



## **Governing Board**

### **Meeting Minutes**

**Monday, January 6, 2020**

**6:00 – 8:00 pm**

Oakwood Homes  
4908 Tower Rd.

**Board members in attendance:** Maura O’Neal, Tim Gallagher, Kelly Leid, Mizraim Cordero, Noel Harryman, and Christopher Wildhagen

**Board members in attendance (via phone):** Amy Schwartz

**Absent board members:** Tracie Trinidad and Jason McEldowney

**Staff members in attendance:** Jamie Prijatel (by phone) and Candace Cheung (in person)

#### **Opening Items**

- Kelly called the meeting to order and declared a quorum.
- Motioned to approve 12/2/19 board meeting minutes from Tim Gallagher and second by Kelly Leid.
- All board members shared good news and celebrations.

#### **Committee Updates**

- Review of board priorities - Kelly walked the board through the board priority one pager; the goal is to do less in order to go deep; we don’t want to spread the board and staff too thin since we all have day jobs. Kelly Leid will send a 6-7 pager on PBL that easily explains what project based learning is to stakeholders.
- Principal Hiring - Candace gave an update on the principal search and hiring process: 23 candidates; 12 are qualified.

On 1/14/20 there will be panel interviews with 4-6 candidates. Each candidate will go through 3 rounds of interviews with a team of parents, students, board members. We will need help facilitating movement of candidates and organization of the evening. The event will take place from 5-8pm at the Bison Ridge Recreation Center. The panel interviews will take place the same day as the site visit; site visit will take place at the Cube School.

Community presentation will tentatively take place on 1/27/20 and 1/28/20. 2 lead candidates will present; one on each date. On 1/24/20 we will post finalists on the website to advertise to community stakeholders; we send to individuals on the list-serve.

Candace Cheung gave a short overview of the candidates 23 applied (was 24); now 8 candidates: 6 are exciting; 2 potentially exciting (3 of the candidates will be hard to decide on). The caliber of candidates is impressive. All 8 candidates are from CO. We also received teacher candidates through the principal hiring process.

Amy Schwartz and Kelly Leid will conduct phone interviews this week. During the interviews, Amy and Kelly will check-in with everyone about the realities of the principal position (salary, use of consultants for support) before the candidates in front of the panel. Several teachers have applied who have experience with project based learning and High Tech High. A couple teachers are getting their principal license and are yet to have administrative experience.

For the community presentation, we may use zoom meeting, Facebook live, or film using a smartphone and tripod so that more community stakeholders can join the presentation and ask questions.

Amy and Kelly are unable to have monthly meetings with Dr. Fiedler until the board has a signed charter contract with the district. Kelly requested Candace give Dr. Fiedler an update about the Principal hiring process and candidates.

- Board Retreat - Jim Ford, board retreat facilitator, joined the board meeting by phone to share his background working with boards and acknowledge STEAD' ambitious facility and educational plan. Jim believes board members of new schools are easier to work with since members have been in place since the charter application was developed, post application submission. The board and staff have capacity on the ground to carry out start-up and develop of STEAD. The board has a lot of time and experienced consultants to help accomplishment a strong school start-up. There is time to roll out the school in order to ground us in the community and ground ourselves as a board. The board and the principal need to be clear on the decision rights matrix in order to work well together. Setting goals and measuring progress toward meeting our goals is key to being an effective governing body. Board members will be involved in start-up activities and will be more hands on before school opens as one founding team. It takes about 1-2 years to involve into a governing board (move from founding board to governing board). There are pros and cons to implementing a committee structure early on as we build the institution. Jim has seen where boards in early stages assign tasks to individuals and sub-groups and have discussions as complete entities and flag discrepancies.
- Community Outreach - Tim Gallagher gave an update on community outreach. Maura developed a marketing and communications plan and circulated to the board for review. Tim asked Dr. Fiedler to help with recruitment. Need middle school principal's and guidance counselors talking about The STEAD School as a viable high school option. Kids decide where to go to high school with their parents, their friends, and with their

guidance counselors. The school district needs to help us and work with us on recruitment to make sure the school is successful in terms of recruitment. The school district needs to know that STEAD is good for all kids. Amy will discuss the district's help during charter contract negotiations.

