

**Academy of Arts and Knowledge  
aka Northern Colorado Academy of Arts and Knowledge  
4800 Wheaton Drive, Fort Collins, CO 80525**

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Board Meeting Agenda for Thursday 13 August 2020 at 4:00pm

Zoom Meeting Address:

<https://us04web.zoom.us/j/73603479118?pwd=OUNXa1pZUW5sRDUvU01NZHB5TUcxZz09>

Meeting ID: 736 0347 9118

Passcode: 0B1kCj

I. OPENING SECTION

A. Call to Order at:

B. Board Members in attendance:

Bowers ( ) Kornfeld ( ) Shapland ( ) Simmons ( ) Walser ( )

C. Approval of Agenda

Motion by:

Seconded by:

Bowers ( ) Kornfeld ( ) Shapland ( ) Simmons ( ) Walser ( )

II. Action Items

A. Motion for adoption of 3-5 years Strategic Plan with goals in four areas:

Motion by:

Seconded by:

Bowers ( ) Kornfeld ( ) Shapland ( ) Simmons ( ) Walser ( )

B. Motion for adoption of “Electronic Participation In Board Meetings” policy:

Motion by:

Seconded by:

Bowers ( ) Kornfeld ( ) Shapland ( ) Simmons ( ) Walser ( )

C. Motion for Adoption of additional to Dress Code policy to read:

Due to the circumstances of this year, the uniform policy for the 2020-21 school year is being amended to allow all types of solid-colored pants, shorts, and skirts as well as any top with sleeves that does not have a logo, decal, or recognizable image on it. Clothing should still be clean, in good repair, and follow modesty guidelines. Footwear needs to be securely attached and closed-toe. Students will spend as much time outside as possible so please have them dress appropriately for the forecast.

Motion by:

Seconded by:

Bowers ( ) Kornfeld ( ) Shapland ( ) Simmons ( ) Walser ( )

III. CLOSING SECTION

A. Next Meeting Date: 2020 Thursday 10 September 2020 at 4:00 pm

B. Adjourned at:



# Academy of Arts and Knowledge "Pride Through Performance"

4800 Wheaton Drive, Fort Collins, CO., 80525 Phone (970) 226-2800 FAX (970) 226-2806

## STRATEGIC PLAN FOR 2020-2021

Objective	Strategy	Benchmarks: Year 1 2020-2021	Benchmarks: Year 2 2021-2022	Benchmarks: Year 3 2022-2023	Benchmarks: Year 5 2024-2025
<b>I. GOVERNANCE GOALS</b>					
A. Board Training	1. League Conference Attendance	I. Minimum 1 Board member in attendance	II. Minimum 2 Board member in attendance	III. Minimum 3 Board member in attendance	V. Majority of Board member in attendance
	2. Board Retreat	I. Schedule half day training	II. Schedule full day training	III. Schedule 2 full day training	V. Maintain 2 Full day training
B. Leader Seccession	1. Board Members	I. Up to date cloud based board binder	II. Identify Potential candidates in School	III. Identify potential candidates outside org	V. Implement shadowing of possible candidates
	2. School Leader	I. Updated Job descriptions and org chart	II. Develop Knowledge Transfer Plans	III. Develop Anticipated future needs list	V. Update Knowledge transfer plans and future needs list
C. Board Work	1. Officer Positions	I. Maintain Academic experience on board	II. Increase Fiscal experience on board	III. Separate Secretary Position on board	V. Maintain Positions
	2. Committees	I. Focus on Staff Support Committee	II. Build Enrollment Committee	III. Focus on Fundraising Committee	V. Develop Future Planning Committees
Responsible Oversight -Board Chair	Implementation Benchmark Dates:	31 December 2020	31 December 2021	31 December 2022	31 December 2024

