



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

**Board of Directors Meeting and Celebration**

**Friday, April 13, 2018, 8:00-4:00pm**

**Daniels Fund, 101 Monroe Street, Denver**

**Board Members Present**

Jennifer Evans  
Frank Rowe  
Liz Romer  
Amy Friedman  
Melissa Kotecki-Schlote  
Katie Kellen  
Ed Likovich  
Julie Fincham  
Kristina Campos  
Emily Wasserman  
Lisa Lane  
Stalker Henderson

**Board Members**

**Absent**

Lisa Lane

**Guests**

Lauren Schwartz  
(Bellwether  
Education Partners)

**GALS Staff**

Carol Bowar  
Melissa Flores

- 8:00 Breakfast, Coffee and Mingle
- 8:49 Jennifer Evans and Carol Bowar call the meeting to order
- 8:54 Retreat Agenda and Goals reviewed. Board broke into groups to discuss Board norms.
- Goals:
- Build Knowledge and trust of one another as a team working to govern GALS/BOYS
  - Review GALS/BOYS budget
  - Review state of GALS/BOYS and share input
  - Give input to our strategic plan
- Purpose: Drive vision and strategy of organization, provide support and accountability.
- Norms:
- Be present and listen
  - Respectfulness of others, encourage difference
  - Active participation
  - Think outside the box
  - Support organization leadership
  - Have fun
  - Stand in dynamic tension
  - Be powerful representatives and advocates for GALS/BOYS
  - Work at appropriate altitude



## GIRLS ATHLETIC LEADERSHIP SCHOOLS

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- 9:15 Minutes Approval - Approval of March minutes tabled until May Board meeting. Board agreed to look at comments.
- 9:17 Public Comment - None
- 9:18 5-Finger Check-In exercise - small group exercise. (What are you good at? Where are you going? What upsets you that you wish you could change? What are you committed to? What is your hope for the organization?)
- 9:45 Break
- 9:55 Review of Schools - Progress Monitoring (Carol)
- A. Academic Review - Will wait until end of school year to review progress and monitoring. April is testing month. School is limiting one test per day for students. All School participating in PARCC, CMAS. High school also taking SAT/PSAT. Carol shared high school is seeing growth in all areas. She also reviewed graduating class college acceptance rates and post graduate plans.
  - B. Annual Goals Update
    - Organization Focus Areas - Carol led a discussion on building annual goals for 3 schools. Carol also shared her areas of focus for the past year which included HR and staffing, Diversity, Equity and Inclusion (DEI) planning, Data and SAC needs and committees. She also shared her learnings and reflections about progress monitoring systems, school alignment and maintaining momentum balanced with providing day-to-day support for school functioning.
- 10:45 Compensation Committee
- Carol led a discussion about her work to build a salary scale for teachers that brings GALS closer in alignment with new DPS scale. This adjustment was a \$150,000 investment for the school. She asked for board compensation committee to review the scale. Ed and Liz volunteered.
- High School Decisions - Carol reviewed how she is working with GALS Inc. to define HS Model. This includes considerations of support for high schools, BOYS high school and what types of high school configurations should be considered?
- 11:08 Break



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- 11:25 Finance and Budget review by Melissa Flores and Carol
- 12:03 Lauren Schwartz from Bellwether Education Partners facilitated Strategic Planning Workshop with the Board. Activities included small and large group discussion on organization overview, GALS model and core values, impact, growth, finances and risk. Board members also discussed the need to consider branding and restructure leadership and administrative supports for the organization
- 3:30 Board agreed unanimously to cancel April 16th board meeting.  
Meeting Adjourned

**Board Meetings:** May 21, June 11

**High School Graduation:** May 24, 2017, 6:30pm,  
Riverside Church, Denver

**8th Grade Continuation:** June 1, 2017, 5:30pm, GALS

*\*As required by the Sunshine Act, this board meeting is open to the public.  
\*\*Please direct all questions to Carol Bowar at [carol.bowar@galschoolsdenver.org](mailto:carol.bowar@galschoolsdenver.org)*