



**Girl Athletic Leadership Schools  
Board of Directors Meeting – Board Retreat  
Friday, April 9<sup>th</sup>, 2021 - 8:00-4:00pm  
In-person & via ZOOM**

**Board Members Present**

Lisa Ali  
Jamaica Burke  
Margaret-Ann Burness  
Adam Burrows  
Kristina Campos  
Emily Cervantes  
Jennifer Evans  
Julie Fincham  
Ethan Hemming  
Pam Horiszny  
Ed Likovich  
Trina Maull  
Frank Rowe  
Shannon Saviers  
Brittany Stitch  
Barbara Washington

**Board Members Absent**

Wogahta Woldezghi

**GALS Staff & Consultants**

Carol Bowar  
Leah Bock  
Carrie Donovan  
Debbie Lister, Education  
Board Partners

---

Debbie Lister from Education Board Partners kicked us off.

Ed Likoviich presented the minutes from the previous meeting and they were approved.

There was no public comment.

**The balance of the day was committed to the 2021 Board Retreat.**

Introductions and headlines

Get to know you exercise

**“State of School”**

Carol Bowar provided an overview of 2020-21 school year which included the challenges associated with COVID-19 and remote learning

- Overall, the GALS team made it work and we are back to hybrid in-person learning
  - We reviewed the Academic Performance Dashboard. Performance is mixed and highly influenced by online learning (i.e., this was new to everyone and Remote Learning is negatively affecting students’ ability and efficacy in academics). Gaps continue;



however, interim assets show student growth. All seniors are on track for graduation. We celebrated the HS renewal and outlook for FY'22

- Carol provided an enrollment report.
  - We have a great hire in Alex! Reforming the Development/Marketing Committee proved successful as did our Partnership with RootED (research and recruitment support).
  - Flat enrollment which is strong relative to the district and most importantly, there is no mass exodus this year
- We also reviewed the school's financial stability which is fairly positive: projecting to end in the BLACK for FY 21.
  - We secured a PPP Loan which benefitted our reserves
  - Unwound from GALS, Inc. financially, and resolved financial complications
  - Hired G&G, moved back to Quickbooks and we are continually optimizing for efficiency
- Our fundraising also proved to be successful this year
  - We are nearing the finish line with support from our development committee, Jordan @ Philanthropy Experts and Brenda @ Syllabi Consulting (grants)
  - The future start of GALFriends was also announced
- FY'21 was a year of listening & redesigning with COVID-19 and leadership changes.
  - We redesigned our leadership team, instructional supports and teacher coaching, technology use, curriculum (remote learning), telehealth and counseling services, all many times over
  - Looking forward to starting fresh in FY'22

### **Equity Inclusion Diversity discussion with Debbie Lister**

Kicked off with a review of GALS staff agreements on the topic and understanding that this will be hard and uncomfortable.

There was also a review of all relevant terminology and robust and fruitful conversation around our EID work (and on-going learnings) will play out for the board (i.e., board selection, hiring, governance, strategic planning, and an Equity Committee).

### **Board Best Practices**

As a group we reviewed our best practices and it was agreed that while structure was critical, it should never be at the expense of accomplishing our goals. The board will look for ways to further "GAL-ize" our meetings – making them less formal and more inviting to all.

It was also agreed to establish an "academic" committee.

Additionally, Board Survey results were reviewed. Overall, the feedback was positive; however, most recognized the need for a more robust/concrete strategic plan – long & short term.

### **Strategic Planning**



Looking ahead to the next fiscal year, the remainder of the meeting was focused on our strategic goals moving forward. This included an exercise around our measures of success (a GALS specific School Performance Framework) and a SWAT analysis brainstorm to kick off our planning process.

The meeting was adjourned at 4pm.