



Metrolina Regional Scholars Academy Board Introduction

August 2018

Rob Watson (chair)
Sabrina Liner (vice chair)
Manish Mittal (treasurer)
Alicia Gozycki (secretary)
Malik Dixon
Smita Korrapati
Mani Ramasamy
Sterling Scott
Makila Scruggs
Jack Wagler
Ari Pieper (ex officio)



■ Our 2018-2019 Board

(with end of term)

- Rob Watson (June 2019)
 - Jack Wagler (June 2019)
 - Manish Mittal (June 2019)
 - Makila Scruggs (June 2019)
 - Alicia Gozycki (June 2020)
 - Sabrina Liner (June 2020)
 - Sterling Scott (June 2020)
 - Malik Dixon (June 2021)
 - Smita Korrapati (June 2021)
 - Mani Ramasamy (June 2021)
 - Ari Pieper (*ex-officio*)
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- Board meets monthly on the last Monday of each month at 6:30pm
 - No December meeting
 - No July meeting
 - Annual summer retreat

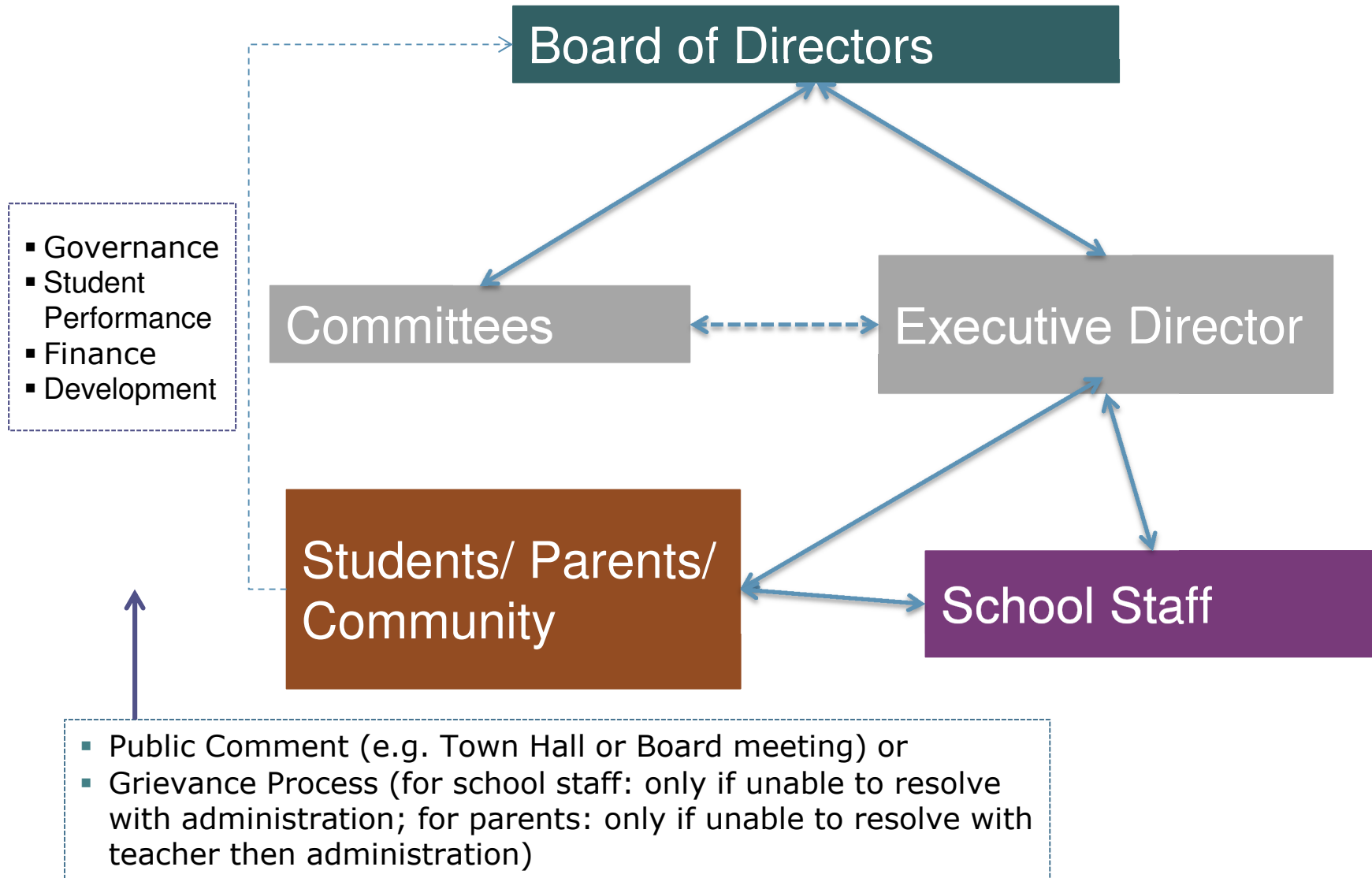
- All volunteer; mainly parents (charter specifies Board to have a parent-majority)
- DPI estimates service of **8-10 hours per month**
- 3 year terms – All new members within last 3 years
- Decisions require **majority** vote

