

## **University Prep Board Meeting – 3/20/23**

### **Minutes**

**7:08 – 8:38 AM**

**Call to Order:** Kimberlee Sia called Meeting to order

**Board Attendance:** Cuneyt Akay, Bev Sloan, Nicholas Martinez, Kimberlee Sia, Recardo Brooks, Juan Pena, and Brenna Copeland

**Board Absence:** Emily Eikelberner

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

**Minutes Approval:** Minutes for the February Board Mtg. were approved unanimously by the board.

The meeting launched with an Introductory whip around where everyone had a chance to share what's going on in their lives and re-connect with one another.

### **Talent Deep Dive**

The executive team walked through a presentation deck with the full board that focused on current staff retention and intent to return data for SY23-24. As part of that presentation, qualitative and quantitative data was shared with the board including historical comparisons within the network and a deep dive on successes and challenges that have been seen through the 22-23 school year.

Executive Director, David Singer, alongside of the CAO, Liz Suarez, and COO, Al Dawe, shared a summation of the data including key efforts and strategies for continuing to improve the talent picture across the network (especially at the teacher-level). At a high level, the team emphasized the importance of establishing healthy adult culture as a baseline for everything else to be possible. Moreover, the leaders reviewed key strategies aligned with the ongoing needs of the network's top talent. Lastly, there was a review of teacher recruitment efforts in motion including the networks' approach to attracting strong, diverse talent, and the projected volume of new talent needed to fill anticipated available roles.

As a follow-up to the conversation, board members encouraged the executive team to focus on strategies that exist within their locus of control. Further, recommendations were made to narrow efforts to understanding what the most effective and impactful staff members need to sustain their work, including conditions necessary to continue forward long term. Lastly, board members asked for comparable data sets from local and national networks to better understand what the larger public charter school ecosystem has been looking like when it comes to teacher attrition and retention.

### **Executive Session**

Per **C.R.S. §24-6-402(4)(f)** the board transitioned into Executive Session at 8:09 AM. Nicholas Martinez motioned and Cuneyt Akay provided the second. After discussion focused on legal matters, the board moved to end Executive Session at 8:32 AM.

### **Updates:**

David Singer, Executive Director, provided several updates to the board before the meeting closed. The first was a reminder of the focus for April's meeting, which will be a deep dive on FY24 Budgeting. Singer

then reminded folks about details tied the upcoming graduation party fundraiser to honor the founding 1<sup>st</sup> graders from U Prep's Arapahoe St. campus who are now in their senior year and about to transition to their post-secondary careers. Lastly, Singer shared a recent, major individual contribution along with a review of board member recruitment efforts currently in motion.

***The meeting was adjourned at 8:38 AM***