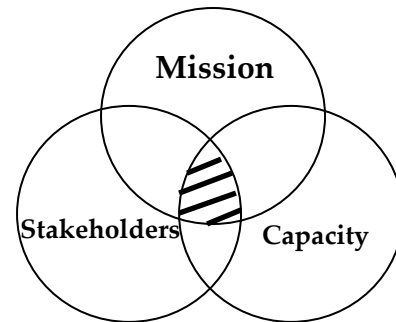


Board of Directors Special Meeting Notes
Carpenter's Home
Saturday, August 2, 2008

VANCE

- What is our mission in light of k-6, 7-8, and 9-12
- Why small class size in 9-12
- If we don't measure strategy, how do we know we are successful?
 - Should tell Admin/Staff what they are being measured on
 - i.e. class size @ 9-12
 - i.e. uniforms at 9-12 – are we after modesty? Do we not want clothes to be worn that others can't afford?
- We would like students to be able to take core values with them when they leave TCA
- Another example is the Socratic method – learning through questions
 - How much are we training staff?
 - Is this important?
- SUMMARY
 - Define mission at each level (K-6, 7-8, and 9-12)
 - What is the strategy @ each level that matches the mission
 - What are our objectives and are they being met?
 - We should be getting into the sweet spot of Mission, Stakeholders and Capacity (see diagram)



Thoughts and discussion from the group

- Motto should be Excellence with Honor *and with Grace* (justice vs. mercy)
- Do we expect students to fail? – should be okay to fail in our environment

CLARK

- Short-term areas to concentrate on
 - Mil-levy
 - East campus
 - Dual-enrollment PPCC
 - Master plan in general – buildings, etc.
 - Long-term plan for staff salaries
 - Roles and responsibilities between the CEO and Board
- Long-term area to concentrate on
 - What is character – how defined? How do we know if we have succeeded?
 - Consistent understanding and enforcement of standards
 - Reasonable expectations of parental involvement
 - What is the role of parents in school
 - What are non-negotiables
 - Balance of arts, athletics, and academics
 - 3A commitment=> why?, unlimited options? 3A environment vs 5A environment
 - Growth
 - Clarification of educational philosophy
 - 5-year plan/vision (2013)
 - 10-year plan/ vision (2018)
 - What are things that matter @ TCA

Thoughts and discussion from the group

- How to build community – challenge for Mark when he was hired
- Community definition – when in crisis, we step-up for one another
- Inspire in little moments – webcam emails – low tech website

STEVE

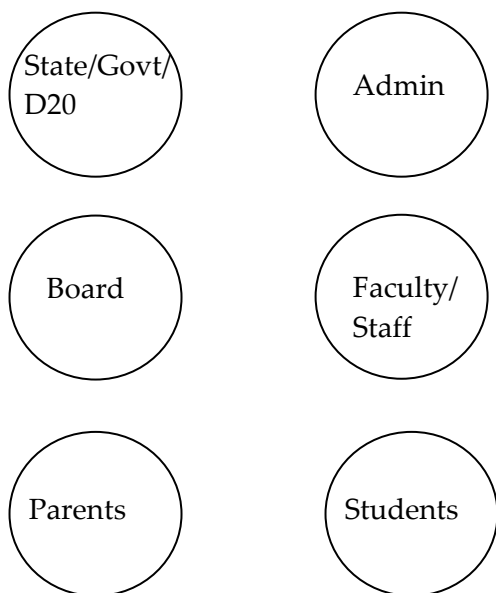
- Board meeting schedule and format
 - i.e. need time at existing meetings
 - more scrutiny of what goes to the board
 - half of time for board and half of time for non-board issues
 - lead team to board happens quarterly or every two months
 - discipline our time (time mgt)
 - question mgt – questions to Mark in advance
 - do we need extra meetings
- What do we task Mark with (review quarterly) – clarify for Mark and Lead Team – board has lack of documentation and review of progress
 - Measurability
 - Outcomes
- Stakeholders defined – links – how health are those links
- Philosophical- don't want to spend the next year defining stuff – want to define tasks / objectives / goals now
- Challenged to prioritize/focus on a few things

Thoughts and discussion from the group

- Discussion about two most important board roles – manage CEO and finances
- Create audit/finance committee – discuss at Aug 11th Board meeting
- Board subcommittees or adhoc task forces to assist in idea generation and engaging the community

JIM

- Invest Saturday mornings to save time down the road?
- Six Stakeholder Model
 - Helpful vehicle to discuss issues
 - Take a crack on the arrows flowing from one to another
 - Can draw lines between any two groups and info or responsibilities can flow in either direction or maybe in both directions
 - Could use this model in thinking of responsibilities and who are the stakeholders



- Mission/Vision
 - Strategy / objectives
- Stakeholders
 - Govt/state/D20, Board, Parents, Admin, Faculty/Staff, Students
- Subcommittee
 - What does it look like for or how do we (as parents) show appreciation for 7-12 staff
 - How do you show community across campuses
 - Idea generation – clear/narrow domain for Board Only issues
 - If parents are interested
 - Manage expectations – money costs, not realistic now?
 - Maybe how parents help with implementation committee?
 - Protect Mark and Lead Team
 - Clearly a Board Role
 - Make sure responsibility and accountability “match” and are in-sync
- Board tasks Mark to increase parental involvement and let him determine how to do it
- Educating parents
 - Who inspires parents?
 - How do we improve quality of life for teachers?
 - Are parents dropping the ball? (reciprocity in partnership)
 - Parental involvement is not capture/defined
- What makes TCA, TCA?
 - Tie-in with Chris’s core values effort
 - If we lost Veteran’s Day in 2013, would that matter?
 - TCA was a special place
 - TCA is losing something
 - Perception that some things are gone, when really they are not gone
 - What does London look like
 - Gap analysis of issues – i.e. is K-6 a warm loving environment?
 - Intangibles
 - Standard of decency
 - What are these things that make TCA unique and different and how do we articulate it?
 - What does London Look Like
 - How do we train community to understand it and say it?
 - How do we excite community
 - “family room” discussions
 - This is a school of choice... and here is what you are choosing...

Thoughts and discussion from the group

- Extensive discussion on trust
- MARK shared trust in the community is one of his biggest concerns
 - When it is at its best, it is fragile
 - What is it?
 - Don’t trust judgment?
 - Don’t trust confidentiality?
 - Don’t trust honesty?
 - Don’t trust candor, sincerity, transparency?
 - Where are we?
 - If Mark’s trust of the Board is below a “5” on a scale of 1-10 (with 1 being “Very Bad” trust), the Board should be concerned and not surprised he is looking for another job
- MARK’s most important need with the Board is relationships

- Should we have a quarterly “Trust” discussion between the Board and Mark and Lead Team?
 - Scale of 1-10

MATT

- Be clear on Who we are and What we are
 - How are we successful
- Board Meeting format
- CEO/Board Relationship
- Trust
- Culture and morale of the community?
 - Staff
 - Parents
 - Students

OTHER TOPICS

- Discussed Board Officer positions
- Board Meeting format ideas
 - Feedback for Mark –
 - Once a quarter talk with Mark – 1 hour public session
 - Once a quarter talk without Mark – 1 hour public executive session
 - Materials for board meetings
 - Board established format
 - Scorecard format?
 - ___ days prior to a mtg
 - Majority of questions to Mark ____ days prior to mtg
 - Question agenda times
 - Need limited topics
 - Should focus on Board issues
 - Has to be compelling to be on the agenda (mission focused)
 - Why is Admin bringing this to the Board?
 - How does this impact philosophy? Finances? TCA President? What makes TCA, TCA?