Maura asked if there is funding for marketing efforts. She looked at what other schools are doing to be effective. We need to tell stories about why kids should be interested in our school and meet with guidance counselors. Kelly shared there is a way to meet with Capstone Academy and discuss ways to mobilize our efforts to recruit free and reduced lunch students. We proposed meeting with Capstone Academy board to discuss these recruitment efforts. We may invite their board to a future STEAD board meeting. The conditions of the charter contract include: 1. all students shall have a daily nutritious lunch; 2. mirror local school demographics; and 3. open in 2021.

- Partnership Development & Fundraising - Jamie Prijatel gave an update on communication with non-profit lenders and status of start-up funding grants. NewSchools Venture Fund start-up grant interview to take place in January. Kelly Leid shared the status of work with Vectra Bank.
- Facilities - Kelly Leid and Noel Harryman gave an update on the facility. Kelly passed out schematic documents. The design and development process will take place in 3 areas: schematic development; design development, and construction development. There have been a lot of questions about the building. The original premise was to have 4 buildings; however, we needed to be prudent about cash flow. Because of cash flow and to meet budget, we will build one building at a time. Kelly and Noel discussed building, buildings 2, 3, and 4 in this order. There will be multiple buildings on campus. Outdoor space is as important as indoor space. We will present "Google in a barn." When community and stakeholders arrive on campus they will think they are on a farm; but when they walk into the building, they will be disoriented because it will be high tech inside and realize "this is ag."

Kelly and Noel will make sure the building plan is aligned to STEAD's mission and vision. They will get the principal's thoughts on the building design and ensure the design embodies the concept of "learning made real." The site plan shows how the schools fits into the Reunion Center. The outcome of the site plan is to design the biggest most expensive building with the least amount of kids. Now, we will not build CAL first, but will be building 2 first. Then see where we are with fundraising for the building. We simply can't get enough money to build CAL first. Kelly will ask the district funding for the building. The intent is to build CAL in year 2. CAL is an important building on the campus. The school site plan will still have the ½ acre farm, soil and seed lab, and other one areas Kelly cited in the original plan. The maker space will still be in CAL. Outdoor spaces will be modeled after Magnolia Farms in Waco, TX. DLR will want to make the

building bigger and Kelly will keep it small. It will be easier to fund a simpler designed building first, then work toward building CAL after the first building is completed.

Cal Fulenwider will donate the 10 acres of land and will name the school after him. Kelly estimates the value of the land at 1.5M.<sup>1</sup> There will be an unveiling of the naming of the building on 1/28/20. At the February board meeting, the board will vote to approve Reunion Community Foundation to be the fiscal agent to STEAD. Cal Fulenwider is interested to fund an additional project to bring STEAD and The National Western Center together. Kelly will launch the STEAD capital campaign the last week of January. He will take a university approach to fundraising -- whomever donates will get their name on the building, room, area, etc. At the February meeting, Kelly and Noel will present an updated schematic plan.

Kelly shared the board will conduct an annual fundraising event for fall 2020; like a barn raising event or an annual harvest festival. This can be another community engagement opportunity. This event will be discussed further at the February board meeting.

Kelly discussed the concept of the Cultivate Center being its own 501.c3. This could create its own revenue stream for STEAD. Possibly open the Cultivate Center in August 2020 and pilot the program at the Reunion Recreation Center each Monday for 27J students who aren't in school; about 20 kids in total. This can help market STEAD by student to student. Discussed the idea of making the maker space mobile so other communities within 27J can access this resource.

- Election Committee: Jamie requested feedback on board calendar by 1/13/20 and Miz requested board members send him names of potential board members or advisory board members next week.

### **Closing Items**

- Motion to adjourn the meeting by Kelly Leid, second by Maura O'Neal. Unanimously approved.

---

<sup>1</sup> Per 2/3/20 STEAD board meeting, land value revised to an estimated 3M.