



SOAR Board of Directors Executive Session

April 14, 2025, 4:30 pm - 5:15 pm

Staff Attendance: Sonia Sisneros Senior Director, Christi Goetz Director of Academic Programming & Multilingual Education, Maria Burdine Principal, Rosalind Gullatt Assistant Principal

Board Attendance: Rona Wilensky Board President, Jamita Horton Secretary, Liane Morrison Treasurer, Marisela Toscano Vice President Board, Roddrick Marshall Board Member

Board Absence: Michelle Tyrus Board Member

Staff Absence:

Preparer: Kelly Moulton Finance Consultant

Location: Zoom Meeting

<https://us02web.zoom.us/j/89018913729?pwd=EZ0DQGbEvtsVM2W2TWGXyAMdBSuLfa.1>

4:32 PM Welcome and Check in:

4:33 PM Rona Wilensky

- Motion to convene meeting – Liane Morrison, Treasurer
- Second – Marisela Toscano, Vice President Board
- All in Favor

4:34 PM Rona Wilensky

Comparison of Elevate Momentum and Public Education & Business Coalition (PEBC) proposals for Strategic Planning with SOAR Elementary School.

- Charter League feedback in November 2025.
- Asking for recommendations & input.

Discussions:

- Liane, one looks that these two proposals look different.
- Rona, PEBC they have a well-planned process, talking with Ashley, a great deal of experience to move from a matrix and then to teaching in a school. She would act as a consultant once the plan is in process.
- Jamita, she had the initial thought, one seemed more involved than the other. But knowing PEBC and Ashlee experience, and someone who has expertise with strategic planning, getting great quality with the price of PEBC.
- The board is recommending PEBC and if we need to buy more if needed.

Input:

- Maria: she can speak to Ashlee's work. She was a director of Maria's work, a principal, now works for UVA, she has worked with district personnel and teachers, she is a visionary, methodical to the current state of SOAR and our future of SOAR.
- Sonia: SOAR has a long relationship with PEBC and if the work isn't going the way it needs to, there are great work relationships, and it will be addressed.
- Christi: has met and worked with Ashlee and agrees with Maria and Sonia mentioned.
- Rosalind: echo what Maria said, she has been very dynamic and knowledgeable, excellent choice.
- Marisela: Hearing the staff, agrees with Ashlee, because SOAR has a relationship with PEBC and the costs.
- Roddrick: is echoing Marisela, he trusts the staff inputs, he would go with Ashlee.
- Liane: Everything has been said eloquently, some engaging the staff, with planning and development, making it real to the people of implementation. Experts walk with us, make a lot of effort, anything that feels spreading the responsibility with some who gets our community, and use Ashlee as this rolls out. Will she be here in person? Rona, that is the assumption. She wants to make sure she is the person who does the work with the staff.
- Rona: Ashlee will help staff with planning to implement, buy in, significant staff engagement.

Two Proposals:

	EM	PEBC
Cost	\$51,7000	\$9,500
Personnel	Sarah Glover with advice/consulting from Pip Cousins (Sarah was an elementary teacher in DPS, Board Chair at SOAR, consulted with Education Commission of the States, freelance consultant	Ashlee Saddler Consults with PEBC, works for University of VA turnaround schools project Has coached Maria
Experience with Title 1 schools	Limited	Extensive
Timeline	July - April EM Wanted earlier engagement	July - April Rona requested earlier engagement
Time commitment	20-30 hours for Strategic Planning Committee composed of Board members, LT members, and staff	No specific information on hours or in-school planning committee but total engagement of facilitator is 5 days
Engagement 1	Engages board, LT and staff	Engages Board, LT and staff
Engagement 2	Conducts Community survey	Coaches SOAR on outreach to parents
Components (details will vary)	Includes revisiting/revising principles (vision statement, habits, beliefs) Current state Future vision Path to future vision Very detailed process	Includes revisiting/revising principles (vision statement, habits, beliefs) Current state Future vision Path to future vision Not very detailed process
Responsibilities	EM does most of the planning convening and synthesizing	PEBC facilitates, plans and synthesizes and also coaches SOAR Board and LT on executing some aspects of process

Summary

	Plus	Minus
EM	Customized process based on extensive experience in education (Sarah) and other sectors (Pip) Higher levels of engagement with a Planning Committee We have worked with them before on Strategic Planning (23-24) Board members know consultants	High Price Time commitment of Board and Leadership team Lack of experience with Title 1 schools Some concerns regarding EM among LT members but not regarding Sarah Glover
PEBC	Low Cost A model that has been used extensively in schools Deep experience with Title 1 schools on part of facilitator Prior relationship between facilitator and principal Likely more time efficient for Board and LT Adds another dimension to SOAR/PEBC relationship	“Boiler plate” model Coaching for some aspects of process rather than doing all of it for us Possibly less deep commitment from key stakeholders to final plan because of compressed process

- Motion to approve the Strategic Planning partner contact with PEBC – Liane Morrison, Treasurer
- Second – Roddrick Marshall Board Member, Vice President Board
- Votes: all approved
- All in Favor

Next step Rona will contact PEBC, to work with the board and leadership team. It will start in July; Rona would like it to start before July.

Rona will reach Elevate Momentum and communicate the experience and price were the factors.

Next week we will send to board member a self-assessment. It will be a google form and it will be anonymous and discuss May 9th board meeting.

Rona and Maria met last week and discussed the spring survey and concluded that it would be better served to do the same survey that was done in the fall to see if there was any change. And then change the survey for next year and use Yolanda for any consulting for Maria.

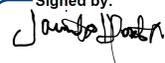
5:28 motion to adjourn the meeting: Marisela Toscano Vice President Board

- Second – Jamita Horton Secretary
- All in favor.

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Preparer: Kelly Moulton, Finance Consultant

Signed by:

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Reviewer: Jamita Horton, Secretary