

Syracuse Arts Academy Work Session Minutes Thursday, October 8, 2009



Place: Syracuse Arts Academy, 2893 W. 1700 S., Syracuse, UT 84075

In Attendance: Gavin Hutchinson (AW), Jan Wimpey (Principal), Julie Neilson (Teacher), Dawn Kawaguchi (AW), Chris Dallin, David Hall (Fin. Advisor), Cameron Almond, Brittani Brown, and Tonney Kaw-uh

Excused: Andrea Larkin

The purpose of Syracuse Arts Academy is to develop respectful, confident citizens in a solid educational environment enriched by artistic expression.

2009-2010 Board SWOT Goals

Student Academic & Social Achievement (The Whole Child)

Customer Service / Amazing Interactions

Financial Excellence

Extraordinary Instruction / Amazing Faculty / Best Practice

Engaged Parents

Traditions

Minutes

Integrated Arts Presentation

I 4:45 PM – Teacher Classroom Walk-Thru with Ms. Reidford who is a 3rd Grade teacher.

5:00 PM – Call to Order – Chris reviewed the 2009-10 goals. He asked for input from the people who attended the retreat. Brittani thanked Chris for involving her family. Julie was able to see beyond the administration. The Board is very involved and engaged. Chris thanked Dave for his hard work with the finances and an amazing job with the building.

Business Items (To Be Discussed and/or Voted On During Board Meeting)

I/D ➤ Finance building update – David stated that they just got word that they have received financing for both buildings with very good rates. The overall rate averages to be 6.25%. Most of the funding is coming from USDA which will be a lower rate of 4.25%. We are just waiting for the appraisal to come back. David reported that we have received 100% financing which is very good for the school. David thinks that the overall estimated appraisal will be somewhere around \$15 million. He said that once the appraisal has been done Mike Ostermiller will draft an offer letter. We are in the process of waiting for a commitment letter from the finance advisors. There is also a feasibility study that needs to be done which is very expensive. Gavin is checking into a local accounting firm to see if they are certified to do it which should be cheaper. David told the Board that we should be saving \$234,000 the first year. Every year after that will be \$197,000. An estimated total savings of \$27,500,000 through the life of the loan. There was discussion on whether

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D/A

- Academica West will still provide the maintenance of the school (Rick and Jay).
- Discuss Landscaping bid for Jr. High Field – David explained to the board that there is currently not a playground area for the Jr. High. He has been in contact with the city trying to negotiate sharing some more grass area so that we can have a soccer field for the Jr. High. They liked the idea. David reported to the Board that it is quite costly to landscape this area. There was discussion on sod vs. seed. David will be going back to the city to try and negotiate some cost splitting with them. There was discussion on whether or not we can do it ourselves with parent volunteer help.

****Reminder when voting by email to please reply to all and include AW ****

Chris explained to the board that he would like everyone to try and follow this email reminder. He would like a more of a check and balance for the school.

There was discussion on how the process is being done. Gavin explained that he is cracking down more on the schools that Academica is working with.

Chris would like Jan to send out a recommendation of what she would like to purchase – before it's purchased if possible. Dawn can post the meeting 24 hours in advance. Dawn will open the meeting. Chris will offer up a motion. Before any motions are made David will respond to the Board regarding the budget. As each person approves those will be considered as first and second motion. As soon as three people vote in favor it will pass with a majority vote.

At this time, Chris reminded the Board that we were going to start off every meeting with a story. Chris changed the order of the meeting and would like Cameron to start and Brittani to finish by reviewing their Disney experience. He would like this will be "Telling a Story" section of the meeting.

- Review of Disney Keys to Excellent Seminar – Cameron reported to the Board what he took from the seminar. He shared some of the stories that he heard. Walt Disney created a culture. He asked the Board these questions.
 1. What is our heritage and what are our traditions?
 2. What is our story and how do we sell it?
 3. Language and symbols (i.e. cast member instead of employee)
 4. What traits and behaviors do we want to instill in our cast?

Review of Chain of Excellence

Leadership Excellence

D/I "Cast" (teachers/staff) Excellence – should the board come up with a different word to accommodate both teacher and staff members?

Guest Satisfaction – what can we do to bump the lamp?

Quality and standards – all things are trumped by safety

Cameron showed an example of a for box matrix – Grumpy, Eeyore, Dopey and Mickey. The ultimate goal is to be Mickey. Disney wants their employees to accept their culture or they are invited to seek their happiness elsewhere.

Cameron's recommendation was to have more of a board presence with the parents.

Chris requested that the picture of all Board Members are put up so that the parents and staff will

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know who the Board members are.

- Review Chapter 1 of "The Disney Way" – Brittani reviewed the first chapter of The Disney Way. She explained that she appreciates the language that Disney uses. Brittani stated that as she read the chapter she looked for words that jumped out at her in conjunction with the Disney model of Dream, Believe, Dare, and Do. Brittani highlighted these areas that she felt went with model.
 1. Disney trains and empowers employees. Every employee "IS" Disney.
 - Disney empowers people to make valuable contributions.
 - Constant reinforcement of values
 - Recognition of people who are making valuable contributions
 2. Managed, creativity, and innovation
 - Consistent team leaders - Project managers who monitors teams
 - Ideas are welcomed from all
 - Active processes make valuable ideas a reality
 - Immediate attention to budgets – don't let budgets make all of their decisions
 3. Big end
 - Consistently an identifiable outlets
 - Disney's goal is to not imitate Disney but to gain an understanding of the Disney Way and embrace it's spirit
 - Purpose of SAA – Mission Statement
 - Disney suggests to add at the end "with no room for compromise between adequacy verses excellence by building a future one step at a time"

D

Chris asked Julie "how can we take our vision and share it with the faculty?" Julie's answer was professional development. She explained that there were some activities that they were able to do with each lesson but it was hard since they crammed a three day seminar into one day.

Chris asked Jan to have everyone who went to the seminar get together to come up with a lesson plan to recommend to the Board to present two points to the teachers and staff.

Chris made a proposal to purchase a book for the entire staff. The cost is about \$13 per book and the Board will present it to them.

Tonney recommended that the school get the buy in of the SAA way from the teachers and staff. There was discussion on how to get the buy in of the SAA way especially when there have been some teachers that have shown resistance.

There was discussion on recognizing faculty and staff for the good things that they are doing. Most people who are doing amazing things are not sharing those things but Jan hears about them from parents. Chris asked Jan about the "Thank You" card. Jan showed the Board what the cards will look like. They are on order and should arrive soon.

There was discussion on the changing culture of SAA.

Chris made a recommendation to continue this discussion until 7:00 p.m. and then continue the rest of the board meeting via email.

There was discussion on where the challenges are lying with the school, teachers and staff. There are a few teachers that don't value the coaching and not willing to change their practices.

Chris has recommended that Jan call in Crista with Academica West so that the three of us can sit down with every teacher to explain what the SAA way and what they need to do to get to the SAA way.

Adjourn

7:02 p.m. Cameron made a motion to adjourn the meeting. (*Duration 2:02:04*)

October Action Items

1. SAA Board would like to know if Acadmeica West will still provide the maintenance services once the Board purchases the building – **Jed/Sheldon**
2. Chris would like pictures of all Board members hanging up in the school – **Jan**