

BOARD RETREAT OF THE DENVER LANGUAGE SCHOOL BOARD OF DIRECTORS

Meeting Minutes

Tuesday, July 30, 2024 from 8:30PM – 4:30PM

All Copy Products, 1635 W. 13th Avenue, Denver, CO 80204

Mission Statement: To achieve academic excellence and intercultural competence through language immersion education

In Attendance

Board Members: Susan Cheng Usman, Lindsey Foss, Ken Zerkel, Adam Espinosa, Margo Goldman, Joanne Liu, Jennifer Wild, Anna Wykowski, Rachel Levine, Edwine Michel, Veronique Van Gheem

Non-Board Members: Richard Royal, Annie Trujillo, Christine Loven-Santos; DLS Students; Camilla Modesitt

Meeting Called to Order

Susan Cheng Usman

9:00 AM

Retreat Objectives

1. Reground ourselves in the DLS mission & our students
2. Reflect on Board strengths & opportunities
3. Engage in Project 2030
 - Deepen Board understanding of the domains and priorities
 - Affirm the goals and priorities
 - Discuss the plan to socialize with school stakeholders
 - Identify how the Board will use the plan to monitor progress toward goals
4. Draft an annual calendar and parallel learning plan to support effective governance
5. Finalize the ED bonus structure

Vision 2030: Review & Discuss

Look back Back/Look Ahead (15 min - Richard)

How did we get here, what are we aiming to accomplish with this new strategic plan

Review the Portrait of a Graduate

Independent Reflection/Review (15 min - All)

Use this version of the Vision 2030 document

Prepare for discussion using the reflection questions below

Small Group Discussions (50 min - Susan set up activity, keep time.

Each group should have a notetaker.)

Surface questions and reflections based on the prework prompts.

Spend 10 min per tab/domain and use the lens of the pre-work questions for your discussion:

Which goal(s) in this plan are you most energized/motivated by?

Which goal(s) do you have questions about?

What are the greatest opportunities for DLS over the next 5 years?

What barriers do you see to meeting the goals in Project 2030?

Who benefits from this plan and what other perspectives do we need to learn from?

Full Group Discussion (40 min - Susan/Richard):

Share out headlines from each group.

What needs clarifying before we can affirm/agree on the goals and priorities?

Affirm direction: Agreement on the set of goals and priorities that will be part of Vision 2030

Vision 2030: Operationalizing the Plan

School Operations: Discuss plan for finalizing and sharing the goals/plan with the different stakeholders in the DLS community
Who are the main stakeholders within each campus?
Including release of the Portrait of a Graduate
Implementing in the Performance Management process
Who are the leads?
Provide a general timeline

ED Update

Staffing Update
Compensation Model
Field Update

Meeting Adjourned

Motion to Adjourn Meeting: Jennifer Wild
Second: Adam Espinosa
All in favor.
Meeting adjourned at 5:00 PM