■ Meeting Transparency

- Community can attend in person or via phone and comment
- Meeting Notification
- Open Meetings Law
- Meetings Recorded / Posted
- Meeting Minutes



Advisory Board





Primary Responsibilities of the Board

- Ensure academic program is successful, measured by both internal and external assessments
 - Mission
 - Values & Vision
- Confirm the school's operational programs are faithful to the charter document, including compliance with legal requirements
 - Charter agreement with NC
 - Policy manual
- Maintain a viable organization, which is financially solvent and has competent professional staff
 - Financial reviews and audits
 - Direct evaluation of school leader (approves all personnel based on recommendation of school leader)
 - Board health – annual assessment, effective recruiting / succession planning
- Support the administration and seek to speak in a unified voice



Governance vs. Management

Policies and Procedures	Time and Attention	
Governance <ul style="list-style-type: none">•Mission•Goals•Evaluation Measures•Leadership Duties	Board's Decisions	Principal's Advice
Partnership <ul style="list-style-type: none">•Authorizations•Finance policies•Enrollment•Employment Terms		Shared Decisions: Board and Administrator
Operational <ul style="list-style-type: none">•Staffing•Program•Systems	Board's Advice	

*** Chart from Leaders Building Leaders (Dr. Tom Miller)

Our board is not involved in day-to-day operation of school.



Policy vs. Procedure

Minimum number of suggested policies is 25 to open a new charter school; more common is 100+!

	Policy	Procedure
Who	Board	School Leaders
What	<ul style="list-style-type: none">▪ Broad▪ Guiding principles▪ Less likely to change	<ul style="list-style-type: none">▪ Narrow application▪ Detailed steps & procedures▪ More likely to change
Approval	Board Vote	Board voting not required
Questions to Ask	<u>What</u> , Why, How Much?	<u>How</u> , When, Where, Who?

Goal of Policies: Ensure consistency of action & reduces re-deliberation, particularly during difficult situations. By creating policies, the Board gives administration the “box” to operate in.



Governing Documents

- Charter (initial document and renewal / updates)
- Mission Statement
 - Metrolina Regional Scholars Academy provides a differentiated and challenging learning environment that supports the distinctive intellectual, social, and emotional needs of highly gifted children and enables them to form meaningful relationships with their intellectual peers.
- Values of Our Community
- Vision for Our Students
- 2020 Strategic Plan
- Strategic Plan Implementation Team



Values of Our Community

Guiding principle and true measure of success: **Fostering a learning environment that supports the distinctive intellectual, social, and emotional needs of gifted children**

Our community values:

- Diversity, collaboration, and vibrancy
- Respect, appreciation, and trust
- Innovation, altruism, and creativity

By embracing these values, we perpetuate our desired learning environment, where:

Scholars students love to learn, to be challenged, and are able to persevere. They grow in intellect, empathy and self-awareness.

Scholars teachers love to teach; they inspire, nurture and guide students who have a wide variety of learning styles. Using a combination of proven methods and innovative practices, they cultivate each student's individual gifts and passions.

Scholars parents partner with faculty and staff as an integral component of the Scholars Academy experience. They understand and value the school's mission.

Scholars alumni are lifelong learners and engaged citizens; they are self-aware, confident and grateful for their Scholars education and friendships. They remain connected to the school community.



Vision for our Graduates

Our learning environment celebrates individuality and supports the distinctive intellectual, social, and emotional needs of gifted children. We are dedicated to the development of the whole child and aspire to equip our graduates to be confident by fostering:

Intellectual Engagement

We provide a differentiated and challenging education so our graduates are:

- **Insightful thinkers** who are innovative and creative; able to productively challenge the status-quo and persevere when faced with failure or adversity.
- **Lifelong learners** who understand the value of hard work and find joy in the learning process.
- **Thoughtful communicators** who collaborate and organize effectively to make positive contributions.

