

University Prep Annual Board Retreat – 10/26/20

Minutes

12:30 – 5:30 PM

Call to Order: David Scanavino calls Meeting to order

Board Attendance: Cuneyt Akay, Bev Sloan, David Scanavino, Emily Eikelberner, Kimberlee Sia, Renae Bellew, Nicholas Martinez, Brenna Copeland, Juan Pena, Recardo Brooks and Tracey Lovett

Staff Attendance: David Singer (Executive Director), Alastair Dawe (COO), and Liz Suarez (CAO)

Revisiting our Mission & Building Greater Personal Connections

In the opening of the retreat, the board took time to re-examine the mission of University Prep within the context of our world today. Further, members revisited what connects each individual to the work while also taking a moment to check-in on what's happening in one another's lives.

Academic Achievement & Overall Board Oversight

Liz Suarez, U Prep CAO, led the board in a presentation focused on board oversight of academic achievement in the 2020-21 schoolyear. Starting with an examination of baseline academic data, Ms. Suarez then led the group through a review of anticipated data collection throughout this school year and where the board will have opportunities to gain further insight into student performance.

Digging in on Lead and Lag Measures that the organization has called its shot on, Liz further shared how leadership is monitoring key inputs and outputs throughout the year.

In a robust discussion, the board acknowledged the challenges associated with student learning in this highly atypical school year while pushing to ensure children are receiving not only what they need and deserve in the short term, but the long-term as well. Members recognize that recourses and interventions will be needed to ultimately achieve the ambitious goals in place tied to student achievement.

Adult Culture & Staff Retention

Led by the group of C-level leaders, the board took time to revisit its discussion on staff retention from the September board meeting. As part of the conversation, leaders further unpacked root cause issues tied to retention challenges. Robust discussion took place focused on data and information compiled from the last three years with significant input being provided by the board tied to efforts that are in motion to ensure meaningful and sustainable change.

Board members provided a range of insight, leveraging their range of experiences in the private and non-profit sector to further illuminate a clear path forward for leaders and the organization.

Revisiting Growth

Alastair Dawe, U Prep COO, led the board in a presentation focused on U Prep's approach to growth in relation to the strategic plan that was approved in August 2019. The session involved an examination of the existing two goals in the document, which include the addition of two new U Prep campuses. Building off of this critical growth goal, Mr. Dawe shared a more robust approach to internal and external factors associated with greenlighting new campuses. Further, he reviewed the highest probability growth opportunities and preliminary research on financial models associated with those possible pathways to additional campuses. Board discussion focused on a variety of pragmatic implications associated with various strategies and timelines and there was agreement that continued efforts specific to setting the organization up for replication should remain in motion.

Governance

The board voted unanimously in favor of Kimberlee Sia transitioning into the Board Chair role after the close of this calendar year (starting Jan. 1, 2021).

Board members shared their depth of gratitude for David Scanavino's ten years of service while Dr. Scanavino equally shared his appreciation for the ten-year tenure he has spent at the helm of the organization.

The meeting was adjourned at 5:30 PM