



Board Retreat MINUTES

Saturday, February 7th, 2026, 10 am until 2 pm

Board Members: Chair Maria Trader, Vice-Chair: Michael Rutta, Secretary: Dan Bootz, Treasurer: Amy Boelk, and Members: Stacey Graves, Brenna Davis STAFF: Emily, Chamomile, Jeanne, Scott

Agenda Item	Presenter	
Opening	Maria	• Verse • Consensus Decision-Making Guidelines
Introductions	Maria	• Introductions and sharing of a positive memory
Public Participation	Maria	• Public Participation
Agenda	Maria	• Approval of the agenda by the board

Retreat	All	● Review of the Strategic Plan ○ Goal review of those set at the 2025 Board Retreat ○ <u>ENROLLMENT & RETENTION:</u> ○ <u>Sports & Extracurricular:</u> ○ Attracting & Retaining Students with Good Fit: ■ Staff report coming out of recent conferences & meeting with new students- they are very happy with the school and environment ■ Parent testimonials say that students “Feel like they can be themselves” & “use to have to force kids out of bed, but now don’t have to because they are excited to come to school” ■ SPED teacher shared that noticing more students staying throughout the entire day and this is increasing ■ Data shows least student attrition and highest retention rate in school’s history ■ Sports continue to be a struggle; WIAA requirements are not attainable for near future; staff recommendation that we focus on promoting club sports to students ● Idea: partner with local club sports organizations to come and talk and promote things; let go of the idea of pushing energy into trying to get WIAA sanctioned ● Wrestling is going well- next year will push later in the season to attend non-WIAA tournaments with better timing ● Discussed and brainstormed other area club sports available to promote to students ■ Market the fact that students at Central Sands don’t need ‘extracurricular activities’ because they can do that as part of our school day; Take strain away from current staff on pushing sports or trying to start/advise clubs. ○ Chamomile will remove in-school (Central Sands) sports offering as an option on the website ○ <u>Marketing & Advertising:</u> ■ Platforms for use: IG, Youtube Reels, Snapchat ■ Reels & Shorts Focus + Longform content on Youtube ■ Will shift remainder of this discussion to staffing discussion ■ Student-led marketing may be best effort; discussion on ethics of asking students to do this; ● ‘Student- influenced’ marketing; ask students what platforms they are using and how they interact and get information ● Jeanne will discuss this with Student Council ● Focus on promoting the creative arts, etc. ○ <u>Academic Rigor:</u> ■ Staff feedback is that this goal has been met ■ Math especially has been successful; additional staff licenses, external staff coming in with expertise ○ <u>InfoNights:</u> ■ Low attendance and need to find ways to attract students to attend ■ Enrolled students are very excited to talk about school and share their stories ■ One more info night for the year to be held at the Iola mill; ■ Virtual pre-recorded info session; investigate automating an info-session request on the website where they can enter email to get pre-recorded video; now we have email and can send email to setup an
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- In future; get things on community events calendars
- Future Brainstorming: can we get involved in TRCCS parent nights to get in front of parents vs. kids; sports continue to be an issue on teams, but kids at shadow days versus bringing the parents into the building
 - Can we have an event for 8th graders and their families hosted at central sands
 - TRCCS staff suggest starting at 5/6th grade to parents and families
 - Beginning and end of year at TRCCS
 - 5/6th grade meetings with 8th grade teachers; can CSHS staff come with to bolster image of CSHS and dispel myths, etc.
 - Are there collegiate faculty that can vouch for alumni from Central Sands that have testimonials that our students are successful; college course instructors;
 - Find details and success rates of the 1 on 1 attention, small school success stats, etc.
 - How can we tie these things into marketing of school
 - Interviews/Testimonials from employers of our alumni; professors of students currently in collegiate level coursework; faculty of alumni in post-secondary setting: use this messaging to sell success stories to
 - Brooke to inquire with parents circle about coming
- Can we get into the Kalahari Homeschool convention
 - Can we be a vendor there?
 - Emily will look into this as an option & research homeschool coops in the area
- Student Achievement/Success
 - MAP scores and student achievement shared with the board
- Authorization
 - Site visit held by OEO last week Monday with assessment team of 5 people
 - Executive director will communicate more often with the authorizer to keep update with ongoing improvement
 - Student engagement session with OEO seemed to go well, went twice as long as scheduled
 - Concerns in Math as direct instruction; panel had a difficult time understanding what direct instruction looks like in our building.
 - Jeanne spoke to team about assessment model and rubrics
 - Shared alignment of document that showed alignment with state standards of the school
 - Will receive report from OEO in a few weeks
 - Remote Learning: status from DPI is that these days do not count for instructional learning time unless these are days that are not pre-planned (ie., snow days;
 - staff will revise schedule to build 'Project work days' into calendar
 - Discussion to add 5 days at the end of the school year calendar to make up for 4.5 remote days taken prior to February 7th AND make up instructional time by transitioning 20 minutes of the 50 minute lunch and converting to instructional time
 - MOTION MADE TO add 20 minutes of instructional time to each day (in lieu of lunch hour); Add 5 min