Social Awareness

Through the partnerships between students, teachers, parents, and alumni, our graduates are:

- **Compassionate**, respectful and honest, demonstrating empathy and integrity.
- **Self-aware** with a realistic understanding of their own talents and limitations; able to understand their role in a global society.
- **Flexible** and able to embrace diversity of thought and ability; able to balance independence and positive social engagement with their peers.

Emotional Confidence

We nurture and guide students in a safe learning environment so our graduates are:

- **Secure** in themselves; willing to show and explore their unique intellect and character.
- **Prepared** to handle success with humility and failure with grace.
- **Balanced** with the tools to self-regulate.



Strategic Plan Themes

Theme #1 - A Gifted Student-Centered Curriculum - Scholars Academy will strengthen its curriculum as it continues to meet the unique intellectual, social and emotional needs of highly gifted children.

Theme #2 - A Focus on Social and Emotional Learning for Gifted Students

Scholars Academy will provide an integrated, educational program that meets the social and emotional (SEL) needs of highly gifted children.

Theme #3 - Exemplary Recruitment and Retention of Great Teachers of Gifted Students

Scholars Academy will be a premier employer for teachers who love to teach, inspire, nurture, and guide gifted students. We will recruit and retain talented, passionate, and innovative faculty members (i.e. high-performers) who are aligned with our Mission, Vision and Values.

Theme #4 - A Collaborative School Community

Build a collaborative school culture where stakeholders share a unity of purpose and strong learning partnerships.

Theme #5 - Become a Trusted Resource of Information about Giftedness and Best-Practices in Gifted Education

Scholars Academy will disseminate resources and knowledge to the gifted community, both within our school and externally. We will be a trusted resource for parents and teachers who are seeking innovative means to meet their students' needs.

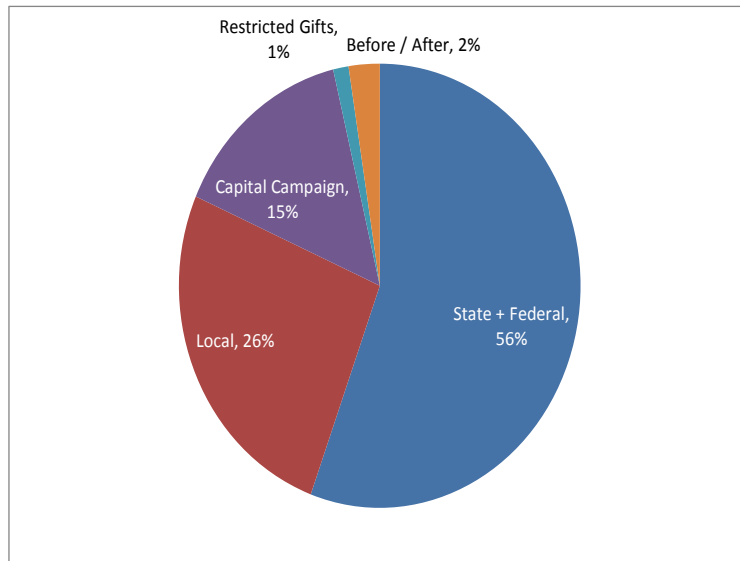
Theme #6: Attract / Retain Diverse Students

Scholars Academy values diversity and inclusion. We believe that both diversity and inclusion increase the richness of ideas, creative power, problem-solving abilities, respect for others and contribute to a more positive global community.