Objective	Strategy	Benchmarks: Year 1 2020-2021	Benchmarks: Year 2 2021-2022	Benchmarks: Year 3 2022-2023	Benchmarks: Year 5 2024-2025
<b>II. FISCAL / FINANCIAL GOALS</b>					
A. Broaden Enrollment	1. Increase Student numbers	I. exceed 196.5 enrolled students	II. exceed 209 enrolled students	III. Exceed 217.5 enrolled students	V. exceed 236 enrolled Students
	2. Increase student retention (staying in geographic area)	I. Above 70% student retention	II. Above 75% student retention	III. Above 80% student retention	V. Above 85% student retention
B. Broaden Fundraising	1. Increase Competitive Grants	I. Minimum 1 grant submission	II. Minimum 2 grant submissions	III. Minimum 3 grant submissions	V. Maintain 3 grant submission
	2. Increase Donation / Partnerships	I. Minimum 1 business supply donation	II. Minimum 2 business supply donations	III. Minimum 3 business supply donations	V. Maintain 3 business supply donations
C. Future Flexibility	1. Unassigned Fund Balance	I. Ending unassigned fund balance over 450K	II. Ending unassigned fund balance over 540K	III. Ending unassigned fund balance over 610K	V. Ending unassigned fund balance over 800K
	2. Cash on hand	I. Minimum 4 months	II. Minimum 5 months	III. Minimum 6 months	V. Maintain 6 months
Responsible Oversight -Director of Business	Implementation Benchmark Dates:	01 October 2020	01 October 2021	01 October 2022	01 October 2024

Objective	Strategy	Benchmarks: Year 1 2020-2021	Benchmarks: Year 2 2021-2022	Benchmarks: Year 3 2022-2023	Benchmarks: Year 5 2024-2025
<b>III. CULTURE GOALS</b>					
A. Staff Satisfaction	1. Voluntary Turn over: staying in region and in education	I. Staff leaving below 33%	II. Staff leaving below 20%	III. Staff leaving below 17%	V. Maintain staff leaving below 17%
	2. TLCC Survey results	I. Overall Satisfaction above 80%	II. Overall Satisfaction above 85%	III. Overall Satisfaction above 90%	V. Overall Satisfaction above 95%
B. Positive Behavior Interventions and Supports	1. Research-based SWPBIS (School Wide Positive Behavior Interventions and Supports) Behavior management process (classroom managed vs. office managed) in place. (According to the Self-Assessment Survey [SAS] 30% of staff feel this is in place)	I. The percentage of staff that feel a SWPBIS behavior management is in place will increase to 40% according to the SAS.	II. The percentage of staff that feel a SWPBIS behavior management is in place will increase to 65% according to the SAS.	III. The percentage of staff that feel a SWPBIS behavior management is in place will increase to 75% according to the SAS.	V. The percentage of staff that feel a SWPBIS behavior management is in place will increase to 85% according to the SAS. (15% accounts for new staff)
	2. Staff collected SWPBIS and behavior tracking system data on behavior	I. Reduce the number of disruptive behaviors by 25%.	II. Reduce the number of disruptive behaviors by 30%.	III. Reduce the number of disruptive behaviors by 40%	V. Reduce the number of disruptive behaviors by 45%
C. Parent Relationships	1. Overall Survey Satisfaction Results	I. 75% positive	II. 80% positive	III. 85% positive	V. 90% positive
	2. Volunteers, attendance at events, and participation in surveys	I. 20% participation	II. 25% participation	III. 35% participation	V. 40% participation

Responsible Person -Assistant Principal	Implementation Benchmark Dates:	30 June 2021	30 June 2022	30 June 2023	30 June 2025
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Objective	Strategy	Benchmarks: Year 1 2020-2021	Benchmarks: Year 2 2021-2022	Benchmarks: Year 3 2022-2023	Benchmarks: Year 5 2024-2025
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#### IV. ACADEMIC GOALS

