



Animas High School Board of Director Strategic Planning Meeting Minutes 7/24/17

I. Board Members Present/Absent

| Board Member | Present | Absent |
|----------------------|----------------|---------------|
| Ann Laffaye | x | |
| Jeff King | x | |
| Christina Knoell | x | |
| Linda Fitts-Liberman | x | |
| Mary Polino | x | |
| Colleen Dunning | x | |

Staff: Sean Woytek, Libby Cowles, Ashley Hein, Steve Smith, Jessica McCallum, Shane Nelson

Facilitator: Tom Morrissey

II. Review Mission Statement Vision statement and “Values Statement”

- Due to time constraints, Mission was approved, review/finalizing Vision and Values Statements was tabled until September Board of Directors meeting.
- Discussion about adding integrity, character or something similar

III. Goal-setting exercise:

- 1) Separated into small groups to review articles (pulling trends and issues), establish goals and initiatives. Groups were:
 - Facilities (Sean, Ashley, Jeff, Steve)
 - Academics (Jessica, Shane, Ann, Linda, Christina)
 - Culture (Mary, Libby, Colleen)
- 2) After 15 minutes, each group presented possible areas to focus on:

FACILITES:

1. Building reflects values
2. Stockholder engagement (In-design process)
3. Location dictates design (unique to SW Colorado)
4. Mixed use Multi-purpose space (interior & exterior)
5. Maximizes productivity & learning

6. Consider long term costs (training, maintenance)

ACADEMICS:

1. Engagement
2. Preparedness (for college, success in college, post-secondary)
3. Teacher Talent
4. Inspiration
5. Innovation
6. Personalization
7. 21st Century Skills
8. High Expectations
9. Environment enhances academics
10. Visibility of our dopeness

CULTURE:

1. Important to have high quality PD, and clarity for faculty and staff to meet high expectations
 - Adult Ospreys as leaders (modeling)
 - Guiding teachers in navigating student-teacher relationships and professionalism
2. A safe campus for students and staff
3. Pride in our School amount students, staff and parents
 - Pride in campus
 - Talking points for students & staff
 - Parent involvement
4. Community Compassion & Character
 - Encouraging local connections & service within projects
5. Shared intellectual vision and culture

IV. Update on current Academics, Facilities and Culture

1. FACILITIES update presented by Sean Woytek:
 - First SW bank loan is completed. This aligns our agreement with Twin Buttes for October 2020 date, we have to be out of our current location, unless contract is extended.
 - Parking agreement between TB & AHS is being reviewed by TB, because we are nonprofit we get them a tax credit (approximately \$8K per year, possibly retroactive as well.)
 - How will move be financed (BEST) When are we moving?
2. ACADEMIC Status presented by Sean Woytek:
 - Performance School. Have been a School of Distinction the last couple of years but according to CSI had it not had a statewide freeze we would have dropped down to Performance before now.

- Our internal assessments include: POLs, tPOLs, Unit exams, Exhibitions,
- Our external assessments include PSAT 8/9, PSAT 10, NMSQT, SAT and PARCC/CMASS
- PD
 - Jedi Quest and Padawan initiation (2 days for Padawans and 8 days for the whole staff),
 - Mondays and Thursdays meeting (ESS, MTSS, Department, Grade level, Whole Staff. Calendar is set roughly once a quarter), Monthly PD days. This year's focus:
 - Theme: Raising ourselves, Raising Ospreys (how are we modeling for our students)
 - Essential Driving Question: What does it mean to be an Osprey
 - Secondary Questions: How might we refine our principles and what it means to work at Animas in order to remain relevant and push the boundaries of progressive education?
- Performance measures - 9th and 11th grade we beat state and national averages for math and English (9th math only beat state average and was one point short of the national average). 10th grade we beat national and state averages for English but did not in Math.

3. CULTURE update presented by Libby Cowles

Celebrations:

1. Student-teacher relationships and small school environment are top reasons why families come and stay - students are known and appreciated as individuals.
2. Sense of safety and acceptance, low incidences of bullying- survey results support this, conversations with GSA students, very few disciplinary events around student conflict/bullying.

