

University Prep Board Meeting - 9/28/20

Minutes

7:00 – 8:30 AM

Call to Order: David Scanavino calls Meeting to order

Board Attendance (virtual): Cuneyt Akay, Bev Sloan, David Scanavino, Emily Eikelberner, Kimberlee Sia, Renae Bellew, Nicholas Martinez, Brenna Copeland, Juan Pena

Board Absence: Tracey Lovett

Staff Attendance: David Singer (Executive Director), Alastair Dawe (COO), and Liz Suarez (CAO), and Naomi Lopez (Director of Talent), Clare Lundquist (Principal), Antonio Pacifico (Principal)

Remote Schooling Update & Return to School Planning

Alastair Dawe (COO) reviewed key information with the board tied to current attendance rates for remote schooling and a combination of family and staff survey results connecting to the network's return to school. The family survey focused on the anticipated breakdown in choices between in-person and remote learning, and the staff survey focused on the comfortability of staff for a return to in-person instruction.

The board took time to further review the anticipated dates for in-person learning at different grade levels (K – 1st starting 10/5 and 2nd – 5th starting on 10/21). Further, health metrics for Denver were reviewed along with specific data relevant to the neighborhoods being served by U Prep campuses.

Lastly, the board and leadership reviewed key challenges that the team is working through including a shift in the length of the school day (shortened to end at 2:00 PM to match transportation needs) and working to maintain departmentalized teaching and coaching while operating in-person and remote schooling.

Staff Retention

As a follow-up to an in-depth conversations at the annual board retreat in the fall of 2019, trustees revisited staff retention from 2019-20 to 2020-21. Data was reviewed the highlighted overall figures along with historical data and breakdowns by demographics (i.e. staff of color in relation to white staff members).

As part of the analysis shared by U Prep leaders, summary information coming from exit surveys was explored alongside of current staff member responses to a landscape analysis survey administered earlier in the fall. Once all quantitative and qualitative data was presented, principals from each campus joined the conversation to further discuss areas of success and areas of challenge.

Leaders emphasized the significant efforts in motion to ensure the organization continues to be deeply committed to building a positive and healthy adult culture in which all individuals feel a sense of inclusivity and belonging while being valued and appreciated. Further, leaders described ways in which they are acutely monitoring for signs of that adult culture through ongoing open and direct dialogue with staff along with ongoing anonymous surveys.

Updates

The board was reminded of the upcoming retreat on October 26th and also reviewed a breakdown of committee chairs and membership associated with each committee.

The meeting was adjourned at 8:33 AM