AGENDA

Board of Directors Meeting
Full Board Meeting

August 25, 2025
6:15 pm

The meeting will be held virtually here via Zoom

MISSION: We exist to foster a diverse and equitable community of youth and adults striving together for academic, personal and civic excellence.

VISION: Inclusive excellence in public education.

The Board uses a series of qualifiers, where appropriate, to help clarify the nature of each presentation/report.

1. The decision has been made and updates are provided (Inform)
2. Input is needed to assist the board to make the best decision (Discussion/Input)
3. Brainstorming is needed to help identify all options (Brainstorm)
4. Input and/or decision is assigned to a Special Committee (Small Group)
5. The decision is ready for vote (Vote)

Attendees:
Katherine Casey
Peter Nyland
Kelly Fleming
Nikea Bland
Kaylee Hart
Chris Ferris
Ashley Anderson
Joe Whitfield

Sarah Verni-Lau
Vanessa Rodriguez
Will Anderson
Bill Knous
Grace Naling
Ramone Carson
Ilyse Beckerman
Jai King
Dotun Oladinni
Mathew Telles
Arizona Alli

Topic	***Presenter***	***Qualifier/ Outcome***
Call to Order- 5 minutes ● Quorum Establish ● Agenda Confirm	Katherine	Call to Order
Mission and Vision - 5 mins ● Mission and Vision Restated ● Highline is a Proud DPS Charter School Minutes approved ●	Nikea Bland	Inform
Consent Agenda - 2 minutes ● Motion to approve the minutes from the June meeting ● Finance: ○ Abstract insights Financial Service Contracts HASE and HANE ○ Add Director of Operations to Fiscal Policy as credit card holder	Katherine	Vote **- all members voted to approve**
See BOD Packet for: Reports: Board Annual Roadmap School Dashboards Board Calendar Reach Up: UIP overview Principal reports UIP drafts Slides June 2025 Budget to Actuals ED Report Strategic Plan Update Mollie Mitchell Executive Search Proposal Committee Annual Roadmaps		
Public Comment - **No public comment**	Arizona	Inform
REACH In 30 minutes Board Governance ○ Role of the Board ○ Board level decisions ○ In between meeting- surveys, packet review ○ Board meeting procedures & public comment ○ Board calendar	Katherine Casey	Vote **- all members voted to pass**

Update on Search: Vote to approve contract with Executive Search firm K12 Education Group Break into Committee meetings: review goals, set meeting dates and times Went through good governance items, will go through items throughout the year, board members played a game, four levels of decision types. Classroom level, school level, network level, board level, SVL gave an example of a classroom level decision, who decided. VR gave example of a school level decision, staffing level/staffing model, curriculum, and schedule, school leadership decides. Discussion about school decisions being made ultimately by ED or principals. Principals make most decisions. Network level decisions (such as HR, hiring leadership, EE and family handbook, etc) Board level decisions, such as finances and contracts, ED selection require a majority level of the board. Katherine Casey made clear that the board needed to be focused. Ramone asked if chart could be made public. Chris said it was in employee handbook, but could be updated. Ramone asked if it could be used in hiring process for new ED. Reviewed commitments as board members, Katherine introduced survey for in between meetings, so that conversations could be more intentional. Will be leaning heavily on consent agenda this year. Chris said consent agenda matters will be in separate folder. **Reach in:** Update on search - came together to make decision - went over executive search firm role, internal alignment and planning, develop candidates pool, final evaluation and hiring. Went through board retreat input and priorities that the board had (see BOD packet), want to put new ED in best position to be successful, want stakeholders involved in process. **Recommendation:** Mollie Mitchell and the K12 Search Firm to conduct search process. They have strong reputation and have done good work in Denver metro area, robust proposal with strong attention to operational detail, K12 is a team, transparency and engagement, equity-aligned and HA values aligned Flat fee of $50K Fee is in best practice range and within Highline's budget Want to meet with them frequently Discussed timeline and capacity Members of Reach In Committee Board Roles and Coordination Recommendations Next Steps Mollie is in state already Sept 1-5 Board Vote - Bill Knous talked about his experience with hiring process, not replacing Chris with Chris + more characteristics, Joe: really likes the "one handshake" concept. Will Anderson: will process be quantifiable and qualitatively mixed? Bill: ppl need to be heard with both, will asked if local would be a priority, Katherine said that that would be part of determining candidate profile. Bill said that K12 would be a good fit because they have skillset and a capacity, ideally you have 18-24 months to find new leader, most schools do it in 6-12 months - first decision is are we		

