

RTHS 2025 BOARD OF DIRECTORS RETREAT

Summary of Discussion and Next Steps

DISCUSSION NOTES

Data Review: Teacher Working Conditions Survey

Topic	Additional Information/ Data Requests	Proposed/Potential Actions
Educator professional development.	Funds for teacher professional development (PD) were increased in the 2024-25 and 2025-26 fiscal years. Was the increase sufficient to meet the needs of our educators? How are PD funds used and distributed throughout the staff? How are opportunities shared with staff? Does the use of PD funds align with the school's mission, the needs identified in the TWC Survey, and the students' growth/performance needs?	Review the budget and any other potential changes that may be needed after the information is received. Incorporate more teacher feedback when developing the annual budget. Explore the use of additional community and external resources to support teachers.
Teacher evaluation and support.	How are we evaluating the effectiveness of our educator support and evaluation systems? What are our measures of success (short- and long-term)?	Increased visibility and instructional leadership in the classroom. Clear communication of the school's mission, goals, and action steps.
Training and resources to provide support for all students.	What specific training and support are we providing educators focused on serving students who are not meeting growth at RTHS (<i>English Language Learners, Black students, Hispanic students, and Students with Disabilities</i>)?	
Timely and accurate data.	RTHS has many significant positives in its TWC data. How can we utilize that information to celebrate our successes and retain and attract the best educators? What changes were put in place in response to the 2024 survey? How are we tracking the success of those changes? (e.g., communication and visibility of leadership, student cheating, student tardiness/skipping)	Beginning in the spring of 2025, employ the TWC Survey (or relevant portions of the survey) annually. Add the option to provide written, explanatory feedback to the school-only surveys. Continue to review trends and responses from comparison schools. Clear and consistent communication, as well as enforcement of school policies. Employ technological solutions when helpful. Increase supervision in unstructured areas.

Data Review: End-of-Course School Proficiency Data

Topic	Additional Information/ Data Requests	Proposed/Potential Actions
Biology Grade Level Proficiency: Trends and 2025 comparison scores	Have we fully utilized all the resources in the RTP and surrounding areas, including leveraging relationships with universities to recruit new teacher education graduates?	Expand partnerships within RTP and with area universities to recruit talented teacher education graduates and interested professionals.
Composite Grade Level Proficiency: 2025 comparison scores	Do we need to pursue more opportunities to develop and support our current teachers?	Consider the cost and efficacy of additional opportunities to develop and support current teachers, including coaching, professional development, membership in professional associations, collaboration with RTP, etc.
	How can we retain high-quality Biology and other STEM teachers?	Consider the cost and efficacy of additional opportunities to retain high-quality Biology and other STEM teachers, including instructional leadership roles, salary, benefits, fellowships, advanced education, leadership in professional associations, and collaboration with RTP professionals.
	Which students need the most support?	

Board Roles and Responsibilities

Documents available [here](#), including:

RTHS Board of Directors Documents	Documents from Melissa LeRoy
Board Introduction and Overview	Activity Fundraising Communications Toolkit for Board Members
	Board Fundraising Policy (<i>sample</i>)
RTHS Board of Directors, Select Roles and Responsibilities	Board Giving and Getting Pledge and Agreement (<i>sample</i>)
	Giving USA 2025 Infographic, 2024

Goals and Action Steps

Support and Retain High-Quality Educators • Increase teacher communication and engagement in decision-making • Conduct an annual TWC Survey • Support and retain high-quality educators as measured through the TWC Survey and other metrics • Develop community partnerships to support educators • Define and track goals and metrics
Provide a High Quality Learning Environment for All Students • Support educator development, instructional strategies, and resources that support the growth of all student groups • Establish metrics and goals for student growth • Focus on preparing students for life beyond RTHS • Offer additional STEM instruction and support • Offer STEM extracurricular offerings beyond robotics

Meet RTHS' School Expansion and Development Needs

- Establish a strategic plan of action to expand RTHS' facilities, including general purpose space, lab space, robotics, athletic facilities, while staying true to the values and mission of RTHS
- Increase student enrollment while maintaining a small school environment
- Undertake fundraising initiatives
- Establish development processes
- Defining Board expectations for development (draft policy)

Expand School and Community Partnerships

- Establish a plan to expand intentional community partnerships to support RTHS' mission, internships, facility needs, development, opportunities for growth for students who may not have access, and career opportunities, among other initiatives.
- Define goals, metrics, responsible parties, and timelines

Strengthen and Sustain Board Governance

- Expand targeted Board recruitment
- Provide support for new Board members
- Engage new and emerging leaders to ensure succession planning
- Establish and track metrics for all Board goals

NEXT STEPS

Committee Planning

During October Committee meetings, members are asked to reflect on the retreat and discuss and **record goals and priorities** for their committee's work for the 2025-26 year. Each committee will share this information during the October 15th Board meeting.

Board Planning: Next Steps

Distribute the Board retreat summary for Board member edits and additions.

Establish a plan of work for gathering and providing additional data and information, and moving forward on 2025-26 goals and priorities.

Establish metrics for 2025-26.

Consider holding additional Board retreats and/or mini-retreat planning sessions in the spring.

Consider joint committee meetings to discuss initiatives that span committees (*ex., AcEx and Development to discuss partnerships*).