

Victory College Prep Board Meeting Minutes

January 25, 2022

Call to order at 5:40pm

Approve Dec Minutes:

Motion: John Marshall, Kara Masterson seconds

Marcie Brown Carter: yes

Molly Craft: yes

Rico Francis: yes

Kara Masterson: yes

John Marshall: yes

Adam Collins: Yes

Mission Minute: Ryan Gall. Talked about Exhibitions that took place in December. Two Board members were there to serve as judges. Can they share their experiences with the board?

Marcie and Rico shared their experiences with judging exhibitions.

Executive Director Report: Ryan Gall

Ryan reporting for both his own and the Operations reports this month since Mike Lipphard's departure. Pleased to report that VCP has hired Jess Monk as COO to replace Mike Lipphardt. Feb 7th start date.

Spring Count day is next week. Looks like we will report 911-912 students.

Attendance is challenging because Omicron is so contagious. Lot of staff out sick, and lots of students out as well.

Strategic planning: All planning sessions have happened. Rico and Ezra especially helped with that. Bulk of February mtg can be spent reviewing what looks like it will become a strategic plan for VCP for the coming 3 years.

Equity cohort kicked off. Beloved Communities will lead that work. Rico is representing the board by taking part in those meetings.

Internal Hire for staff recruitment position. Working into that position now instead of April as originally planned. Will start full time in March, and is pulled out of classroom 1 day/week starting now.

Draft compensation plan is assembled for consideration by board.

Committee Reports:

DEI: Rico Francis: Entire leadership team has joined first session of the previously mentioned equity cohort. Understand Beloved Communities approach. Equity audit will be scheduled next. Rico will share additional information.

Finance: Adam Collins: Discussed ongoing development of financial reports. Need to address AP report, and committee recommends approving it. Everything continues to look good

Motion to approve Accounts Payable by Adam Collins, Molly Craft seconds

Marcie Brown Carter: yes

Molly Craft: yes

Rico Francis: yes

Kara Masterson: yes

John Marshall: yes

Adam Collins: yes

Academics: John Marshall: The committee went over principal reports. Attendance challenges are due to covid.

Also discussed Academic support partnerships Lavinia and Instruction Partners. Staff evaluations concluded in December, and coaching is now being done as a result. Staff compensation and proposed plan were discussed as well.

Development: Andrew Hayenga shared slides

Internships launched last Friday. All Seniors have internships for the semester.

Progress with VCP website: efforts to improve service to families. Look out for press room newsfeed and update it at least monthly. Strong foundation set for page templates. One-stop place for families to sign up for things.

Calendar: Black history month is major focus for February. Town Hall first Friday of every month at Elementary. Town Hall on Friday 2/4 is great opportunity if Board members want to attend a February event.

Strategic Planning:

Molly Craft: Volunteered to lead the creation of Board member responsibilities document. She created a draft of best practice. Worked with Ryan to create a draft. Molly is now asking board to review, vet and approve. Molly shared a document and engaged in discussion about it. Molly requested all board members to review the draft and share comments with her within a week.

Ryan Gall: presents draft compensation plan. Includes base salary structure, bonuses/incentive pay, and supplemental benefits. Includes true-up for current staff as well as future new staff. Board indicates approval of the general direction, with formal vote to take place in February.

Adam Collins: Read Adam's email and respond to his ideas around shifting board meetings in several ways, including consent agenda and possible board meetings every other month.

Next meeting is 2/22.

Meeting adjourned at 7:15.