



MICS Board of Directors Agenda 10.09.2023

Attendees: Kevin Wiley; Eric LaForce; Chad Stachowicz; Alan Vanevenhoven; Rich Zinno, Kim Leppert; Kelly Dempsey; Stephanie Scherer; Rodward Hewlin; Glenn Byrum

Absent: Kelly Loving

Quorum Status: Quorum met.

- I. Call to Order: 5:33
- II. Approval of minutes: September 11, 2023 Meeting – Eric moves; Rod 2nds; all approved
- III. Public Comment: no public comments
- IV. School Report:
 - A. Glenn shared the School Summary and highlighted notable growth from 2018 to present, focusing on diversity, advanced curriculum (CCCP partnership and increased number of AP offerings)
 - B. Student Enrollment and Attrition Reports – stable enrollment at 1,742; 15 disenrollments so far this year with 8 being geographic)
- V. Board Committee Document – reviewed proposed edits to descriptions of committees - Rod moves to approve; Stephanie 2nds; all approved
- VI. Scheduling Board Retreat – Kelly D. will send doodle poll out for January dates; Eric will lead effort to organize agenda
- VII. Committee Reports
 - A. Finance: Meeting Held Sept 22nd. Attendees: Eric, Chad, Kevin, Rodward, Alan & Glenn
 - Reviewed 2023-2024 budget - no significant updates, but did review using the new format. We will do another formal review on November 10th, 2023
 - Glenn and Nigel have an action item to present a proposal regarding one-off capital purchases and where those should be represented in our financial management tools.
 - Reviewed the School Board Committees document and made some edits after reviewing the attorney's training video
 - Reviewed multi-year financial scenarios to support discussion regarding long-term planning
 - The State of NC did approve the 2023 budget. We will review our updated operating budget in the next committee meeting, scheduled for Nov 10th

B. Governance: Meeting Held Sept 25th. Attendees: Kelly L, Glenn, Kim, Kelly D

- The Governance Committee met to discuss changes to the Faculty and Staff Handbook and the Parent / Student Handbook to incorporate new statutory requirements, including changes required by the new Parent's Bill of Rights. New legislation has been incorporated into handbooks; reviewed proposed edits
- 1. 23-24 ES Parent/Student Handbook -- Eric moves, Chad 2nds, all approve
- 2. 23-24 MS/HS Parent/Student Handbook – Eric moves, Kim 2nds, all approve
- 3. 23-24 MICS Staff Handbook– Chad moves, Stephanie 2nds, all approve

C. HR: Meeting Held Sept 29th. Attendees: Kim, Kelly L, Kevin, & Glenn

- Glenn reviewed his Annual Goals update, to be finalized at the Nov 8th meeting. Of the 16 items -- 4 exceeded, 9 met, 1 not met & 2 pending
 - a) The goal not met involved reducing the number of days of suspension. Improving student behavioral outcomes has been an area of focus post-pandemic and will continue to require continued focus and interventions.
 - b) Glenn already had started to work with school leadership to drive actions, mainly at the middle/high school building with Jake. A perado was performed and critical areas already being addressed
- No change in focus for 23/24 school year from the agreed current 16 focus areas
- CY 2023 Focus: Daring Greatly. Areas of focus for 23-24 include onboarding new school leadership personnel, managing banking activity to drive interest rates (CD's and changed banks); establishing partnership with new financial services provider that provides extended executive support beyond basic accounting; added Business/Operations Coordinator position for additional focus in fundraising and development; revised job description for HR & Payroll/Benefits Administrator position will result in extended skill set in business office, A/P & A/R tasks consolidated under one position; individual training, advancement and improvement within board operations; diversify and expand capital investments; and research new opportunities for school improvement. School expansion has completed and ADM for 23-24 achieved.
- Reviewed the committee document and approved the version with edits from Glenn.
- Agreed a full year calendar agenda
- Committee went into closed session to start the contract renewal process

D. Academics: Meeting Held Sept 28th Attendees: Karen Riner, Jake Wilson, Glenn Byrum, Toni Stallings, Stephanie Sherer, Rodward, Alan, Rich

- Karen Riner and Jake Wilson shared prior year survey outcomes for both families and staff. Overall outcomes are generally stable, with positive trending in elementary staff survey responses related to indicators dealing with school leadership. Areas of focus in MS/HS for 2023-2024 include student conduct and communication.
- Glenn Byrum provided raw data detailing 22-23 SY outcomes in proficiency and growth in the Internal Results Review. This data is ultimately incorporated into the NC School Report Card. The school demonstrated stability in student proficiency and significant improvement in overall growth. School leadership has reviewed subgroup performance and is including related strategies and initiatives in 23-24 SY school improvement planning.
- Glenn Byrum provided completed prior year School Improvement Plans which reflect a very high level of success at achieving 22-23 SIP targets.
- Karen Riner and Jake Wilson shared current year beginning of year (BOY) diagnostic

testing outcomes in reading and math, grades K-8. Results were generally as expected, with several higher-than expected outcomes in reading (in grades 2, 3, and 5) and in math (grade 8).

- Jake Wilson shared preliminary info on 23-24 SY discipline trends including details regarding the strategies being employed by teachers and leadership to support positive student outcomes, including MTSS and enhanced social-emotional support. As with academic outcomes, school leadership has reviewed subgroup performance and addressing areas of need in 23-24 SY school improvement planning.
- Karen Riner and Jake Wilson shared a brief update regarding the school improvement planning process for 23-24, including themes that will be incorporated into formal School Improvement Plans (SIP) and how SIPs are developed.

E. SOAR: Chad provided report on recent meeting; no action required

VIII. Board Membership and Recruitment – we will recruit new board members for 24/25 school year; Kelly D and Glenn will lead effort; we will seek to grow the board with members with HR, governance, and executive leadership skills; efforts to begin ASAP

IX. Closed Session: Board goes into closed session at 7:31 pm-- Chad moves; Rich 2nds; all in favor

A. North Carolina Open Meeting Statute – Closed session section 143-318.11 (1 & 6)

Back in open session by motion at 7:37 pm– Chad moves, Alan 2nds, all in favor, approved

Rich moves; Eric 2nds; all in favor of Motion to approve new hire candidates presented by Glenn.

Wahnon, J, Phillips, R, Patterson, C, Czerwinski, S, Cutter, J, Daugherty, J

Next Board Meeting: November 13, 2023

Adjournment: 7:40