

**Woodbury Leadership Academy
Board of Directors Minutes
Strategic Planning workshop
October 4, 2018**



A Strategic Planning workshop was held from 4:30 to 6:40.

Directors Present: Jessica Erickson, Mandi Folks, Claudia George, Ro Krejci, Jason Livingston, Jolene Skordahl

Directors Absent: Shannon Kelly

Administration/Advisors Present: Dr Kathleen Mortensen (Executive Director), David DenHartog (Consultant-facilitator)

Others in Attendance: None

Introduction/Current Strategic Plan Status

Mr DenHartog introduced himself and described his role as a consultant is to help good schools become great. He would guide the Board through the process of determining 1-3 significant goals that the board should focus on during the next couple of years and the Board's role in reaching those goals.

Copies of minutes from the April 30, 2018 planning session and the 2015-2018 strategic plan were distributed. The plan was developed at the Start Up stage of the life cycle of a charter school. The school has moved into the growth stage so the goals and desired outcomes have changes. Members reviewed and discussed while eating dinner.

Team Building Exercise

Members divided into two groups and participated in a "rubber band" exercise. They then reflected on how working together in the group compared to working as a Board. Members then divided into groups of two and shared their vision of the school's future with their partners.

WLA's Successes

Mr DenHartog asked members to identify recent WLA successes. Those identified include:

- United school community, sense of trust
- New home (building)
- Increased enrollment
- Staff retention / student retention
- Stable leadership of both Board and Director
- Financial stability
- Student achievement – increased test scores
- Positive relationship with VOA (Authorizer) – 4 year renewal contract

Approved November 28, 2018

- No legal issues
- Strong governance

Vision for the Future

Mr DenHartog shared the guiding question of “What specific goals do we have for WLA that could be accomplished in the next couple of year?” Keeping this question in mind, he asked members to share their vision of the future for WLA:

- Leadership development
 - Increase leadership component of the curriculum
 - Service, stewardship, leadership opportunities
 - Initiative, growth mindset
 - Data on development and future impact (high school, college, careers)
 - Staff accountability
 - Learn how to follow / who to follow
- Attain Distinguished Core Knowledge School distinction
 - Continual academic improvement
- Facility expansion
 - Gym vs Fieldhouse
 - Own vs long-term lease
 - Bank investment
 - Building improvements
 - Kitchen-healthy lunch program
- Defined Enrollment / Class configuration
- Green school – reduced waste & costs

Three Goal Areas Identified

Based on discussion, three areas for goals were identified:

- Leadership & Learning
- Facilities
- Financial

Refining Goals

Members selected one of the goal areas and drafted a specific goal for that area:

- Leadership & Learning (Ms Mortensen, Ms Erickson, Ms George)
 - WLA staff will further develop the programming for Leadership & Learning / Leadership & Learning will be furthered developed by WLA staff
 - WLA staff will work towards becoming a Core Knowledge Distinguished school
 - The WLA learning community will provide enriching leadership opportunities that are measurable and impactful
 1. Students will compete __ hours of service learning per year
 2. Students at each grade level will participate with their classmates on a stewardship project

Approved November 28, 2018

3. Students at each grade level will complete a projected based on solving a world/change
- Facilities (Ms Skordahl, Mr Livingston)
 - Define long term facility requirements: classroom, gym/fieldhouse, cafeteria/kitchen, bathrooms, floor plan needs-remodel, theater
 - Right size our space to best fit our needs
 - Achieve ADM to finance our needs
 - Finance (Ms Krejci, Ms Folks)
 - To be financially positioned to support all learning needs and capital improvements of the school.
 - Position the school financially to have our choice of financing opportunities to best meet facility needs.

Considerations for all goals:

- What additional information is needed?
- What are the financial implications?
- What questions/input are needed from families?

Next Steps

Next steps in the strategic planning process:

- Summarize draft goals
- Layout goals into a first draft of a strategic plan (Mandi volunteered to do this step)
- Upcoming board meetings – determine what needs to be added/revised and flush out goals and sub-goals.
- Grade configuration impacts all decisions - determine what information is needed to achieve establishing a grade configuration and move forward in doing so.

Another workshop will be scheduled for late January to solidify goals and continue the strategic planning process.

Minutes drafted by Nancy Baumann, Board Clerk (non-Board member); submitted by Ro Krejci, Board Secretary.

Approved November 28, 2018