

The Classical Academy
975 Stout Road
Colorado Springs, CO 80921

Board of Directors Working Session
April 2, 2007

- I. Call to Order/Roll Call. Secretary Matt Carpenter called the open session to order at 6:09 p.m. The following Directors were present: Matt Carpenter, Lisa Sutton, Steve Tomberlin, Lisa Ruth, and Chris Bender. Chris Leland and Clark Miller arrived late. Also present: Mark Hyatt, President.
- II. Waiver Request Renewal Process. Kevin Collins briefly reviewed information about the waiver request/renewal process presented at the last two Board meetings. He distributed a waiver package for a first read, and informed the Board that the state has new forms which are different from those used in 2002. The package breaks out the actual form that the state (CDE) requires, the summaries of our waivers, the original charter and application, our 2002 waiver approval letter, and the new/proposed memorandum. Steve Tomberlin reminded the Board that there were a few modifications to our waiver made by D20; Kevin is obtaining those from Pat Richardson. District 20 will review our submission on April 18, and then forward our request to CDE. Send any inputs/questions to Kevin this week.
- III. Organizational Target Vision.
 - A. Lori Salgado presented some exercises to prepare the Board and Lead Team members to collectively develop a “written photograph” of TCA in the year 2017. Chris Leland then led a brainstorming session to examine the concepts that support our values and expectations—the foundation for our vision. The results are listed below, and are color-coded to reflect the following categories:

Red = Program

Green = Together / Interactivity / Things we expect of one another

Black = Characteristics of community

Blue = More than one category

Acceptance	Compensated	Expertise
Accountable	Cooperation	Fair
Analytical thinking	Courage	Faithfulness
Appreciative	Creativity	Family-sensitive
Attentive	Culture-unique TCA	Fearless
Balance	Decisive	Focused
Benchmark	Determination	Frugal
Building citizens	Diligence	Fun
Camaraderie	Empathy	Generous
Caring	Encouraging	Giving
Challenging	Endurance	Gracious
Character	Engaged	Gratefulness
Civility	Entrepreneurial	Groundbreaking
Collegiality	Equitable	Hands-on
Commitment	Excellence	Health
Community	Excitement	Honesty
Compassion	Exemplary citizens	Honor

Hopeful	Passion for People	Successful
Humility	Perseverance	Supportive
Independent	Pioneering	Teach-ability
Innovation	Positive	Teamwork
Inspirational	Principled	Technical Competency
Integrity	Proactive	Tenacity
Intellect	Problem solving	Thoughtful
Kindness	Purposeful	Tradition
Leadership	Reasoned	Transparency
Learning	Recognized	Trusted
Lifelong learning	Resourceful	Truthfulness
Lifetime	Respect	Understanding
Love	Responsibility	Unified
Loyalty	Rigorous	Unique
Margin	Sacrifice	Unoffendable
Model	Safe	Valued
Nurturing	Satisfied	Visionary
Obedient	Selfless	Welcoming
Openness	Service	Well-rounded
Opportunistic	Sharing	Wholesome
Optimistic	Sincere	Wise
Partnering Community	Sportsmanship	Wonder
Partnership	Stable	Work
Passion	Stewardship	
Passion for learning	Students	

The Board then highlighted the key concepts in each category (consolidated below), that will be vital to our vision. All concurred that the concepts of Integrity and Character were sufficiently embedded in the mission statement.

Green = Together / Interactivity / Things we expect of one another

Community, respect, caring, sacrifice, teach-ability, teamwork, supportive, cooperation, the unique TCA culture, nurturing, exemplary citizens.

Red = Program

Excellence, purposeful, passion, hands-on, stewardship, leadership, model.

Black = Characteristics of community

Community, focused, hopeful, commitment, pioneering (combines innovation, entrepreneurial, inspirational, perseverance).

Blue = More than one category

Balance, responsibility

- B. Chris Leland then conducted a metaphor activity, asking the members to develop a short metaphor for the future of TCA. Inspiration ranged from metaphors about trees, to wagon trains and Manifest Destiny, to winning hockey teams. A common theme among the majority of metaphors was the concept of outreach, and sharing the TCA vision and successes with others.

