

Beacon Academy Charter District 4124
 Board Retreat Meeting Minutes, August 23, 2022, 6:00 p.m.
 3415 Louisiana Ave N, Crystal, MN 55427
Beacon Academy is authorized by Innovative Quality Schools
P.O Box 580, Hutchinson, MN 55350

I. Call to Order: Wendy Terry called the meeting to order to at 6:06 p.m.

Roll Call: present at time of meeting unless otherwise noted

Name	Role	Present	Absent
Wendy Terry	Board Member - President	x	
Kris Gapinski	Board Member – Vice President	x	
Aaron Price	Board Member - Treasurer		x
Matheu Weidenbach	Board Member - Secretary	x	
Elizabeth Brobeck	Board Member	x	
Joanna Pederson	Board Member	x	
Elizabeth Warpinski	Board Member	x	
Jamarcus Walker	Board Member		x
Melanie Spall	Board Member	x	
Sean Koster	Ex-Officio – Executive Director	x	
Mike Reeder	Ex-Officio - Principal	x	
Miscellaneous Attendees:			

II. Pledge of Allegiance

III. Choral Reading of Beacon Academy Vision Statement

IV. Approval of Agenda

Motion:	Motion to approve the agenda							
Made by:	Kris Gapinski				Seconded by:	Matheu Weidenbach		
Discussion:								
Vote:	Member	Yea	Nay	Abstain	Member	Yea	Nay	Abstain
	Aaron Price			X - absent	Elizabeth Brobeck	x		
	Wendy Terry	x			Elizabeth Warpinski	x		
	Matheu Weidenbach	x			Jamarcus Walker			X - absent
	Joanna Pederson	x			Melanie Spall	x		
	Kris Gapinski	x						
Decision:	Passes							
Notes:								

V. Agenda

a. Reflections on the past year

Notes:
<ul style="list-style-type: none"> • Training needs are being well-met through current offerings including online options and the in-session training that the board does. • The board feels that discussion is healthy, examines all relevant sides of an issue, and works collectively to ensure the health of the organization and the education and well-being of our student population as the top priority. • What has gone well in the last year: <ul style="list-style-type: none"> ○ Board collaboration to solve issues and keep business moving. ○ Work on the vision statement this past year.

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- Staying focused during the challenges throughout this last year.
- Autonomy granted to committees to complete their work and bring recommendations back to the board vs. attempting to solve all work within the board sessions.
- Acting in a solution-oriented manner.
- What is an area to improve:
 - Better organization of board materials (training, meeting documents, critical organization documents, etc.) and ensuring accessibility as needed.
 - Encouraging more involvement with the Beacon community in board business, providing visibility to the follow up when the Beacon community provides feedback to committees or board members. Note that the chair/vice-chair do follow up with individuals at times but there are opportunity to improve on this.
 - Implement and action item/owner list that provides more visibility to items that are taken away from board meetings. Include them in minutes and the next month's agenda.
 - Clarify the process for address of public comment for board meeting attendees.
 - Continuing to- and, where possible, improving upon – providing transparency of the challenges that the organization is facing and the steps that are being taken to address them
- Biggest challenges ahead for the year:
 - Budget/Finances
 - Enrollment
 - Staffing
 - Staff morale
 - Retention given the above

b. Expectations for the coming year

Notes:

- Financial viability continues to be area of focus; Beacon is heading in the right direction with enrollment and will stay the course, adjusting to ensure budget supports the organization

c. Strategic Planning : Mission

Notes:

1. What methodologies, programs, activities, and so on are already in place that move us toward our goal?
 - Responsive classroom
 - Character Ed program
 - CARES
 - MS Honors
 - Literacy Program
 - Arts, Music, Gym, Tech
 - After school clubs
 - Spanish
 - EL
 - Monthly assemblies
 - Family engagement
 - Friday friends/middle schoolers working with younger students
 - Kindergarten graduation parade
 - 8th grade graduation
 - Beacon Dash
 - Small community
 - Teacher autonomy - flexibility to differentiate and create programming to meet student needs
 - New teacher mentor program
 - Enrollment process
 - Family handbook is clear and sets the appropriate expectations
 - Communication out to families is clear and accessible
 - Volunteerism from the parents

