

Notes of the AAEE Board Retreat with Krystal Allen of K. Allen Consulting
6/17/23; 9:00-12:45; BFHS Cafeteria

1. Call to order at 9:10

2. Roll call: Sean Blondell, Jill Condon, Alea Cot, Tim Duncan, Charmaine Cooper Hussain, Jonathan Levy '03, Dolly Malik, Alexis Parent-Ferrouillet '96, Mark Rubin '86, Jeffrey Seymour, Mitchell Turnbough. Excused: Shaneika Dabney-Henderson '96, Jenny Kottler '79, Brian Mora, Todd Ragusa, Anu Varadharajan. Guests: Dan Casey, Don Jackson.

3. Overview of Charter School Board Governance Best Practices

Role and Responsibilities of a Board Member

Chain of command for the Board and the Head of School

Decision making process for the Board.

Communications – internal as Board Members

How to measure the health of the school? the Board?

Collecting Data on culture/climate of the Board and the School

Questions to explore and answer below. Are these areas of strength or areas for growth?

- Board recruitment

- Board structure

- Board culture

- Board Health

- Board Self-Assessment

- Board Education and Development

Continuous Governance Improvement

10:00am

4. Future Vision and Current Analysis

- **Organizational leadership and management**

5. Implementation of Vision

- **Establish Support and Accountability for culture and climate.**

Culture and Climate Reflection questions:

Support-to what extent do we have meaningful systems in place to support our teachers?

Do the Working conditions create stress or not?

Are concerns heard and addressed?

Accountability must be equitable.

Do our stakeholders have a sense of belonging? Are they all included and feel heard?

Diversity, Equity, Inclusion and Belonging is important to Board

Appreciation - to what extent are we intentional about acknowledging performance and success?

Conflict Management-how do we navigate conflict as a team? Do we accept feedback in both directions? How do we norm this?

Professional mobility for staff - is it possible? Is there transparency?

Student agency - Do we invite student input into some decision making?

Board Governance

Organizational Leadership

Culture and Climate

Board duties

Relationship building with staff and school community, direct interaction.

Ambassadorship for the Franklin brand

Clarity of School Mission

▫ Establish Support and Accountability for organizational leadership and management.

The program turned to a dialogue concerning the selection process for the new Head of School

Head of School Competencies to Seek and Evaluate

1. Engagement with the Board
2. Financial oversight and management experience
3. Legal Compliance- Education Law + Knowledge of Charter policies
4. Teaching & Learning – Academic Leader – health of BFHS academic program
5. Culture + Climate – parents, students, faculty/staff, community input
6. HR Performance + Management and Accountability
7. Fundraising & Development experience
8. Resources – furthering the brand, allocating and attracting
9. Leadership – style needed/wanted - consensus or executive decision-making
10. Professional Development – self-development, open to feedback
11. Experience with collective bargaining - ability to effectively work with the Union

Next steps

Prioritize what the board wants to see in the next Head of School. Which traits are most important? What are our non-negotiables for the next leader?

6. Adjourned at 12:45

Notes of the AAEE Board Retreat with Krystal Allen of K. Allen Consulting
7/22/23; 9:00-11:00 am; BFHS Cafeteria

1. Call to order at 9:09

2. Roll call: Jill Condon, Alea Cot, Tim Duncan, Charmaine Cooper Hussain (10:30), Shaneika Dabney-Henderson '96, Jonathan Levy '03, Dolly Malik, Jeffrey Seymour, Todd Ragusa, Mitchell Turnbough. Excused: Jenny Kottler '79, Brian Mora, Alexis Parent-Ferrouillet '96, Mark Rubin '86. Absent: Sean Blondell, Anu Varadharajan. Guests: Dan Casey, Don Jackson.

3. Future Vision for School Executive Leadership

9:19

Discussion re redesigning jobs and duties of current positions vs establishing CEO and Principal model.

1. Responsibilities are better executed split between two individuals. Business functions vs academic day to day functions. More sustainable division of labor.
2. For accountability purposes a CEO will hold the Principal accountable. Increasing accountability on the leadership team.
3. Unique moment with two positions going vacant
4. To raise our presence in the community, external relations, and development. Clarity on this and messaging.
5. Increased enrollment while other schools are shrinking.
6. Better position the CEO, because the HOS span of reach/control is too large to be effective.

4. Implementation of Vision

How to message to our community in different ways for faculty, staff, alumni, parents, students.

5. Adjourn 11:19 am