Financial Overview

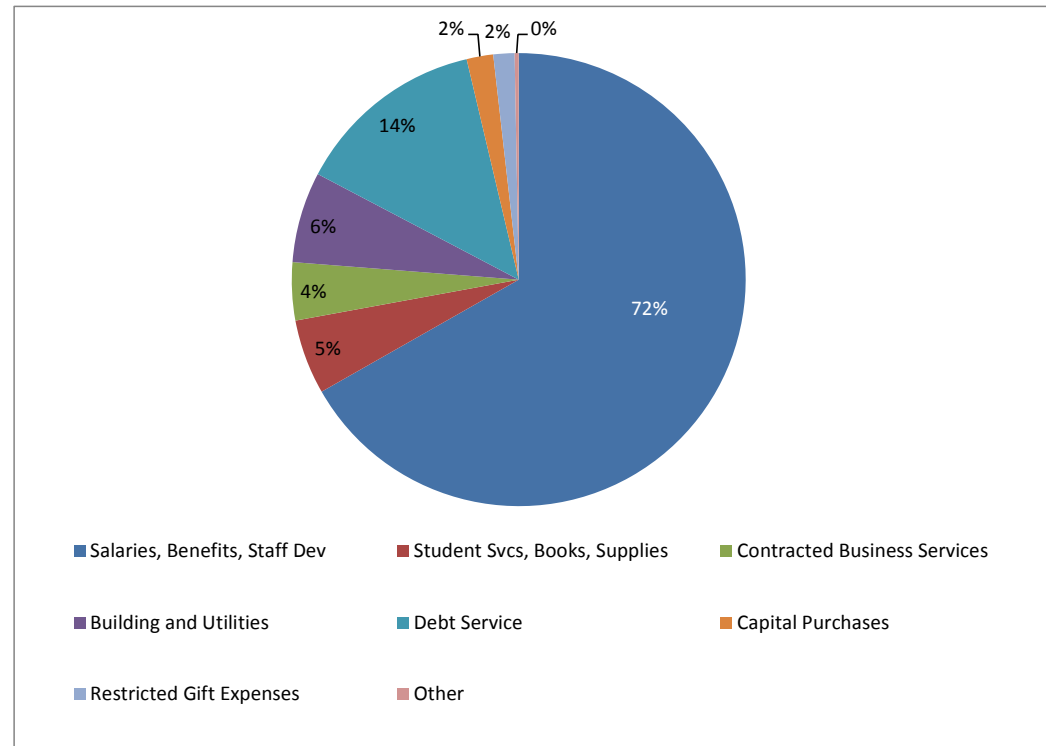
Sources (Revenue)



Board Financial Review

- Quarterly dashboard (review budget to actuals and prior year)
- Budget planning (priorities discussed in early spring, budget approved in June)
- Capital / long term planning
- Audit / tax filing / loan compliance reviews

Uses (Expenses)



Competing Priorities

State / Local Funding
Educational Changes
Community Giving
Enrichment Programs
Class Size Changes

Debt Service
Additional Space / Expansion
Capital Purchases
Green Space



Committees – Structure / Updates

	Governance	Educational Excellence	Finance	Development
Chair	Sabrina Liner	Alicia Gozycki	Manish Mittal	Jack Wagler
Responsibilities	<ul style="list-style-type: none"> ▪ Evaluate the Health and Vitality of the organization ▪ Evaluate bylaws and established policies and practices ▪ Board Recruitment, Orientation, Training ▪ Evaluate performance of Executive Director ▪ Evaluate Board 	<ul style="list-style-type: none"> ▪ Define educational excellence (the goals) and devise clear and consistent measures to monitor, with lead administrator ▪ Ensure all board members know the charter promises that were made to the community and state 	<ul style="list-style-type: none"> ▪ Establish budget and monitor performance ▪ Oversight of annual audit and tax reporting ▪ Maintain compliance with lending covenants ▪ Other financial matters 	<ul style="list-style-type: none"> ▪ Raise additional funding to support the school ▪ Recruit additional human resources to support the school
Sub Committees	<ul style="list-style-type: none"> ▪ Diversity (Makila Scruggs) ▪ Policy (Malik Dixon) ▪ Expansion (Smita Korrapati) 			<ul style="list-style-type: none"> ▪ Outreach (Sterling Scott) ▪ Foundation (Mani Ramasamy)



Board Planning – 2017-2018 Actions

Governance

- Seamless hiring and transition of Executive Director
- Establishment of Expansion Committee
- New Executive Director Evaluation Tool

Diversity

- Admissions policy amendment for a priority for low SES up to 15% (pending OCS approval)
- Targeted marketing efforts

Educational Excellence

- Established committee / formed charter
- With administration, established annual academic goals
- Conducted Parent survey

Finance

- Continued budget efficiency and planning
- Approved funding for teacher pay tied to CMS + YE bonus, Dean of Students position, new Bus

Development

- Strongest annual campaign since recording, exceeding targets and superb participation levels
- Improved brand development and identified volunteer database opportunity



Board Planning – 2018-2019 Goals

Governance

- Support a smooth CEO leadership transition and develop succession plans
- Enhance Board recruitment and orientation process
- Support sub-committees (Policy, Diversity, Expansion)
- Expansion – determine available options and seek to develop plan
- Diversity – continued focus on community outreach, targeted marketing efforts and inclusion

Educational Excellence

- Further develop academic goals / metrics (e.g. SEL)
- Serve as forum for cyclical curriculum / program review and potential changes

Finance

- Continued budget efficiency and planning
- Develop long-term capital finance plans

Development

- Continued focus and success with the Annual Community Giving Campaign
- Implementation of new volunteer database tool
- Enhance outreach amongst business / community enterprises (new Outreach sub-Committee)
- Begin the creation of a Scholars Foundation (new Foundation sub-Committee)