

**CROSSROADS CHARTER ACADEMY
BOARD OF DIRECTORS RETREAT
MINUTES
JANUARY 9, 2010**

DATE: January 9, 2010
TIME: 8:30a.m.
PLACE: Isabella Bank Public Conference Room

1. Call to Order: 8:34a.m.
Present: Jim Woolen, President
Krissy Workman, Secretary
Paula Vaughn, Treasurer
David Frees, Representative At Large
Sayed Hashimi, Board Member
Kemi, Fadayomi, Board Member
Absent: Jimmie Rodgers, Vice President
Also Present: Ronald Schneider, Superintendent
Trudi Green, Director of Finance
Kendall Schroeder, K-6 Principal
Tom Saporito, MSHS Principal
Bob Fortin, GVSU Representative

2. Discussion Topics

A. The Board discussed the future of CCA in regards to: funding resources; ever changing requirements by federal and state government agencies; management company and chartering university compliance agreements; etc. The board and administration brainstormed possible scenario solutions should the need arise in the coming year(s) ahead. The overriding objective is to continue achieving our Mission, Vision, and Core Values as we set policy and make decisions that may be required by state and federal government.

B. The Board discussed the accreditation process in regards to: MI-SAS, Advance Ed, and NCA. Ron Schneider will attend a meeting at GVSU on Tuesday in regards to NCA. The Board will address this issue further, after more information is gleaned. The Board is strongly inclined to move forward on seeking accreditation for CCA.

C. The topic of Academic Goals and School Improvement was included in the discussion above.

D. The current Teacher Survey was discussed and a few changes suggested. Surveys will be given to Teachers and Support Staff before the end of the current school year. The Board looks forward to the input of the staff, as they continue to improve and enhance their role with CCA.

E. Race To The Top, Building and Grounds status, energy saving ideas, etc. were discussed at length.

It was noted that we should communicate with our staff and families where we stand and what we are facing for the future of CCA in regards to federal and state funding and requirements. It would help them have a better understanding, and also provide them the opportunity to offer any ideas and suggestions they may have in how to work through the challenging days we are presently facing.

F. Bob Fortin, of GVSU stated that CCA has reached their board and professional development requirements included in this year's compliance list. They will pay for the accreditation process as well, should the Board approve moving forward on this issue.

3. Lunch Break was included during the previous discussion topics.

4. Discussions Continue

E. Evaluation Process: Superintendent

Motion was made by Sayed Hashimi, seconded by David Frees to go into a closed session per the request of the Superintendent for the purposes of evaluation. A roll call vote was held: Paula Vaughn, Aye; Kemi Fadayomi, Aye; Sayed Hashimi, Aye; Jim Woolen, Aye; David Frees, Aye; Krissy Workman, Aye.
Motion carried.

Motion was made by David Frees, seconded by Sayed Hashimi to return to the public session board meeting. All members agreed and the motion carried.

The following statement was read by Jim Woolen, Board President for the purposes of inclusion in the retreat minutes.

“The Superintendent for Crossroads Charter Academy was evaluated by the Board of Directors using a Woodbridge Management Education Services evaluation template. This template covers 10 performance indicators that included: Achievement Focus; Adaptability; Business Ethics; Communications; Conflict Resolution; Job Knowledge; Leadership; Problem Solving; Staff Management; and Board Interaction. These indicators are rated on a 1 to 5 scale, with 1 being the lowest rating and 5 being the highest rating. Mr. Schneider received an overall average of 3.8 for the 10 performance indicators from the CCA Board of Directors.

The Board considers Ron to be a highly valued asset to CCA. He has tremendous potential to become a model for other superintendents in the MOISD. He takes constructive criticism very well and responds appropriately to these suggestions for improvement. He has learned a lot about charter schools and CCA in a relatively short amount of time. He is extremely hard working and is willing to take on any task at any level. He provided good stewardship and leadership in helping to allocate our bond funding to maximize impact for students and staff. Ron has begun to instill a sense of community with the administrative staff.

The CCA Board believes that the superintendent's ethics are impeccable! He really cares about student achievement and staff development. We believe he is very sincere about wanting to implement a consensus-building environment at CCA with shared governance as much as possible. Mr. Schneider does interact well with board members on a personal and professional level. He represents CCA very well in the community, media, and with other constituencies.

As in almost all personnel evaluation cases, the Board of Directors perceives there are some opportunities for improvement that will further enhance Mr. Schneider's effectiveness at CCA. Academic success will continue to be a central focus of his efforts to improve our performance on relevant assessment measures. The CCA Board of Directors is pleased to continue our relationship with Ron Schneider as Superintendent for 2010-2011.

5. Adjournment

The Board Retreat Meeting was adjourned at 2:15p.m. by the Board President, Jim Woolen.

Respectfully Submitted By: _____ Dated: _____

Krissy Workman, Secretary