



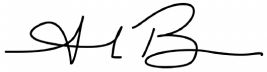
Odyssey School of Denver Board of Directors
Wednesday, August 17, 2022
4:00 - 6:00 pm
Room 107, Odyssey School of Denver

Our Mission: Odyssey School of Denver is a diverse, public, K-8 Expeditionary Learning school. We teach students how to learn through a focus on academic achievement, critical thinking and social responsibility, preparing them for high school and beyond.	
Our Vision: Odyssey School of Denver students will: <ul style="list-style-type: none">• Take risks and innovate;• Lead with integrity and compassion;• Be civically and socially engaged;• Push themselves to exceed expectations; and • Embrace learning as a life-long adventure.	Board Responsibilities: We ensure Odyssey's compliance to its contract with the Denver Public Schools, set and monitor the implementation of school policies, manage the school's annual budget and financial planning, and hire and evaluate the performance of our school's Executive Director.

1. Call to order - 4:05 pm
2. Public Comment
3. Roll call & Acknowledgments of Conflicts of Interest
 - a. Present = John Brewer, Amanda Brown, Juana Rosa Cavero, Nadja Cockrell, Alison (Ali) Hadden, Travis Haley, Brian Johnson, Laurel Lenz, Dawn Loge, Danielle Lucas-Adam, Keri Melmed, Alisha Smith.
4. Motion to Approve and/or Amend July Minutes
 - a. Keri moves, Nadja seconds, passes.
5. Executive Session for updates related to C.R.S. §24-6-402(4)(f): Personnel matters. - 4:10 pm
 - a. Kathryn and staff board members are invited to participate.
 - b. Laurel moves, Alisha seconds, passes.
 - c. Vote passes to leave executive session - 4:12 pm
6. Executive Session for updates related to C.R.S. §24-6-402(4)(c): Matters required to be kept confidential by state or federal law - 4:13 pm
 - a. Kathryn and staff board members are invited to participate.
 - b. Keri moves, Brian seconds, passes.
 - c. Vote to leave executive session, passes. - 4:30 pm
7. ED Update
 - a. Recent events:
 1. Staff retreat (rafting) and adventure training.
 2. Videos to accompany Thursday folder for quick overview of key content.
 3. Welcome event had 150+ attendees.
 4. New procedure tested: beginning crew meeting, participants wear name tags.
 5. Middle school started school Tuesday, elementary school today (Wednesday).
 6. Playground open in the mornings, with much activity.
 - b. Strategic planning updates:
 1. Admin team met with Groundswell to develop plans.
 2. Slide/handout summarizing 3-5 year leadership strategic plan. Highlights:

- a. Initial work for this year: strive to reach equality. Level the playing field, then measure where equity is missing and remediate.
 - b. ED role: set metrics and roles for others.
 - c. Improvements to staff professional development sessions. To include new sessions for teachers to share their best practices.
 - 3. Updating HR systems. Contracted with a coach to provide training for Elki to do this.
 - 4. Ike Harvey (Dean of Culture) role and training: Not just disciplinarian. Goal is to be 80% proactive to build community in students.
 - 5. Adding Kim Neal to leadership team
 - 6. Will apply for a grant to pay for additional coaching from Groundswell.
 - c. Discussion and suggestions from board:
 - 1. Discussion of ED evaluation processes - to begin setting goals in Sept.
 - 2. Regarding staff autonomy and accountability, can we hear feedback from staff on their views regarding strategic plan goals and implementation.
 - 3. Regular updates on achievements towards goals.
 - 4. Specify how each goal/achievement speaks to improving DEI.
 - 5. Board's longer term strategic planning process begins in September.
 - d. Other updates:
 - 1. Adventure - full year is planned. 2 full time staff (Emily and Levi).
 - 2. Adventure campaign = \$45K goal. Received ~\$32K to date.
 - 3. Seeking community partners.
8. Finance Update, with introduction to Finance 101 materials
 - a. Travis - Starting a fresh budget with the new fiscal year, no carry-over of incumbrances.
 - b. Audit for fiscal year 2021-22 is presently ongoing.
 - c. Currently in the planning phase for 2022-23.
 - 1. Oct 1 is DPS count day
 - 2. ~80% of revenues are from DPS. Bulk from development campaigns.
 - d. \$58,561 surplus from last year (versus projections) - went into the reserves.
 - e. Reserves can be tapped when needed to accommodate unforeseen budgetary changes (e.g. bus catalytic converters, covid budget changes, etc).
 - f. Look through finance 101 slides for discussion at the September meeting.
9. Review of Grievance Policies
 - a. Discussion of draft policy documents for families and staff.
 - b. Subcommittee formed to work on developing a flowchart to improve process clarity for families.
 - 1. Subcommittee members = Keri, Juana Rosa, Danielle, Kathryn.
 - 2. Will compile examples from other schools as part of the process.
 - c. Elki as initial contact for staff? Developing a new whistleblower policy with outside coaching from consultant (Sarah Taylor).
10. Review of Family Code of Conduct
 - a. Goal is to spell out clear expectations and clearly lay out types of response to misconduct.
 - b. Mediation, when required, will be expected. Can be done with an outside (DPS) mediator.
11. Discuss Committee and Working Groups (see slide deck for memberships and meeting times)
 - a. Regular committees & near term goals:
 - 1. Executive
 - a. Draft ED performance goals and plan for performance review.
 - 2. Finance
 - a. Lead Finance 101 discussion at September board meeting.
 - 3. Development
 - a. Provide first overview/update of development plans at September or October Board meeting
 - 4. School Accountability
 - a. Hold first SAC meeting to review EOY 2021-22 data. Provide an update at the next board meeting.
 - b. Working groups for 2022-23 & near-term goals:
 - 1. Communication

- a. Discuss communication strategies for this year & share at next board meeting
 2. Board onboarding/training
 - a. Identify ongoing training topics that are needed this year during board meetings & share out at next board meeting
 - b. Begin to assemble board handbook
 3. Strategic planning
 - a. Identify strategic planning session times with the league of Charter Schools
 - b. Share draft strategic plan with board in September/October
 4. Diversity to be discussed and highlighted by each group and in their reports.
12. Wrap up and Future Agenda Items
- a. Positives of return to in-person meetings
 - b. Encouragement for board members to attend/participate in additional/ any committees.
 - c. Future discussion/agenda topics:
 1. Special Education
 2. Updates on the grievance policy
 3. Staff and family council introductions
13. Adjournment
- a. Nadja moves, Ali seconds, passes. Meeting adjourned. - 6:00pm



09/21/2022

Board Chair, Amanda Brown

Date