- C. Lisa Ruth will chair a subcommittee comprised of Steve Tomberlin, Clark Miller, Doug Hering, and Diana Burditt. The subcommittee will draft a recommended vision statement at the June meeting.

Chris Leland called for a break at 8:15 p.m. The meeting reconvened at 8:25 p.m.

- IV. Strategic Plan Update. As the Board reviewed the current strategic plan, Chris Leland asked that we focus on selecting two or three action items to improve the plan. One area for improvement will be to refine the objectives. A robust discussion ensued about how to better reflect the importance of our instructional philosophy. Matt Carpenter suggested a graphic representation, to enable a person unfamiliar with TCA to discern how our philosophy is reflected in our organizational priorities. Chris Bender recommended a rhombus, with the Cottage School Program, the Elementary Schools, the Secondary Schools, and Instructional Philosophy on the top, supported by Finance, Operations, and Administration, with Governance at very foundation. Peter Hilts informed the Board that the current drawing wasn't intended to be a hierarchical depiction; rather, it was to organize objectives, and currently the Instructional Philosophy Office is not directly responsible for any objectives—the principals are. Chris Bender suggested that perhaps we should have measurable objectives for our Instructional Philosophy. Chris Leland asked that once the strategic plan is updated, that we add a recurring “dashboard indicator” update to each Board meeting. Leesa Waliszewski recommended a potential topic for the Heritage Town Hall meeting: How to Implement Charlotte Mason philosophy.

After the vision is complete, the Board will convene a subcommittee (chaired by Steve Tomberlin and including Leesa Waliszewski and others to be determined) to review/refine the core values.

Subsequently, a subcommittee will be convened, possibly at the Lead Team level, to review/refine the objectives, goals and tactics, and determine “dashboard indicators.”

Chris Leland called for a break at 9:39 p.m. The meeting reconvened at 9:50 p.m. The members of the Lead Team were dismissed; Mark Hyatt, Kevin Collins, Jim Woody, Doug Hering, and Peter Hilts remained.

- V. 7-year Financial Forecast. Jim Woody and Kevin Collins distributed four attachments to enable the Board to review the financial resources available for strategic projects. Jim began by presenting a SWOT analysis (Strengths, Weaknesses, Opportunities, and Threats in the strategic environment) based on financial resources, with specific emphasis on some potential opportunities, such as partnering with nationally prominent programs such as KIPP (Knowledge is Power Program), consulting for other districts, capitalizing on our pillars/steeple of excellence, etc. Kevin then showed a list of funded sustainment and mitigation projects, and reminded the Board that this list does not reflect any strategic projects involving new construction—we will need multiple millions of dollars in order to accomplish our desired strategic projects, above and beyond what we'll need to sustain and operate. Jim Woody recommended that we continue to broaden our search for external funding, and determine whether we're going to attempt to attract national level grants or focus more on local opportunities. Chris Leland cautioned that if we reach into national arenas, we must be very cautious not to lose our identity and fundamental values/philosophy.

VI. Other Business

- A. Chris Bender asked whether, in response to the recent disparaging comments by Rep. Merrifield, we should stimulate a letter-writing campaign to remove him and Sen. Windels from the Education Committee. Peter Hilts recommended crafting a letter expressing our deep disappointment, and inviting Rep. Merrifield and Sen. Windels to visit TCA and other charter schools. Mark Hyatt will craft a letter for his and Chris Leland's signatures within 48 hours.

- B. Calendar survey. Kevin Collins updated the Board on the progress of their requested calendar survey. The data is being compiled, and we'll make a complete presentation at the April regular meeting.

VII. Future Agenda Items

- A. Waivers Update - Vote
- B. Vision/Core Values Subcommittee Report – June

VIII. Executive Session. None.

IX. Adjournment

Moved by Matt Carpenter, seconded by Steve Tomberlin, to adjourn at 11:18 p.m. Roll Call. Approved by unanimous vote.

Chris Leland
Chairman

Matt Carpenter
Secretary