

Caldwell Academy
Board Retreat Meeting Minutes
September 16, 2011

Present: Tim Towery, Dan Powers, David Robinson, Dino Page, David Stevens, Bret Grieves, Kristin Carlock, Jane Perez, Laura Holley (Absent: Ronny Bell)

- I. Board reviewed August 30, 2011 minutes. Bret moved to approve; Kristin seconded, Board approved unanimously.
- II. Dan shared a devotion with the Board and David opened in prayer.
- III. Discussed policy revision for HoS Evaluation. (see attached) Tim moved to approve, Dino seconded; Board approved unanimously.
- IV. Discussed Capital Campaign Feasibility Study and the hiring of JF Smith Group to conduct the study. Tim moved to approve up to an expense level of \$43,400; Dan seconded; Board approved unanimously.
- V. Board discussed Board Structure, Makeup, Changes. Board will revisit Nepotism policy this year. Board will interview each of two candidates at next two board meetings.
- VI. Reviewed and discussed Guidelines for Effective Board Members (see attached).
- VII. Discussed having Board meet with Consultant that met with Staff on communication skills. Jane will speak to Mark about any additional cost before scheduling.
- VIII. Board discussed and affirmed Caldwell mission. Discussed spotlighting student (individual or group) examples of service; using Purpose Statement to evaluate Board and HOS; and reading parts of mission statement at each board meeting.

- IX. Discussed Board goals and objectives for current school year. Board requests HoS to develop a documented teacher evaluation system by January 1. Board to develop an emergency succession plan for HoS. Laura will email discussed goals and objectives to Board and Board will respond to finalize. (see attached)
- X. Reviewed A and B Team objectives (see attached)
- XI. Discussed ARC scope. Board agreed to pursue feasibility study of ARC program that would include additional services for low end and high end students. David R. to provide details of feasibility study.
- XII. Jane led discussion on senior picnic responses. Discussed doing an anonymous written survey earlier in the spring with seniors, and then compiling and discussing results with Mark in June. Jane will continue to lead the effort.
- XIII. Board closed in prayer.