

**Vanguard Classical School
Board of Directors Meeting
March 28, 2024
Call to order 6:31 pm MT
Virtual Meeting
MINUTES**

Call to order/Pledge of Allegiance/Roll Call (6:31pm)

- The meeting was called to order at 6:31 pm by the Board Chair Dan Jorgensen .
- The pledge of allegiance and roll call took place.
- Attendees included:

Board Members:

- Dan Jorgensen (Chair)
- Kat Ling
- Ousman Ba
- Natalie Doxey
- Ryan Gensler

Vanguard Employees:

- Karen Secor
- Nathan Bryant
- Jeannie Easton

Tatonka Representative:

- Maggie Regalia

Approval of Agenda (6:32pm)

It was proposed to approve the posted agenda for the March 28, 2024 board meeting. A motion to approve the agenda was made by Director Doxey and seconded by Director Gensler. The motion was approved unanimously.

Community Comments (6:32pm)

No comments at this time.

A request was made to move this section to the end of the agenda in order to retrieve comments from community members.

Approval of Minutes (6:35 pm)

It was proposed to approve the minutes from the February 22, 2024 Board Meeting. A motion to approve the minutes was made by Ryan Gensler, with a request to note that the reason he arrived late to that meeting was due to a family commitment, as he had not planned to attend that evening. He joined spontaneously as there was a need for a full board discussion and vote on an item regarding the Executive Director search. A second to that motion was made by Director Doxey. The motion was approved unanimously.

President's Report (6:35 pm)

- Appreciation shown to VCS staff for all hard work on assessments and other end of year items that are ongoing at this time of the year.
- Executive Director search progress:
 - RCG Talent was selected as the organization to assist with the search for a quality candidate, after multiple proposals were reviewed by Director Jorgensen and Director Ling. This organization was selected for their reputation and affordability.
 - A survey was sent out to staff and others in the VCS community for input regarding desired outcomes of the search and the data collected was reviewed by Director Jorgensen and Director Ling.
 - A job description was created based on the data received from staff and parents (42 responses received). The position is posted and live for applications.
 - Director Ling reviewed a slide deck outlining the process for the ED search.
 - See appendix to board meeting minutes at the end of this document.

Executive Director's Report (6:53 pm)

- CMAS testing begins next week.
- West Campus' lease has been finalized!
- Some members of leadership attended a job fair in Greeley at University of Northern Colorado and will attend another at University of New Mexico to recruit teachers for next year.
- Charter renewal is next item to prioritize
- Long-term item to be aware of is refinancing of the East Building

Committee Report, Financial (6:56 pm)

- Complete Financial Report was reviewed
- Finances are ahead of where we would expect to be at this point in the year in most budget categories but the overall budget has equalized as we are under budget in other categories that make up that spending.
- From an overall perspective, we are in a solid financial position

Open Dialogue Item (7:09 pm)

- None at this time.

Adjournment (7:10 pm)

Director Jorgensen thanked the Board for their work.

Board Meeting Appendix 3/28/2024

Community Survey Feedback (Can also be viewed [HERE](#))

Opportunities/Priorities for new ED:

- **Expansion of Programs:** Introduce new academic and extracurricular programs to cater to diverse student interests - this could support student retention - and Strengthen college counseling and career exploration programs.
- **Diversity and Inclusion Initiatives:** Implement strategies to foster a more inclusive learning environment and recruit diverse faculty.
- **Facilities Improvement:** Upgrade facilities to provide a conducive learning environment.
- **Parental Involvement:** Encourage active participation from parents to support student success.
- **Community Engagement and Understanding:** Foster a sense of community, understanding, and a safer school environment.
- **Enrollment and Morale:** Increase student enrollment, boost staff morale, and establish Vanguard Charter School as a desirable educational institution.
- **Teacher Support and Stability:** Prioritize teachers' needs (Invest in ongoing teacher training to improve teaching skills), improve hiring practices to reduce turnover, and provide stability in administration.
- **Cultural Alignment and Innovation:** Align both campuses with Vanguard's foundation and vision, promoting inclusivity, diversity, and innovation in teaching strategies.
- **Compliance and Charter Renewal:** Address compliance issues promptly and prioritize charter renewal processes.

Key Priorities and/or Challenges:

- **Funding Constraints:** Limited financial resources may restrict investment in new programs and facilities.
- **Teacher Retention and Recruitment:** Difficulty attracting and retaining qualified teachers.
- **Diversity and Inclusion:** Addressing issues related to diversity, equity, and inclusion.
- **Academic Performance:** Ensuring all students receive a high-quality education and meet academic standards.
- **Parental Involvement:** Engaging parents, especially in communities with low involvement.
- **Facilities and Infrastructure:** Dealing with aging or inadequate facilities.

Ideal qualifications and qualities desired in the new ED:

- **Educational Experience-** preferably with classroom teaching experience

- **Leadership Skills:** Strong leadership qualities such as openness, honesty, transparency, and the ability to inspire and motivate others
- **Community Engagement:** Excellent communication skills and familiarity with community outreach are important for building relationships with families, stakeholders, and the broader community. ED should be visible, approachable, and actively involved in the school community.
- **Management and Administration:** Experience in organizational management, finance, and administrative processes
- **Cultural Competency:** Experience working with diverse cultures and communities, including high-risk populations- should understand cultural differences, promote equity, and be dedicated to fostering an inclusive environment.
- **Innovation and Continuous Improvement:** A commitment to innovation, continuous improvement, and data-driven decision-making- ED should be dedicated to staying current on educational best practices and trends.
- **Stability and Trustworthiness:** The ability to provide stability, build trust, and maintain confidentiality- ED should be dependable, reliable, and able to handle difficult conversations effectively.

Timeline

Week of	Search Stage	Notes
Mar 11 - Mar 24	Intake, Planning & Launch Role	
Apr 1 - Apr 15	Sourcing & Design / Career Walk + Work Sample Interviews	
Apr 29	Semi Finalist Interviews	
May 13	Finalist Interviews	May 17 - Finalist Day
May 27	Reference Check + Offer	