		at end of day and add 4 days at the end of the school calendar. ● MOTION passes; All in favor
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- [Family & Student Surveys](#)
- Policy updates and approvals
 - Homebound Instruction
 - Homebound policy presented to board; if student has IEP/504 may upon need write homebound instruction; needs to create homebound instruction plan (HIP) if they do not have a plan in place.
 - MOTION made to adopt Policy 413. Homebound Instruction
 - Motion carries: Board approves policy 413.
 - Prom/Formal Dance Policy presented
 - Permission slip required
 - If approved by school administration of Central Sands, non-enrolled student to “Prom & Formal Dance Policy.
 - Motion to approve “Prom and Formal Dance Policy”
 - Motion carries & Passes
 - Building Use
- Budget for 2026/27 School Year
 - Chamomile shared budget
 - 2024-2025 have 38 students; graduating 3 students and have 4 set to enroll for next year to put as at 39 students. Need a few more to get to 42 students (which is in OEO growth plan)
 - Staffing Needs to change for FY27
 - Sample budget shows balanced budget with ~\$32k surplus
 - Continue to have contracted principal here at least 1 hour per week; attend staff meetings; and continue to be part of OEO visits
 - Van drivers; currently have 2 drivers, will need additional drivers next year (3) to accommodate students with needs
 - Need to add additional music teacher from 1 to 2 teachers
 - Percussion and adding vocal music
 - Discussion of potential scenarios of Main Lesson Teacher Staffing
 - **Option 1:** Transition FCS teacher to full time FTE
 - Could continue courses, add more electives and take over Social Studies as well
 - This option would allow for 10th/11th to be split from combined class into two separate main lesson groups; getting too big and allow to meet developmental appropriateness
 - Would add \$54k in expense to budget
 - Would but budget into red unless enrollment would hit 3 additional students (would need 45 enrolled instead of 42 students)
 - Scheduling for class rotations; if split for 26-27 year; will have to flip flop 10/11 curriculum permanently; if we can wait to split until 27-28 would be an advantage in the curriculum
 - **Option 2:** Part time options
 - P/T Science Teacher to take a few classes off of Scott’s place as he fills the role of school-wide Math Teacher

		○ If 10/11 doesn't split for 26-27, then current science teacher would need some space for planning and/or less courses to maintain quality level and equitable; ○ Staff as a whole have almost no prep-time ○ Large priority to make staff sustainable and lesson burnout ○ Option 3: SPED (highest need for 2026-2027) ■ At nearly 50% of students on IEPs/504's ■ Continuing to attract students with high needs and continually assessing current students that will likely need more 1 to 1; ■ 2025-2026 SPED staff are at max capacity ■ Potential to contract additional SPED teacher and potential to partner with TRCCS ● Current TRCCS staffer with ability to teach 'extra lesson' and paperwork at TRCCS ■ Also need to consider additional SPED Aide time ■ Don't have a choice to spend SPED dollars or not; required by law to assure IEP minutes being met ■ SPED staff at P/T would be \$50k ■ Discussion about contracted SPED services for paperwork, etc.; ■ Budget considerations for current staff finishing masters degrees and Waldorf credentials ○ Option 4: 3 hours Office Staffing in AM ■ Potential for current marketing person to attend front desk daily which doing marketing work from that day ■ Would allow for executive director release time to teach additional courses and additional time to plan and be on trips ■ Would add ~\$11k cost to budget ○ Point of Sustainment ■ Discussion will continue as to where to put and/or track fundraised monies not being a part of the annual budget ● Contract for Academic Transcript Revision work ■ Proposal for Lead Teacher to be contracted to revise academic transcripts and academic progress reports ■ Estimate 57 hours at \$40/hour ■ Total Cost estimate \$2280 for staff work ■ Board discussed contract cost ■ MOTION to approve the contract proposal as written ■ Motion carries unanimously: \$2,280 for Lead Teacher contract
Lunch	All	12 pm Catered Lunch
Retreat	All	● Public-Waldorf 7 Core Principles
Closed Session	Maria	● <i>The Central Sands Governance Board reserves the right to enter into a closed session pursuant to State Statutes 19.85(1)(c)(e)&(f) for the purpose of considering employment over whom the Governance Board has jurisdiction and exercises responsibility.</i>
Other Business	All	● Vote on closed session items ● Any other business items to cover? ● Next Meeting on Thursday, February 19th, 2025 6pm
Meeting Review	Maria	● Meeting Review & Action Items

The Central Sands Community High School agenda will be posted in their office, on their website at centralsands.org, and announced on their Facebook page.