Areas of Growth:

1. Cultivating more engagement with and stewardship of school culture among a greater number adults and students- it's up to all of us-staff, students and parents!
 - a. Concern and "cultural slide" arose last year from students, parents and some staff-some longing for the "strip mall days."
 - b. Focus of staff orientation = empowering non-founding staff to see themselves fully as Ospreys, invested in the cultivation of excellence among peers and students
 - c. Recognition that we need to provide a bit top-down definition of professionalism for staff as a way to support consistently high expectations for staff, therefore, students
 - d. Last year's senior class didn't demonstrate high levels of leadership or cultural pride as a whole - this year's senior class is excited to shift that back (NEST, Bridge, Stoke
2. Greater emphasis on community compassion, moving beyond one's own experience, plan-service learning? More projects that create real, positive change in Durango/our community? OB value of comforting the afflicted and afflicting the comfortable.

Questions as we move forward:

How do we continue to commit our value of educational equity, thereby attracting a diverse student body, and cultivate a culture of excellence where students are committed to the ideals of the school? How do we uphold a culture of excellence when we are no longer populated by those who are excited about being part of something new?

V. Final goals/initiatives for each area

1. Academics

- Targeted improvement in low-scoring classes
 - Evaluation (root-cause analysis with teachers and administration)
 - Socialize outcomes with key stakeholders (staff, SEC)
- Attraction, retention and development of high-quality staff
 - Outreach/marketing (evaluate & extend what we're doing to reach the best potential candidates)
 - Evaluate salary, benefits (compensation, including progressive scale & equity), intangibles
- Ensure all students are prepared for college admission, college success and post-secondary success
 - Evaluate college-prep process
 - Alumni survey to determine gaps and opportunities
- Maintain our status as an innovative, 21st century educational model.
 - Review, refine and establish expectations for curriculum development

2. Culture

- Shared intellectual mission (we like to learn together!)
 - Increase number of opportunities for student clubs and academic success
 - Where do kids get to “geek out”? (Possibilities include parent-led clubs, Bill Nye The Science Guy delivery)
- Strong adult culture for strong student culture
 - Guiding teachers in navigating student-teacher relationships and professionalism
 - How do we achieve balance of goofy and professional/intellectual?
- Emotionally and physically safe campus for all
 - Develop stronger health and wellness programs
 - Ensuring all opinions are respected and valued
 - Addressing substance use (programs & policies)
 - Developing (refining?) Restorative Justice program
 - Promote diversity among student body and staff
- Community Compassion and Character
 - Encouraging local connections and service within projects
 - Programs that promote service within the AHS community

(STAC, Bridge, Ambassadors, STOKE, Faculty Nominations)

- Pride in our school among students, staff and parents
 - Pride in our campus
 - Talking points for students and staff
 - Parent involvement

3. Facilities

- Develop transition plan and design new building utilizing stakeholder feedback.
 - Select a feasible building site
 - Engage community in a needs analysis for the new building
 - Secure multiple ways of financing the new building.
- Board members for each area of focus are:
 - Linda Fitts-Liberman- Academics
 - Mary Polino - Culture
 - Jeff King - Facilities
- Key next steps are validating and socializing both the goals and initiatives with our four stakeholder groups: teachers\admin, students, parents and founders.
- Ann shared, “The biggest pitfalls I have seen in moving from strategy to tactics are unclear roles and responsibility (decision right vs input only) and lack of planning around what needs to happen and in what order (i.e. what are the deliverables and how are they created).”

VI. Action items for each Group Leader:

1. Layout next steps and develop metrics
2. Enter information from planning session into strategic planning template,
3. Present a brief overview of the Strategic Plan Process to staff and, get some input about the Culture and Academics goals/initiatives.

What is the communication plan for sharing Stratetic Planning Process and Plan?
How do we involve stakeholders (who can help committee on this? Who has a stake?)

Next BOD meeting is September 13, 2017

Motion to adjourn - 7:32 pm