



GALS empowers girls to succeed academically, lead confidently, live boldly, and thrive physically.

Board of Directors Meeting

Monday August 21, 2017

5:00-7:00 pm

GALS Denver – 750 Galapago Street, Denver

Board Members Present

Jennifer Evans
Frank Rowe
Liz Romer
Kristina Campos
Emily Wasserman
Stalker Henderson
Ed Likovich (phone)

Board Members

Absent
Paula Hanson
Julie Fincham
Lisa Lane
Lauri Dannemiller

GALS Staff

Carol Bowar
Nina Safane
Jessica Schwarz
Carrie Donovan

- I. **Welcome**
- II. **Approval of July 2017 Minutes**
Tabled until September meeting.
- III. **Public Comment – None.**
- IV. **School Reports** - Carol Introduced The Organizational and School Goals for FY 2018.
GALS Middle School - Nina Safane reported on the beginning of the school. She also discussed goals for the year.
GALS High School – Carrie Donovan reported on her goals and focus areas for the year. In addition to academic performance, remediation for gaps, She is also looking at retention of students. Focus on math. She reviewed quantifiable results showing that we are addressing the achievement gap across economic factors. Achieving our mission of inclusivity and serving diverse backgrounds.
Boys School - Carol Bowar reported how in the beginning of the school year, school leaders and teachers are focused on creating and maintaining a school culture where students staff and families experience a sense of belonging.
- V. **Organizational Goals** Carol Bowar presented areas of focus for GALS Denver. Areas of emphasis were students successful, using data, RTI revised process and Tier II program.
 - a. Parent engagement is redefined and brings contributions to school initiatives
 - b. SE evaluation is piloted refined and researched.
 - c. Dean for 6-12 dean structure designed and implemented.
 - d. Gals series part II
 - e. HR policies and scales review and update

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GIRLS ATHLETIC LEADERSHIP SCHOOLS

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- f. Equity bias and CRE plan
- g. Individual development plans guide personal growth of PLT members.
- h. Organizational meets enrollment targets. The Boys School gets a permanent home
- i. Gals Denver supporting Gals inc.
- j. Fundraising strategy
- k. Organization reaches clarity on centralized and standardized processes and decisions.

- VI. **Governance Committee:** Emily Wasserman reported. The following topics were discussed.
- a. Creating a Board Calendar over the year
 - b. Parent Representation - Request from the board for volunteers to. September will be and interested in interviewing and reviewing applications from parents.
 - c. Board recruitment: Strong request for board members to provide names and suggestions for adding diversity, unique skills, and leadership on our board. Looking for board members to provide names of at least **3 potential board members to Jennifer by September 15, 2017.**

- VII. **SAC Committee** - (Student Accountability)
September will present data recently received from the district.

- VII. **Board Business & Discussions**
- a. Part 2 of discussion regarding FRL in the middle school. Reviewed 3 year trend. Gals has a core value to maintain a diverse population. Board discussion how to be intentional about preserving this core value while never putting school in financial strain.

- VIII. **Finance Committee:** Reviewed the revised year end budget after adjustments made due to the new accounting system. Approved unanimously.
- a. Finance manager position update - recruitment in process. 2 interviews this week.
 - b. **Enrollment** down by 5 students overall 3 schools although movement is expected over the next several weeks. Expect more final numbers in September
MS 333, HS 145, Boys 87
 - c. **Fundraising strategy update:** Carol reviewed the recommendations of the consultant (Front Range Source) hired by GALS for fundraising strategy.
 - i. Create an organizational strategic plan
 - ii. Create a clear compelling case for support
 - iii. Larger more efficient fundraising team including a board fundraising committee
 - iv. Start a major gifts program
 - v. Convert luncheon donors into organizational donors
 - vi. Implement an annual fund

- IX. **Constituent relations** - new websites are up. consideration of board bios. Encouraged board members to follow GALS facebook page and download GALS app.

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- X. **Facility Committee** - Update Stalker Henderson and Carol Bowar lead the discussion.
 - a. Update on facility expansion. Encountered challenges in high School CHASA field in the bond. Notification in early august received regarding conflict. Frank and Carol attending a meeting with the District and Architects reviewed solutions around field.

- XI. Ed Likovich presented his idea to implement a program for students called **Powerful People Speakers** -Asked board members to think through networks of people who would be willing to come to class and present. Will be a one time commitment, 10 minute presentation, diverse background. Send Contacts to Ed.

- XII. **Strategic planning**
 - a. Carol brought up the need for the board to have conversations about creating a framework for organizational growth including financial modeling, decision levers and community demand.

- XIII. BOYS CDE Training for FY18 - board members continue to work on completing modules.
- XIV. Colorado League of Charter Schools Conference. Board Member requirement to attend March 1st and 2nd. Frank Roe willing to attend.

Meeting adjourned at 7pm.