student Enrollment and Attrition Reports** – Student enrollment is 1,776 with ADM @ 1,778); A couple of households disenrolled to attend local public schools so attrition is at 10 students vs 15 prior year
 - b. **Crisis Response Procedures** – following a couple of events, the school has had the opportunity to practice response to crisis situations (tornado drill, fire drill, evacuation plans, threat assessments, etc); Glenn reports a strong showing in the drills and ad hoc audits demonstrating that campus remains safe and orderly for students.
 - c. **2024-2025 School Profile** – This was published on the school website last week; includes demographics, curriculum, ACT/SAT scores, 100% graduation rate last year of seniors; \$6.5 million in scholarships to graduates
- V. Board Secretary Update – Kelly has received three communications from community members – 2 were local parents seeking to join the Board to gain admission of their children. The board recruitment policy was explained, and they were encouraged to keep an eye on the website for any future recruiting plans. The third contact was a student who wanted guidance on how to bring forward a dress code policy change to allow wearing hats in school. The student was directed to the public comment policy and invited to speak at the next Board meeting.
- VI. 2025-2026 Board of Directors Positions – Eric, Rod, Stephanie, Alan are all at the end of terms – will need to know their intentions by November meeting to determine recruiting needs and efforts.
- VII. Committee Reports:
 - a. Finance: No meeting in the past month; Our next meeting is scheduled for November 8th, 2024, at 8:30 am in the Building A conference room. This meeting will focus on budget review, project and maintenance list review, and reviewing our audited financials for Board update.

b. Governance: Staff Handbook (NC Standards of Professional Conduct) and Lottery and Enrollment Procedures were amended; Erica moves to approve both items as presented, Stephanie seconded, All in favor - both items approve.

c. HR: We met on October 4th, 2024, at 8 a.m. Glenn, Kelly D, Garret, Mike and Kevin were present. Next meeting Nov 15th

Preliminary Review of Goals & Objectives

- 8 exceeded, 6 meets, 1 TBD {financial final results}, 1 not met
- Will add a trending performance to see overall historic scores per section this year
- Item Not Met & Focus Area for 2025 Preliminary Goals:
 - Total Days of Suspensions -- school keeping better measurements of in-school opportunities versus prior years (correct thing to do). Area of focus was discussed in the Academic committee, see meeting notes from Sept 25th meeting
 - Proficiency Composite -- will review for 2025 goal of % increase. As we continue to perform, we need to be realistic of % of continuous improvement. More to be discussed at next meeting
- School Financial S&P Global rating maintained at BBB-. Awesome result for the school as we look at further investment and shows outside support of the great things MICS is doing

PRINCIPAL OF THE YEAR nomination - Jake Wilson will be submitted to represent MICS. Selection will be toward the end of this school year for the winner to be representative for next school year.

d. Academics: We met on September 25th, 2024, at 10:30 a.m. Glenn, Dawn, Alan, Rod, Jake, Karen, Toni and Stephanie were present.

- EOY testing outcomes
 - The school exceeded growth in reading, math and composite
 - Student subgroups showed strong performance and progress.
- BOY diagnostic outcomes
 - Student diagnostics were completed in reading and math in grades K-8. Outcomes range from meeting to exceeding expected performance for the beginning of year.
 - Science benchmark assessments were not yet complete.
 - BOY benchmarks in high school Math III, English II and Biology are in development.
- Stakeholder Survey outcomes
 - High parent satisfaction was noted in areas including school safety, parental involvement, climate, and school grounds. Potential growth areas included student character development, student conflict resolution and communication (MS/HS).
 - High staff satisfaction was noted in areas including school facilities, resources, and collaborative environment with parents and coworkers.

Potential growth areas included student conduct, teacher self advocacy, and teacher engagement in school improvement efforts.

- Disciplinary outcomes
 - While student subgroups reflect disproportionate disciplinary outcomes, the school saw decreases in disproportionality in 2023-2024. Disciplinary outcomes in Gaston County Schools are roughly 50% higher than at MICS, and subgroup incident rates are more disproportionate in Gaston County Schools than at MICS.
 - The total number of suspensions increased due to increases in in-school suspension; however the number of out of school suspensions decreased 9%.
 - The school successfully implemented the enhanced in school suspension program in support of keeping kids in the school building and promoting academic success.
- School improvement themes
 - School improvement goals are in development at the school levels and will incorporate improvements in multiple areas, including K-12 social emotional learning and K-12 science.
 - Committee is also tasked with analyzing the demographic data from kindergarten enrollment to ensure fidelity to community demographics – January Committee item.

e. SOAR: No meeting in the last month; Raptor Run held Oct 11th-- \$130,000 goal was met. In addition to this great event, The MICS Unity Council is partnering with the Riverbend Riptides to manage a local drop-off location for supplies to support our community along the Catawba River impacted by Hurricane Helene. SOAR board members monitoring donations as assumption will be that resources will be redirected to help support hurricane victims in Western Carolina.

f. Strategic Planning: We met on September 12th, 2024, at 8 a.m. in person and on Zoom. Glenn, Brett, Jenny, Erica, Rodward, Stephanie, Mike, and Eric were present. We had a great discussion to ensure we got introduced and we were all on the same page. We discussed our goals and the history that led to the creation of this committee. We were able to ask great questions and get some initial, high-level thoughts on the pros and cons of headcount growth vs. investing deeply into our existing program. Ultimately, we are a governance and oversight committee. Our job is to vision cast for the school and Glenn, as the Executive Director, to present us with options to meet said vision.

The next step is vision casting.

We also met on October 10th at 9 a.m. in person and on Zoom. Glenn, Brett, Jenny, Erica, Dawn, Mike, Stephanie, and Eric were present. We met as a team and focused on brainstorming for vision casting. We answered questions like "How might we preserve what is best about MICS today" and "How might we ensure MICS is a Top Choice for every family & student?"

Based on our discussions, and MICS mission, vision, and core values, Erica volunteered to write an updated vision statement for our committee. The committee will come to our next committee

meeting with objectives defined for the school. As an example, one objective could be "MICS will maintain an A rating for NC school report card". Eric will send out a consistent meeting schedule to ensure we stay on point.

Glenn will use our updated vision and objectives as input and come back to the committee with proposed solutions to meet those objectives.

VIII. Closed Session

a. North Carolina Open Meeting Statute – Closed session section 143-318.11 (6)
Board goes into closed session to review new hires by motion of Erica, Rodward seconded, all in favor – closed session at 7:11 pm.

Leave closed session at 7:14 by motion of Erica, seconded by Eric, all in favor

Motion to approve new hire S. Stanic as submitted by motion of Eric, seconded by Kim, all in favor – approved

Next Board Meeting: November 18, 2024 {**Note:** pushed out a week due to Veterans Day }

Adjournment: Meeting adjourned at 7:15