

**Nova Classical Academy
Board of Directors Meeting Minutes
December Retreat/Strategic Plan Update
December 18, 2023**

Directors Present: Nneka Constantino (via Zoom), **Colleen Hansen, Jeremy Hubbell, Becky Lund, Suzanne McInroy, Theresa Nelson, Todd Sample, Bavi Weston**

Directors Absent: Sasha Ross

Advisors Present: Brett Wedlund, Tamra Paschall, Brooke Tousignant (via Zoom), **Missy Johnson, Abby Kelley-Hands, Kriscel Estrella, Emily Cranberg**

Others in Attendance: Nova staff, parents (Note: While this meeting was held in-person at 1455 Victoria Way, it was also made available on Zoom.)

I. Call to Order

The meeting was called to order at 6:01 pm. Suzanne McInroy chaired the meeting.

II. Business Meeting: Approval of Agenda

Ms. Lund moved to approve the agenda. Ms. Hansen seconded. The motion passed unanimously.

III. Mid-Year Review of Progress on the Strategic Plan

Theresa Nelson arrived at 6:03 pm.

A. Background of the Strategic Plan

Dr. Wedlund gave an overview of the process beginning in 2021 including how the Board wanted heavy community input and voted to hire MSBA to lead our process. Information from over 600 individuals was used by a 35-person committee to create the structure and content of the current plan. The Board approved it in January 2023.

B. Board's Role with the Strategic Plan

Ms. McInroy reviewed the breakdown between governance/board work and administrative work. The Board is primarily responsible for adopting, establishing, and evaluating the strategic plan while the administration develops, implements, and monitors the progress. The Board is responsible for decision-making for the whole.

C. Review of 23-25 Strategic Plan Work

Dr. Wedlund reviewed the progress so far with the action plan for the Strategic Plan. There are 25 strategies that are the focus for this year (out of 74 for the whole five-year plan). 10 are currently completed and 10 are currently in-progress. Dr. Wedlund shared updates on each of the 25 strategies for this school year and gave details about how they were met or where they are along with the likelihood of completing it by the end of the school year. There was discussion about strategies #25 and #25 (relating to reviewing and revising current employee touchpoints) which are most likely not going to be completed on time. There was also discussion about recognizing the hard work done so far and appreciation for the thoughtfulness and willingness to re-evaluate steps to make sure they're done well. There was additional feedback from some members of the administration. There was discussion regarding some staff reception to the implementation of the strategies.

Finally, there was discussion about how to fit these smaller strategies into the larger strategic plan.

IV. Next Meeting Date/Agenda Items

The next regular board meeting will be on Monday, January 29, 2023. The agenda tentatively includes the equity audit, the definition of classical education, and Piper Sandler presenting on some potential financing models.

V. Adjournment

The meeting was adjourned at 7:45 p.m.

Minutes submitted by Becky Lund.