

# Executive Director's Report to the Board



**Date of Report:** July 20<sup>th</sup>, 2020

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## **Skyline Conference**

The Skyline Conference, which Nova competes in for high school athletics and activities, has voted to add St. Croix Lutheran beginning with the 2021-2020 school year. That will bring the conference up to 9 teams, and it is likely that they will look to add a 10<sup>th</sup> conference to allow for easier schedule of contests.

## **Organizational Structure**

As I mentioned at the last Board meeting, our Administrative Project Manager has resigned. We will not be filling the position as currently structured. Instead, we are in the process of hiring for a Dean of Students position. This will move us closer to the proposed organizational structure that was brought to the Board this spring.

## **Succession Planning**

Over the past several months, I have spoken with Board leadership about the importance of having a succession plan in place for Nova's leaders. This is something that I intent to make a priority in the coming year. In addition to identifying areas where members of our leadership team can be cross-trained with other roles, our employment agreements can help to ensure that Nova has consistent leadership in place. By staggering the end dates of our school's leaders, we can prevent a repeat of July 2019 when the Executive Director, Upper School Principal, Special Education Director, and person responsible for transportation and technology all left their position. The Board has two agreements for consideration tonight which will be the beginning of a 2-3 year process of giving Nova's leadership team employment agreements with staggered end dates.

## **S&P Call**

Last week, Joe Aliperto and I participated in a call with S&P. This is an annual call to review Nova's bond rating. The results of this call have an impact on Nova's ability to obtain bonds at favorable rates in the future. No concerns were voiced by S&P during the call, and it is likely that we will know the results of this call by the next Board meeting.