aligned on this, then other decisions. Mathew wants there to be an initiative to engage with multi-lingual families as well - Nikea and Joe said that the school network releases communications in multiple languages. Ramone wanted them to be more specifically about how they would engage, and wants plans on day 1 instead of finding out through the process. SVL is concerned about the diversity of community and access to technology, will anderson brought up education landscape in CO, bill said that firm had engaged diverse communities and a lot of folks here, several of their searches occurred before COVID, ashley asked how much stakeholder input would matter, Ramone was concerned about putting a number on stakeholder engagement might not represent diversity of community. Katherine wanted to see input via the survey format in between meetings. Motion to select Mollie + K12 team - passed **Break into committee meetings** Reach Out Committee Peter Mathew Kelly Arizona		
REACH Up - 10 Minutes ● What is the UIP ● Ramone: went over continuous improvement cycle Key metrics and reporting Decisive action Modeling and planning Analysis and understanding See unified improvement plan powerpoint slides, major improvement strategies, ex: strengthening early literacy instruction, expanding access to advanced coursework, building teacher professional learning systems, the board's role is to understand the strategies, Gave MIP examples with language "we will" - student engagement, teacher professional development, literacy outcomes, parent engagement, teacher retention, progress monitoring- board's role is to support accountability by asking about progress, celebrating growth, and encouraging course correction Takeaways: Support, ask questions, celebrate progress	Ramone Carson	Inform
Principal Update - 20 Minutes ● Draft Strategies and Goals for UIP SVL and VR gave update: identified some preliminary goals, **UIP HANE:** happy to report students are growing and results are better than last year, showed school vitals CMAS literacy/math for HANE, performance priorities, 27% of students on grade level in 3-5th grade in ELA and 16% on grade level in math, increasing	Sarah Verni-Lau Vanessa Rodriguez	Inform

the % of students meeting grade level expectations is priority, ELA MGP of 50 and a math MGP of 48 - not seeing enough growth in 4-5th grade , went over performance priorities, , K-3 not students are meeting grade level in reading, root causes and major improvement strategies, (see slide), will be presenting to staff and providing clarity and intervention, went over targets (see slide) - "if we", "then we will see" - will get school performance framework this week, has been on state accountability clock for the past few years, from data will be high yellow or green, have to be yellow to exit clock Bill was concerned about chronic absenteeism rate and wanted to see a sub category of attendance, even if it's one extra kid a week that matters **UIP HASE:** School vitals - see slide, went over MGP, and CMAS Literacy and Math scores, scores went up, five grades worth of growth data because of middle school, have seen really great growth Performance priorities (see slide) - increase in suspensions and out of class office referrals, decreasing both out of school suspensions and in school suspensions is a priority, majority young boys of color ELA MGP increased from 52-53 Performance priorities: latino students had lowest percentage of students on grade level in Read Act compared to other groups, increasing latino student achievement in reading is a priority Root causes and major improvement strategies (see slide) SVL has shifted role, last year was coaching middle school teachers, this year she is taking on running all of the data teams throughout the school, meeting with 3-4 content areas a week, went over targets "if we", "then we will see" (see slide) Joe: wanted to know if influx of latino students were from the same region, SVL said mostly from Venezuela, typically students come in with a language foundation from their native country, these students do not, trying to provide emotional/social support		
Finance Committee - 15 Minutes • June Budget to Actuals • Looked over budget to actuals (see spreadsheet + tabs) - in the middle of the audit right now, things landed where it was anticipated, went over budget actuals, was a really good end to the fiscal year	Chris Ferris	Vote - **vote passed**
E.D. Update – 15 Minutes • Strategic Plan update Chris Ferris: Where are we now? We left off at a funny place at the retreat - went over accomplishments at the retreat (see slide), what we learned from the 20-25 strategic plan, we didn't mean all our goals, some goals had unrealistic targets, we were wrapping	Chris Ferris	Inform

up a strategic plan as COVID hit, we need to work together to set specific goals in line with mission and vision for next goal, went over what we heard regarding the strategic plan (see slide), lots of threats and uncertainty in the external environment including federal and state threats, new state formula for funding and federal funding, knows least amount in decades about how funding will land, consider a shorter timeline for this strategic plan, went over "big hairy audacious goal" (see slide), and diagram (see slides), draft BHAG - "thriving thru transition", priorities (see slide), next steps (see slide) SVL: how will we message this to the broader community? Chris: strengths and weaknesses will very much be a part of messaging, went back to priorities slide, will send a "crosswalk" graphic to board Ilyse: confused as a staff member - no longer working with Ed partners? , data is the same, VR: was unleashed part of retreat? Ramone: board members had access to Ed Partners and did a sticker activity at retreat Katherine: priorities slide is confusing, need to get feedback in a meaningful way, is confident that feedback has gotten through despite changes in board, etc SVL: sat through a lengthy meeting with Ed Partners, doesn't see a connection between two messages, doesn't feel like they engaged fully with feedback from stakeholders, they are executors of strategic plan in a lot of ways, only paid Ed Partners for part A of the contract, not part B of the contract, picked a different person to move forward with, applied for Denver technical support grant to help support this work VR: all eyes are on the board now that Chris' departure message was shared - staff is wondering about future of highline		
Old Business – 2 Minutes Board Commitments Asked board members to make a financial pledge for the fiscal year - board members can decide what pledge is - a lot of people do it through recurring contributions	Arizona Alli	Inform
Reminders/Announcements • Next BOD meeting: September 29, 2025 at 6:15 pm HASE and [here via Zoom]	Kelly and Nikea	Inform
Adjournment	Katherine **All members voted to adjourn**	Adjourn