

AXL BOARD OF DIRECTORS RETREAT

AGENDA

JUNE 9, 2015

12:00 to 8:00 PM

Desired outcomes for the day:

- *To have focused strategic intent and goals.*
- *To develop key strategic action plans for each strategic objective.*
- *To clearly articulate roles and responsibilities.*
- *To ensure accountability for results – clear measures.*
- *To get AXL to the next level of success.*

1. OPENING

12:00-12:30

“What’s your number? Is it a sign?”

Outcome: *Members have the opportunity to get to know one another and have some fun.*

2. REVIEW AGENDA AND WORK PLAN FOR THE DAY

12:30-1:00

Outcome: *Members confirm that the agenda will support its ability to ensure the right outcomes, knowledge base and structures to build the energy and support needed for AXL to be a high-performing and high-functioning school.*

3. G&G REVIEWS BUDGET READING FOR THE BOARD

1:00-2:00

Outcome: *Members understand status and next steps for budget management.*

******* B R E A K *******

4. REVIEW THE FOUR PRIORITY GOALS

2:15-4:00

PRIORITY GOALS AND KEY OBJECTIVES

The following identifies a draft of priority goals and key objectives for meeting those goals. The Board may determine additional areas to be included based on staff/community input. Once the draft is confirmed by the AXL Board, it will be reviewed by staff, parents and the community. The final draft of the plan will be checked against the rubric, and then approved by the AXL Board for submission to the APS Board of Education in June 2015.

PRIORITY GOAL #1: AXL ACADEMIC PROGRAM AND ACHIEVEMENT

By June 2016, AXL Academy is aligned with the core practices of Expeditionary Learning. Teaching staff can demonstrate proficiency in developing and delivering comprehensive EL learning plans, and students are prepared to succeed in high school and beyond.

Key Objectives: Academic Program

- Content frameworks are in place ECE-8 for all core content areas.
- Expectations for planning, instruction and assessment are defined for teaching staff.
- Curriculum resources for literacy and math support teacher planning and assessment.
- Professional work plan provides clear outcomes, timelines and success measures for implementation and student learning.

Key Objectives: Student Achievement

- UIP goals clearly define priorities for academic growth and improvement.
- Effective student data management systems are in place.
- Teachers and administrators have effective processes for monitoring achievement and providing additional support for students when needed.

PRIORITY GOAL #2: AXL OPERATIONS - FINANCE

By the end of 2018, AXL Academy is compliant with all state statutes, has a positive unassigned fund balance and a Tabor Reserve of \$174,000.

Key Objectives:

- Ensure positive net income at the end of FY2016.
- Pay down the APS loan at a rate of \$123,000 each year for three years.
- Ensure annual budget is based on conservative enrollment numbers and reflects the most important academic and operational priorities for the year.
- Ensure that the staffing plan reflects expertise in key operational and academic positions and maximizes the impact of all key administrative and teaching positions.
- Develop and maintain consistent and appropriate compensation practices across the board, which include cost of living and performance increases for all staff.
- Establish and maintain budget processes aligned with state requirements including input and review from key stakeholders.
- Establish and maintain a school accountability committee that meets state requirements.

PRIORITY GOAL #3: GOVERNANCE

The AXL Board of Directors is comprised of _____ members who represent a broad areas of expertise that supports the school mission and vision. The Board sets and maintains sound policies for the management and operations of the school and members act as informed advocates for AXL Academy.

Key Objectives:

- All board members understand and articulate the school mission and vision and work to support reputation of the school with key stakeholders and the community.

- The board composition is of sufficient size and there is both depth and breadth of experience in the membership, which is related to the needs and goals of the school.
- In collaboration with the executive director, the board sets up committees when needed to support priority initiatives in the school. Committees have clear roles, timelines and accountability.
- Effective systems are in place to support, develop and evaluate the school leader.
- The board ensures that the financial resources are adequate to support the identified priorities each year.
- Yearly self-evaluations provide data for the board to assess progress and set annual goals for training and board performance.

PRIORITY GOAL #4: FACILITY

By the end of 2018, AXL Academy will spend less than 15% of its operating budget on facilities, occupy the entire building currently in use with completed tenant improvements, and be on track to exercise a purchase option in 2020.

Key Objectives

- Complete a purchase of the property by the Charter School Development Corporation with AXL Academy acting as the master tenant.
- Complete tenant improvements on all currently leased space.
- Reduce the percentage of the operating budget spent on facilities by at least 0.5%.

➤ **Review the four Priority Goals and key objectives to determine what to:**

- Confirm
- Add
- Eliminate

➤ **Gauge each Priority Goal and key objectives against the following rubric:**

- **Clear** – the goal can be understood by stakeholders
- **Concrete** – the goal is objective and measurable
- **Compelling** – the goal focuses on accelerating student achievement and closing the achievement gap
- **Creative** – the goal considers best practices and innovative strategies (people, systems and processes)
- **Committed** – the goal establishes accountability for achieving the targets with measurable objectives that focus on performance outcomes
- **Communicated** – the goal reflects the district’s strategic intent and shared values for success
- **Drives Consensus** – the goal ensures involvement and buy-in

Outcome: The Board will have a game plan for action to meet the Priority Goals, including targets, objectives, quarterly benchmarks and assessments, identified team resources (who and how) and next steps for the Board.

*****Break*****

5. *Board Training with Nora Flood* 4:15 – 8:00p
 - a. Legal Responsibilities of Charter School Boards
 - b. Basic Board Roles and Responsibilities
 - i. Board/Administrator Relationship
 - c. Building a Strategic Board
 - d. Board Financial Oversight