



Casa Esperanza Montessori
Minutes of the Board of Directors Board Retreat
July 16th, 2018 - 5:00 p.m.

The following are minutes of the meeting of the Board of Directors of Casa Esperanza Montessori School Incorporated, a North Carolina non-profit corporation, (the "School"), held at Carolina Small Business Development Fund 3128 Highwoods Boulevard, Suite 170, Raleigh NC 2760, at the time and date noted above.

Member	Present	Absent
Monique Taylor Chair	X	
Cindy Appleby Vice Chair	X	
Alice Ward Treasurer	X	
Seth Wood Secretary	X	
Dan Chilton	X	
Allen Cannedy	X	
Mechelle McKenney	X	
Monica Perry	X	
Mike Slipsky	X	
Seraka Davis	X	
Janice Rojas	X	
Lori Diaz	X	
Ibis Nunez Head of School	X	

Also present at the meeting were Lucretia Griffiths, Anna Foley and Barbara Cooke.

Proper notice having been given and a quorum of directors being present the meeting was called to order by Mrs. Taylor at 5:06.

I. WELCOME

Mrs. Taylor welcomed everyone. Introductions around the room by all present.

Conflict of interest statement read and presented along with mission statement.

II. CONSENT AGENDA

Mrs. Taylor motioned to approve the Consent Agenda, Mr. Cannedy seconded and all approved 12-0.

III. PUBLIC COMMENT: None

IV. ANNOUNCEMENTS

V. NEW BUSINESS

Attorney, Donna Roscoe presents and speaks to the work of the North Carolina charter School Board. Speaking to Board about managing a Non-Profit Corporation, Casa Esperanza Charter School. Speaking about the Performance Framework and following its

guidelines. Board Members are ultimately responsible for operations of Casa.

Head of School Presentation – Goals 2017-2020

- Strengthening our Montessori philosophy and practices at Casa – teacher training/parent training, Montessori student observation tool helped to develop new student progress report
- Montessori School Climate Committee – to increase our Montessori approach in our discipline process to develop equitable, multi-cultural practices.
- Academic Plan for Literacy/Math/Immersion – Implemented an intervention program to accelerate all students.
- Exceptional Needs/Counseling Services – support staff to provide more efficient in-class services for EC students and support families as needed with their children’s academic/social needs
- Middle Grades – strengthen our Middle grades program to increase school community participation
- Human Resources/Finance – identify outside resources that can contribute in diverse ways to Casa

HOS Goals for the 2018-2019 SY

1. Monitor and assess progress of our Academic Plan with a focus on math/science based on the upcoming EOG scores
2. Initiate on the job Montessori training for all staff
3. Formalize our formative assessment process by providing teachers adequate time to analyze results
4. Continue Implementation with teacher and student input, the math/science Acceleration Initiative
5. Expand implementation of paeidea seminars in grades 5th-6th
6. Provide 2 staff developments to strengthen school climate by emphasizing this year’s theme, “Unity and integrity bind us together”
7. Increase teacher leadership to lead our monthly professional learning community meeting focused on What do we want our students to learn? What will we do if they don’t learn, what will we do if they already know it?
8. Reduce the immersion teacher’s assessment load at the end of the year providing additional help
9. HR/Finance Goals – continue decreasing spending

VI. COMMITTEE REPORTS

i. Board Affairs-

- We have the Revised Conflict of Interest Policy and Nepotism, must be submitted to DPI no later than August 20, 2018.

Mr. Wood motioned to approve the revised Conflict of Interest Policy and Nepotism Policy; Mr. Slipsky seconded and all approved 12-0

- Received final and updated bylaws

Mrs. Taylor motioned to approve the 5th and final bylaws revised; Mrs. McKenney seconded and all approved 12-0

- ii. Communication Committee :
 - Welcome Packet revised in both English and Spanish.

Mrs. Taylor motioned to approve the revised welcome packet in English and Spanish ; Mrs. Appleby seconded and all approved 12-0

- Copy of parent organization policy that was approved in February will be sent to PFA
- Surveys summary, Parent survey has a glitch and we so not have results
- Board member cell phone numbers will be posted to the team drive
- New email needs to be created for members regarding grievances strictly

iii. Finance/HR:

- HR Procedures Hiring Checklist – required employment forms (add positions)
1. Required Employment Applications for Certified & Classified Faculty

Mr. Cannedy motioned to approve the HR Procedures Hiring Checklist; Mr. Slipsky seconded and all approved 12-0

- iv. Development: no news to report.
- v. Strategic Committee
 - Rough draft of goals, taking goals and they need to be rewritten.
 - Top priority is to be inclusive

Board Affairs – Seth Wood, staying as chair and Seraka Davis to join

Communications – Monique Taylor, staying and Janice Rojas joining and Monica Perry

Development – Seraka Davis and Traci Cortez

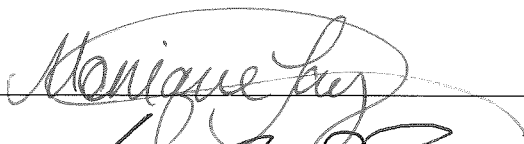
Facility working group - Mike Slipsky, Lori Rojas and Monica Perry

HR Finance – Dan Chilton

Strategic Planning - Allen Cannedy and Cindy Appleby

- Goals for this year:
 - Facilities – defining strategies for the next year and beyond year one
 - Strategic goals reflective of what was discussed, make it stronger and more succinct.
 - Communication - bridging the gap and becoming more integrated with the Casa committee. Look at what's been done in the past and see how we can elevate ourselves in our community.
 - Development – goal for this year \$80,000

Mrs. Appleby made a motion to adjourn at 8:41pm. Mr. Wood seconded and all approved 12-0.



8-16-18

Monique Taylor, Board Chair



8/16/18

Seth Wood, Board Secretary