

**Namaste Board of Directors Meeting:** November 16, 2017

Present: All Board Members

Absent: None

**Cathy called the meeting to order at 5:45**

A motion was made to approve the Sept. Board meeting minutes. Seconded by Julie and approved by unanimous vote.

**State of School Report:** Natalie

Reading growth Percentile: implement balanced literacy

Math Growth Percentile: ID what is the way we teach math. Some shifting w/ PD and curriculum to place more emphasis on math.

Attendance: new methods/goals/incentives to improve attendance

Student Recruitment: need new marketing materials

Alumni Data Collection: contracting out to do programming during and after

Social-emotional learning: new training and tools. some pushback from teachers. new initiative around behavior expectations + more student engagement

Culture: parents more involved through Parents Ignite and BAC. Culture challenges\*\*\*

Teacher Retention: new perf review launched 11/10. Need: Perf Mgt for non-classroom. Challenge: filling vacation positions (incl. PE leadership)

Budget: transitioning to Powerschool--communicates well to CPS. Vanderloo doing finance and ops.

Financial Audit: No findings. Disorganized process will be tightened up. Need: compensation model + clear/defined HR policies/practices.

Grossed 81k for Casino Night

School Review scheduled for Feb.

**ED Focus**

Board Dev--reporting, working with advisor

Change Management--working w/ advisor

Theory of Action & Strategy Development --working with consultant

**Finance:** Eric reports "no findings" for the audit but need more procedures per auditing firm. Motion made to approve audit by Eric. Julie seconded. Approved by unanimous vote.

700k more revenue because of CPS funding adjustments (via state law). Money will be used to hire more competitively. We meet all 4 CPS financial metrics. Motion made by Eric to approve the revised budget. Michel seconded. Approved by unanimous vote. Eric made motion to pay off \$303,000 loan balance. Julie seconded. Approved by unanimous vote.

**Development:** Allison reports revenue YTD relative to goal. Not enough sponsors for Casino Night. Very good attendance. Revisit silent auction process.

Need to think creatively when we fill DoD role and land on idea in January to fill gap from Casino Night.

**Board Recruitment:** Cathy introduced a number of new ideas for recruiting based on diversity, skill set (law and HR).

Board work documentation: process for document repository.

**Closed Session:** Eric moved to get into close session. Julie seconded. The Board unanimously approved. Eric moved to exit closed session. Julie seconded. The Board unanimously approved. Jim Scott will help Natalie with draft a compensation plan and better HR practices/policies.

**Meeting Adjourned:** 9:20 pm