A. Math	1. Achievement: meet national RIT norms on NWEA MAP. currently we are an average of 1.96 points below the RIT for grades 3-5.	I. Increase average RIT scores on NWEA MAP testing for grades 3-5 by 2.96 points.	II. Increase average RIT scores on NWEA MAP testing for grades 3-5 by 3.46 points.	III. Increase average RIT scores on NWEA MAP testing for grades 3-5 by 3.96 points.	V. Increase average RIT scores on NWEA MAP testing for grades 3-5 by 4.46 points.
	2. The average Growth Percentile on NWEA MAP for grades 3-5 is 39.3.	I. The average Growth Percentile on NWEA MAP for grades 3-5 will increase to 45.0.	II. The average Growth Percentile on NWEA MAP for grades 3-5 is 50.0.	III. The average Growth Percentile on NWEA MAP for grades 3-5 is 55.0.	V. The average Growth Percentile on NWEA MAP for grades 3-5 is 60.0.
B. ELA	1. Achievement: An average of 70% of 3-5 graders are achieving at benchmark or above on DIBELS.	I. An average of 72.5% of 3-5 graders will achieve at benchmark or above on DIBELS.	II. An average of 75% of 3-5 graders will achieve at benchmark or above on DIBELS.	III. An average of 77.5% of 3-5 graders will achieve at benchmark or above on DIBELS.	V. An average of 80% of 3-5 graders will achieve at benchmark or above on DIBELS.
	2. Growth	I. Students in grades 3-5 will grow an average of 2.5% in reading annually. EOY (End of Year) DIBELS assessment will be used to measure this growth.	II. Students in grades 3-5 will grow an average of 2.5% in reading annually. EOY (End of Year) DIBELS assessment will be used to measure this growth.	III. Students in grades 3-5 will grow an average of 2.5% in reading annually. EOY (End of Year) DIBELS assessment will be used to measure this growth.	V. Students in grades 3-5 will grow an average of 2.5% in reading annually. EOY (End of Year) DIBELS assessment will be used to measure this growth.

C. Student Engagement	1. Academic: Mastery of Skills on standards based rubrics in 3 out of 5 subjects.	I. 70% of students will score at grade level or above	II. 75% of students will score at grade level or above	III. 80% of students will score at grade level or above	V. 85% of students will score at grade level or above
D. Social Emotional	1. Using PBIS and a correlating behavior tracking system this data teachers will implement strategies to reduce the number of disruptive behaviors.	I. Disruptive behaviors will decrease by 25%	II. Disruptive behaviors will decrease by 30%	III. Disruptive behaviors will decrease by 40%	V. Disruptive behaviors will decrease by 50%
Responsible Person - Principal	Implementation Benchmark Dates:	30 June 2021	30 June 2022	30 June 2023	30 June 2025



# T.R. Paul Academy of Arts and Knowledge

*Creating an environment in which all students can reach their full potential*

4800 Wheaton Dr Fort Collins, CO 80525 Phone (970) 226-2800 Fax (970) 316-6745

## **ELECTRONIC PARTICIPATION IN BOARD MEETINGS**

Board members may attend and participate by electronic means in regular or special meetings of the Board in accordance with this policy and state law. For purposes of this policy, “electronic means” shall be defined as attendance via telephone, video or audio conferencing via Zoom through an electronic device.

Board members may attend and participate by electronic means in a regular or special Board meeting only when circumstances prevent the Board member from physically attending the meeting. For purposes of this policy, “circumstances” means travel that requires the member to be outside of the community at the time of the meeting or inclement weather and/or unsafe conditions preventing the Board member from physically attending the meeting.

A meeting at which one or more Board members attend and participate by electronic means shall be open to the public, except for periods in which the Board is in executive session. A quorum of the Board, including members physically present and members attending electronically, is required to convene a meeting.

The electronic means used shall allow the public to hear (and whenever possible, visually see) the comments made by the Board member(s) participating by electronic means and allow the Board member(s) to hear (and whenever possible, visually see) the comments made by the public. A Board member participating by electronic means will be included in the recording of the Board meeting. All participants shall normally have their mics muted unless addressing the group. Opportunities for public comment will be the same as those for in person meetings.

A Board member who attends and participates by electronic means in a Board meeting shall have access to any materials that are presented and available to members who are physically present at the meeting. Emergency meetings will be coordinated by the Board Chair to be held as soon as possible while still complying with Colorado’s open meetings law.

A Board member who plans to attend and participate by electronic means in a Board meeting shall notify the Board president and Chief Officers at least three business days prior to the meeting and shall explain the extenuating circumstances that prevent the Board member from physically attending the meeting. If such notification is not possible, the Board member shall notify the Board president and Chief Officers as soon as is reasonably possible of the request to attend by electronic means. The Zoom Meeting ID and password shall be included on the agenda when such attendance is requested.

A Board member who attends and participates by electronic means shall identify the location from which he or she is participating, those present, and the circumstances that prevented the Board member from physically attending the meeting. If the Board convenes in executive session, the Board member attending and participating by electronic means shall ensure confidentiality during that portion of the meeting. The Zoom meeting host shall remove all those participants not invited to join the executive session.