

Meeting of The Odyssey School
Board of Directors

Wednesday, December 17, 2014
4:00pm - 6:00 pm
Professional Development Room

Attendance: Christina Carlson, Christine DeLeon, Brenda Bautsch Dickhoner Jason Fritz, Marcia Fulton, Corey Goodrich, Chad Harman, Chris Herndon, Heather Lamm, Jon Liu, Andrew Mohraz, Illana Poley, Jen Stefanacci, Erin Wilhoite, Eric Williams

Guests in attendance: Kendra Padgett

- **Marcia's Update**

- Open houses continue to be well attended. At this point, Marcia is aware of a handful of students who will not be returning next year (one or two each entering first, second, sixth and seventh grades). Marcia is upfront that she will be leaving at the end of this school year and that a search is underway for a new executive director. No major concerns have been raised during open houses.

- **Executive Director search (Heather)**

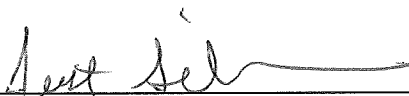
- Search committee has conducted interviews using Google hangouts with top candidates
 - For consistency, all first-round interviews held this way regardless of candidate's location
- Committee is aware that, along with evaluating top candidates, they are also evaluating Odyssey
 - At least three other EL mentor schools around the country are currently looking for school leaders
- Next step is to invite top candidates for on-site interviews. Opportunities for board and families to meet candidates will be included. Committee needs to maintain confidentiality about the process as much as possible, while balancing need for community to get information. Budget for candidates' travel expenses is included in the discretionary budget.
 - This will include airfare, lodging, meals for any candidates traveling from out of town.

- **Finance (Jason)**

- Budget continues to be on track with expectations for the end of the year. Holiday bonus for staff has been included in this year's budget.

- **Development (Christina)**

- After Colorado Gives Day, the annual campaign has raised \$31,000 out of \$40,000 budgeted.
- Board members are asked to call ten families each who have not yet contributed to the campaign. Our goal in making these calls is to encourage 100 percent participation in the campaign.
- Christina can provide suggestions on phone calls as well as a script to use. Calls will be most effective if made prior to the end of the calendar year.
- **Sustainability (Marcia)**
 - Work is continuing on staff sustainability. Specifically, Marcia and Liza are leading conversations around structure, salary and balancing priorities.
 - Structure: is our school structured the right way to make our work sustainable?
 - Salary: looking at all salaries, not just teachers, are our salaries competitive? Can we look beyond just other schools to understand how salaries compare to other industries? Other professions?
 - Balancing priorities: At a personal level, how do we create sustainable environments and expectations for ourselves? Could a professional with life coaching experience work with staff either individually, as a group or both to establish limits and find ways to manage work/life balance?
- **Transition committee (Erin)**
 - How do we hand off Marcia's job to a new school leader? What are the daily, weekly, monthly and annual responsibilities and priorities?
 - A committee will work through this year and into next fall to support the new leader. Provide background, introductions and help build relationships.
 - Need representation from all groups – parent, staff and community members.
 - Once our top candidate is identified, may ask for specific skills or background
- **Minutes** – Heather motioned, Jon seconded to approve November minutes. All approved.



President of the Board

1/21/15

Date