

The Soulard School  
Board of Directors Meeting  
1/25/24, 4:00pm held via Zoom

Board members present: Jay DeLong (president), Jamie Boyer, Angie Hayes, Annie Lehrer, Steve Groves (secretary)

Board members absent: Pam Retzlaff

Administrators: Sarah Christman (executive director), Eleanor White (communications & operations), Samantha Fisher (development director)

Guests: Tad Hartmann (UMSL)

Notes: Eleanor

1. Roll Call (4:02)
2. Welcome & Opening Comments - Sarah, Jay
  - a. Come to Wine Dinner fundraiser on 2/3/24!
3. Consent Agenda - Jay
  - a. Financial statements - Jamie and Finance Committee reviewed all this week - no concerns
  - b. December meeting notes - including approval of 2022 audit
  - c. Approved unanimously
4. School Related Items - Sarah
  - a. Enrollment updates -
    - i. Lost one student due to move out of district - current enrollment 136
  - b. Attendance - 93% in attendance daily, 93% are in attendance 90% or more
    - i. 9 kids with lower attendance - will continue to follow up with them
  - c. Charter renewal update
    - i. Approved by State Board of Education at January meeting via consent agenda
  - d. Open House - 1/27/24
    - i. Thanks to Angie for providing 30 volunteers to help with painting and cleaning for MLK Day service project
    - ii. Thanks also to parent/grandparent volunteers for doing additional work last weekend
5. Finance Committee Updates - Sarah/Jay
  - a. Productive meeting - continuing to look at roles/positions/salaries for 2024-25
    - i. All salaries on scale for 2024-25
    - ii. Next month's board meeting will do preliminary approval of next year's salary budget
6. Strategic Plan Update
  - a. Want to review monthly at meetings
  - b. Review goals and processes since new board members have not reviewed yet
    - i. Updated purpose/mission/vision statements
    - ii. Key learnings from focus groups
    - iii. 4 priority areas:
      1. Academics - continue to improve test scores through further build out of curriculum
      2. Philosophy - revisit philosophy and consider how to rebuild onboarding for new staff, families and students
      3. Development - fundraising goals and approaches
      4. School structure - consider school staffing structure and building/facility needs for long-range growth

- iv. Working with a member of the Gladiator Consulting team to drill into action steps and ensure that we are fully implementing on the set timeline
    - 1. Have already begun academic work with working with Informed Improvement to better analyze student performance data
      - a. Angie can also help with this
    - 2. Multi-tiered systems of support handbook and training continues to be in the works
    - 3. Co-teaching fellow from UMSL helping teachers better utilize their co-teaching relationship to maximize student performance
    - 4. Staffing structure - how to maximize staff for their roles, how to train and provide consistent experiences for staff, students, families
    - 5. Development Department calendar to build consistency in fundraising events, grant writing, etc.
  - v. Part of strategic plan is planning for leadership changes
    - 1. Shenika leaving role of principal effective summer 2024 - replaced by Amy Cross, long-time staff member
  - vi. Board development and growth is also a key part of the Strategic Plan
    - 1. April meeting will be longer than usual, and will involve SEC board members as well
      - a. Will work for in-person meeting, location TBD
7. Development Updates
- a. Wine Dinner - Sat. 2/3/24
  - b. Trivia Night - Sat. 3/2/24
8. Close - 4:53 p.m.
- a. Motion to adjourn

The Souldard School Board Meeting public participation provides each speaker no more than 3 minutes and each topic is limited to no more than 20 minutes except with the concurrence of the majority of the Board of Directors.