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- Hiring practices
 - Ethos of safety
 - Accessible administration team
 - How we talk about students
 - Support of the administration for staff
 - Support of co-workers
 - Back to school night
 - Summer programming
 - Wolf Ridge
 - Field trips
 - Kid's college
 - PTO events
 - Willingness to meet accommodations
 - Amount of support staff
 - Mental health support
 - Sunshine committee
 - Engaged board
 - Engaged staff
2. How might our school grow and change in the near future as we work toward our goal? (responses included with question 3)
3. What changes do we anticipate in the community around us in the near future that may impact our ability to reach the goal?
- Expanding club foci
 - More connections to other schools
 - Increase in rates of poverty
 - Increase in rates of mental illness
 - More English learners
 - More BIPOC students
 - More immigrant families
 - More SPED students
 - Declining teacher population
 - More importance placed on technology literacy
 - Less emphasis on standardized testing
 - More migrant families from other parts of the country
 - Increased emphasis on social/emotional learning
 - Curriculum will shift from one-size-fits-all to allow for more creativity and differentiation
 - Convincing students of the value of education
 - Changing attention spans of students
 - Student expectations around instant gratification and parents
 - Move away from exclusionary discipline practices
 - Trauma – informed practices
 - More inclusive attitudes among students
 - Increase in cyber-bullying in younger students
 - Increased use of social media
 - Pandemic/crisis
 - Political polarization
 - Social impacts of pandemic

Recess called at 8:05PM, resumed at 8:14PM

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4. **QUESTION TABLED FOR FUTURE SESSION:** What characteristics of Beacon do we want to emphasize in our mission statement? What makes us distinct from the schools around us?
5. What needs to be changed in how Beacon operates in order to reach our goal?
- Further emphasize resilience – teaching concrete skills to help
 - Reconnecting with the parent community and connecting with new parent in productive ways
 - Increase enrollment
 - Increase compensation for teachers
 - Expand DEI team and incorporate into school
 - Increase communications between working groups
 - Establishing measures of success – have we reached our goals?
 - Evolving our methods of communication to parents and students
 - Educating staff on new communication options
 - Making communications accessible in website
 - Addressing teacher burnout
 - Increased support staff – compensation and availability of staff to teachers

Next board working session scheduled for 11.29.2022 at 6:00PM

d. Actions Items

Action Opened	Topic	Action	Owner
08.23.2022	Board improvement areas: organization of board materials and important documents	Action 1: Add training links to board site Action 2: Identify critical organization documents and add to common repository	Action 1: Secretary (Mat) Action 2: Chair (Wendy)
08.23.2022	Board improvement areas: capture actions and ensure follow up	Capture actions in minutes and include on agenda as relevant for review and to confirm progress is being made on actions	Secretary (Mat)
08.23.2022	Board improvement areas: clarify the process for address of public comment for board meeting attendees.	Action 1: Secretary (Mat) to update meeting agenda template with language that clarifies open meeting law	Action 1: Secretary (Mat)
08.23.2022	Board improvement areas: provide transparency on steps in progress to address biggest challenges the organization is facing	Action: incorporate steps in communications to Beacon community throughout the year, tailoring for both staff and parent community as appropriate	Executive Director (Sean)

VI. Adjournment

MOTION TO ADJOURN

Motion to adjourn at 8:54PM forwarded by Kris Gapinski seconded by Joanna Pederson. Approved unanimously. Meeting adjourned at 8:5PM.

Next regular meeting: September 15, 2022 at 6:30PM

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Approved on 09/15/2022

Matheu Weidenbach, Secretary

Beacon Academy School Board