

BREVARD ACADEMY: CFA BOARD OF DIRECTORS RETREAT

LOCATION: MEETING ROOM ENTEGRA BANK

Tuesday, July 24, 2018, 9:00am – 3:15pm

Notes from topics at Retreat:

Attendance: Adrienne Casteen, Nick Iosue, Julie Gaston, Coty Ferguson, Lee Burgess, Ashleigh Dalton, Ted Duncan. Not Present Jim Bishop. Meet and Greet with Applicants Mark Campanini and Amy Hertz at Lunch.

Casual discussion regarding new hires, school driveway painting, sign proposals

Review a video on strategic planning process

Strategic planning-

Student-Academics-Teachers/Staff-Safe Environment/Management/Community

Settle on Character- Service- Excellence

Goals:

1. Insure academic success for all students

Objectives

- a. All students K-8 have access to the Core Knowledge Sequence including the fine arts, foreign language, technology, and physical education
- b. Become an A rated school
- c. AIG

2. Provide an effective + innovative learning environment

- a. Clubs
- b. Safety
- c. Technology
- d. Sports
- e. Outdoor ED

3. Recruit, Hire and retain highly effective personnel

- a. Board table
- b. Creative professional working communities
- c. Communication

4. Use resources effectively + be fiscally responsible

- a. Finances
- b. Facilities

- c. CMTE
 - d. Development
5. Engage our communities
- a. Website
 - b. Community service + participation

SMART Criteria

Specific-Measurable-Achievable-Realistic-Timely

We will leave today with goals and objectives to go back to committees for strategy and implementation

Discuss Topics we will need to address through Policy Committee to be presented to BOD:

- **Staff leave.**
 - 9 days per year
 - 30 day total sick bank – 5 year max to roll over
 - Donation from yearly PTO only
 - Bonus eligible @ < 4 days
- **Bonus Ideas**
 - Attendance Element 25%
 - Grades Element 50%
 - Team Element 25% (required to meet and minutes)
 - *still working on ideas