

Meeting of The Odyssey School
Board of Directors

Wednesday, April 15, 2015
4:00pm – 6:00 pm
Professional Development Room

Attendance: Christine DeLeon, Brenda Bautsch Dickhoner, Marcia Fulton, Corey Goodrich, Chad Harman, Chris Herndon, Jon Liu, Andrew Mohraz, Illana Poley, Justin Silverstein, Jen Stefanacci, Erin Wilhoite.

Guests in attendance: Kendra Padgett

- **Marcia's Update**

- Sustainability work – staff are providing great feedback and making good progress. The full group provided another layer of input and Marcia brought that back to the Instructional Leadership Team (ILT). Together they identified the low, medium and heavy lifts by looking at challenges and supports in place. Marcia will bring new suggestions for the staff to review.
- Transition - staff have been working to identify ways to support each other through the transition to a new ED. It has been emotional, but healthy and positive. Goals include maintaining and becoming our best selves while recognizing that a lot of the work will happen next year. We want to let Wes know who we are.
 - Traditions and Rituals, Communication, Welcoming
 - Marcia hosting Wes to meet staff at her home during his visit on April 30.
 - Families and community – are we paying attention to change management? How do we support parents?
- Enrollment - hard work with DPS during the school choice process. Kindergarten has been a big challenge. More than one family was informed that they got into Odyssey when in fact there is not a seat available. DPS missed a sibling who should have been placed in the kindergarten class; now a different student who had been notified of acceptance has been told that seat is not actually available. DPS has asked if that student could be given top priority for enrollment next year.
 - Board agrees this would require a change in our enrollment policies, which we are not considering at this time. May want to have a separate conversation in the future about waitlists – should students who apply for multiple years be given any priority in future lotteries?
- Andy's position has been filled by a teacher coming from Leadville. Jessica Schwartz is coming back from time abroad to fill the middle school science position; middle school humanities interviews are happening now.
- Will be posting Sherrie's position for an hourly staffing role.
- Sarah Shay (art) will be job sharing with Becky, her current intern; Becky will be an internal sub.

- **Auction Update**

- The auction raised \$29,690 minus about \$2,000 in expenses.
- **Finance committee (Kendra/Justin).**
 - Compensation – our first goal has been to get teachers as close as possible to the salary schedule based on their evaluations (i.e. teachers were placed on a salary schedule according to their evaluation, but when this system was put in place, some teachers were far below their scheduled salaries). Our next goal is for every teacher to move as far as possible on that compensation schedule. This means that as teachers improve their skills and evaluations, they become more expensive.
 - Enrollment doesn't change – state-funded revenue for students is flat (PPR); other sources of revenue are relatively flat with the exception of some one-time revenue sources that had corresponding one-time expenditures (e.g. Gates money and technology dollars used on computer purchases).
 - Expenditures, largely by salaries and benefits, are driven by following factors:
 - Salaries – pushing teachers as close as possible to their place on the schedule.
 - Benefits – PERA & PCOPS are rising over time; health care expected to increase over time.
 - Technology – up a lot; we are losing one-time revenue sources which in turn increases unrestricted funds we need to cover those costs.
 - Purchased services – decrease in cost of special ed fees paid to DPS but increase in services such as nurse coming from DPS.
 - Structural gaps are an issue. In short, salaries and benefits are growing faster than revenue.
 - The finance committee will bring back a final proposed budget in May.
- **Transition planning (Erin).**
 - A draft of the transition plan is in development. This needs to go to the transition committee and the executive committee. It will map to the accountability plan and to our large goals.
 - Need to clarify expectations for year one. Our academic program goals are really getting up to speed; in the future this will feed into academic achievement and everything we've been pushing to.
 - Academic sustainability can be measured through retention of staff and families.
 - Plan to have a strong goals document by the next board meeting. We will then map the goals to corresponding metrics. Most important decision for board is goals for next year.
 - Andrew and Erin reviewed governance documents in Google docs to clean up and index
 - Is Google Docs the right tool?
 - Jon – for a repository, it's the best free tool (better than many paid tools)
 - For collaborating, may be other systems, e.g. Slack

- Finance and development filing is also being cleaned and organized.
- Wes' professional development – conferences, etc. through EL, staff retreat
 - EL opportunities include leadership induction and opportunities July 7 – July 22nd
 - Access to school designers, Jon Mann, resources he'll need for his first year and going beyond that
- Marcia/Corey – how do we make sure that adults in this community have an opportunity for change management?
 - Board, families
 - Community circle for adults? With or without staff? Could some of the same resources and methods used with staff be used with families? Share those with families – whether or not they attend.
 - Support students – school wide community circle? Within crews?
- **Board recruitment**
 - Two or three open positions (one or two community members, new parent rep)
 - Areas of need – education, fundraising, treasurer/finance, leadership/management, DPS connections
- **Minutes** – Jon motioned and Andrew seconded approving minutes from March – regular and special sessions (March 18 and March 25, respectively).



President of the Board

5/20/15

Date