



**STATESMEN**  
COLLEGE PREPARATORY ACADEMY FOR BOYS  
*Build Strong Boys*

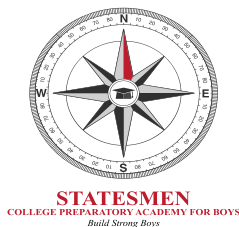
**DRAFT Minutes of Board of Trustees**  
**April 24, 2024**  
**Virtual, by Zoom**  
**6:30 p.m. – 9:00 p.m.**

**ATTENDANCE**

1. **Board Members Present:** Alicia Adams, Samantha Barbee, Ray McKenzie, Satira Streeter Corbitt, Shawn Hardnett, Juan Pagan, Barbara Williams, Bernie Woolfley, Greg Van Houten, Nicole Mitchell, Sandi McCoy, and Bisi Oyedele.
2. **Guests and Staff Present:** Stephone Harris (Director of Operations), Charles Moore (strategic planning consultant), Rictor Craig, Alexandra Alderman (EdOps).
3. **Board Members Absent:** Raymond Weeden.

**AGENDA ITEMS**

4. **Approved February 2024 Board Meeting Minutes**
  - a. The Board unanimously approved the minutes from the February 2024 Board Meeting.
5. **At 100% Board Giving**
  - a. Discussed that Board is at 100% giving.
6. **Board Self-Assessment**
  - a. Discussed need to promptly complete the Board Self-Assessment.
7. **May 8th Board-Hosted Teacher Appreciation Lunch (2 PM)**
  - a. Attendance encouraged.
8. **Committee Reports**
  - a. Committee reports were circulated in advance of the meeting by the Board Chair. No questions or concerns were raised with the reports.



## **9. March 2024 Financials, Investment Management, SY24-25 Enrollment**

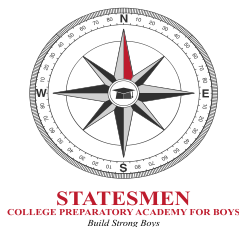
- a. Presented primarily by Alexandra Alderman, of EdOps.
- b. Discussed forecast, budget, and variances. Greater expenses than projected driven by forecasted salaries and benefits, and direct student expenses (primarily international trips). Greater revenue than expected driven by a combination of increased receipt of funds (ERC funds, WTU funds, and increased per-pupil allocations). No overall financial risk given strong cash position and built-in buffer.
- c. Discussed ways for ways for School to be more accurate in forecasting for large line items like staffing, benefits, and student meals as we enter our next budget season, which will be critical because much realized/offsetting revenue in this FY will not be available next year.
- d. With respect to our projected FAR score, one potential solution raised by a Board member was to include *some* number of the students we project adding to enrollment over the summer.
- e. Discussed investment management, given large cash position. Working with Raffa (after an RFP process was completed). Excess cash was transferred to money market account, a conservative vehicle, to yield a 5% return.
- f. As with respect to student enrollment, we are projecting well over 300 students for this upcoming school year. Our recruitment outlook is strong.

## **10. Facilities Update**

- a. Discussed that the School is pursuing a sublease to remain in the PR Harris building. We are on track to have a sublease for board approval at the June 12th meeting.

## **11. International Student Travel - Lessons Learned & Next Steps**

- a. Debriefed this school year's international trips to Europe (7th grade) and South Africa (8th grade).
- b. Discussed positive results of former student chaperones.
- c. Discussed that Europe trip will likely we reduced to seven days, as the trip felt "too long," during the trip.



## 12. Progress Toward SY23-24 School Goals/Annual Evaluation Summarized

- a. Discussed results of Founder/CEO's self-evaluation, and staff evaluation.
  - i. The CEO Support & Evaluation Committee spoke with 18 staff members on March 8th, 11th, and 12th, and was thereby able to gain insight regarding the staff perspective of the CEO's leadership during the 2023-24 school year. The Committee also received written feedback from all but one board member.
  - ii. As explained further in the evaluation itself, Consistent year-over-year, the overwhelming majority of the staff and board reported that Shawn is a charismatic, visionary, inspirational leader who keeps them focused on the mission, vision, and goals of the school.
  - iii. The evaluation includes recommendations for moving forward/next year, including regarding intensifying instructional focus, teacher hiring and retention, communication and clarity, and financial planning.
- b. No significant surprises or issues with respect to the results of either evaluation.

## 13. Strategic Planning Discussion – The Plan for Rigor

- a. Discussed draft strategic planning document with more specifics tied to “rigor” and data-driven instruction. Discussed the following in-depth:
  - i. Improve Professional Development on Rigor;
  - ii. Increase In-Seat Time; and
  - iii. Specific Shift the Schedule to Enable Rigor, among other things.

Discussed feasibility of, and tracking of, implementation.
- b. Discussed big topics that are not in the current iteration of the plan – namely, athletics and graduate support.
- c. Discussed the need to develop a process for scaling back the Founder/CEO's SY24-25 goals to focus on what is most important.
- d. FY25 budget planning to include costs of strategic plan implementation.

## 14. Public Session: No outside members of the public joined the meeting.



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**15. Adjourned:** The meeting adjourned at 9:01 p.m.