Inspire Academy Board of Directors
Annual Strategic Planning Retreat
June 6, 2026

The meeting was called to order at 9:01am

Present:

- **Directors:** Joel Olufowote, Lesley Spencer, Yvonne Thompson, Jake Brandau, Justin Whitt, and Nate Howard
- **Staff:** Carla Biro (Head of School), Leslie Draper (School Founder), and Ana Maric (Financial Manager).

Motion: Approve agenda (Spencer, second Brandau). Motion passed unanimously.

Board Candidate Review

The Board reviewed the candidacy of Leslie Draper for membership on the Inspire Academy Board of Directors.

Motion: Appoint Leslie Draper to the Inspire Academy Board of Directors effective July 1, 2026 (Whitt, second Brandau). Motion passed unanimously.

Annual Business

Board Officer Terms and Elections

The Board discussed aligning officer terms with the school fiscal and academic year and reviewed options for officer succession and leadership development.

Motion: Approve officer terms from July 1, 2026 through June 30, 2027 (Brandau, second Spencer). Motion passed unanimously.

The following officers were elected:

- **Board Chair:** Justin Whitt (Olufawote, second Spencer); approved unanimously
- **Board Vice Chair:** Joel Olufowote (Thompson, second Spencer); approved unanimously
- **Board Treasurer:** Jake Brandau (Whitt, second Thompson); approved unanimously
- **Board Secretary:** Nate Howard (Olufowote, second Spencer); approved unanimously

2026-27 Board Calendar

The Board reviewed the annual calendar of meetings and events.

Motion: Approve the 2026-27 Board Calendar (Olufowote, second Spencer). Motion passed unanimously.

<u>Annual Review</u>

2025-26 Annual Review

Administration presented a review of organizational, financial, and academic performance for the 2025-26 school year.

2026-27 Corrective Action Plan

The Board reviewed the Corrective Action Plan required by Trine University. Discussion focused on implementation expectations, accountability measures, educator practice improvements, and the importance of demonstrating measurable progress throughout the upcoming school year.

The Board discussed the need for ongoing data analysis, root cause evaluation, and continued support from the Academic Committee to ensure progress toward school improvement goals.

Audit and Tax Engagement

Motion: Approve the annual audit and tax engagement letter (Thompson, second Spencer). Motion passed unanimously.

<u>Budget Review and Approval</u>

2026-27 Proposed Budget and Staffing Plan

Ana Maric presented the proposed budget and staffing plan for the 2026-27 school year. The Board reviewed major revenue and expenditure categories and discussed assumptions underlying the budget.

Motion: Approve the 2026-27 Annual Budget and Staffing Plan (Brandau, second Thompson). Motion passed unanimously.

<u>Strategic Planning for Continuous Growth, Improvement, and Innovation</u>

The Board reviewed and discussed the Inspire Academy Strategic Plan and its alignment with the school's Corrective Action Plan.

Discussion focused on:

- Financial Performance and Facilities Development
- Student Enrollment
- Academic Performance

- Advocacy and Fund Development
- Board Development and Governance

The Board reviewed goals, benchmarks, committee structures, and performance indicators associated with each strategic priority.

The following strategy leadership assignments were approved:

- **Financial & Facilities Strategy:** Chair Jake Brandau; Support Leslie Draper
- **Enrollment Strategy:** Chair Joel Olufowote; Support Yvonne Thompson
- **Academic Performance Strategy:** Chair Leslie Draper; Support Lesley Spencer and Justin Whitt
- **Fund Development & Advocacy Strategy:** Chair Nate Howard; Support Joel Olufowote
- **Governance Strategy:** Chair Justin Whitt

Motion: Approve strategy chairs and support assignments (Brandau, second Spencer). Motion passed unanimously.

Committee chairs were directed to convene meetings prior to the August board meeting.

<u>Board Policy Regulation Amidst Founder Transition</u>

Board Policy Manual and Employee Handbook

The Board reviewed governance policies and discussed the appropriate balance between Board oversight and administrative authority. The Board emphasized the importance of keeping the Board informed regarding significant policy and procedural updates through regular administrative reporting.

Policy Approvals

Motion: Approve updated Complaint Policy for 2026-27 (Thompson, second Spencer). Motion passed unanimously.

Motion: Approve updated Credit Card Policy for 2026-27 (Brandau, second Spencer). Motion passed unanimously.

Procurement and Contracting Policies

Motion: Approve Procurement Policy for Goods and Services (Spencer, second Brandau). Motion passed unanimously.

Motion: Approve Contract Policy (Spencer, second Thompson). Motion passed unanimously.

Motion: Approve Public Works Policy (Brandau, second Thompson). Motion passed unanimously.

<u>Adjournment</u>

Motion: Adjourn the meeting (Whitt, second Brandau). Motion passed unanimously.

The meeting adjourned following completion of all business.