A meeting of the Board of Directors of Rocky Mountain Preparatory School (“RMPS”) was held in Denver, Colorado, at the Creekside Campus and Daniels Fund, on Friday, January 27, 2017 at 7:30am. Notice of the meeting was duly given pursuant to Section 4, Article IV of the RMPS Bylaws and the Colorado Open Meetings Law (C.R.S. §24-6-401, et. seq.)

The following Board members were in attendance at the meeting: Evy Valencia; Paul Zuckerman; Lee White; Pamela Harris; Scott Laband; Pat Donovan; Jill Hamilton; Justin Fong; Taggart Hansen; Rich Billings (via phone).

The following individuals were also present at the meeting: Staff: Emily Dorn, Greg Rawson, Sara Taylor, Kevin Flynn, Sara Carlson, Fulton Breen, Rachel Van Brocklin, Caitlin Vaughan, Jenni Reese, James Cryan, and Amy Zhu

Quorum and Call to Order
A quorum being present, the meeting was called to order at 7:30AM. Lee White presided as Chair of the meeting and Amy Zhu served as Acting Secretary.

Public Comment
No public comment was given. Board provided following statement as a follow-up to November public comment. Progress on response to parent concerns in November:

Diversity of Staff: The Rocky Mountain Prep Board and Team believe that the diversity of our staff is crucial to the educational success of our scholars and thereby the fulfillment of our mission. We seek educators and leaders who reflect the diversity of our scholars and communities with whom we partner. We know these leaders will be diverse in race, socioeconomic status, ethnicity, political beliefs, gender and sexual orientation.

We know our impact will be enhanced with a diverse and inclusive team. We believe all children deserve role models representing diverse backgrounds and perspectives. Importantly, a diverse team ensures we notice our individual or collective biases and blind spots.

Currently we have a staff that is 27% people of color, our network has 92% students of color. We have and continue to actively working on short-term and long-term strategies to build a more diverse team.
Updates on our diversity in hiring initiative is found above. For our families, we will be sharing additional information regarding this topic at upcoming family events and asking for your support on this initiative.

**Teacher Behavior:** Rocky Mountain Prep is fully committed to ensuring the safety of all RMP scholars. We take all concerns around this topic extremely seriously and do not tolerate any behavior that disrupts the wellbeing of our scholars. The RMP Board of Directors is responsible for upholding this standard and for holding our staff accountable to this standard. Since the comments delivered at the November board meeting, we have taken specific steps to address the various concerns raised. Our school leader has held a conversation with the staff member to reinforce our expectations on appropriate student behavior management and our absolute zero tolerance for any threatening gestures. We are collecting further information on the incidents mentioned, and have engaged resources from HUB International and the Colorado League of Charter Schools to help us fully investigate and address these concerns.

**Grievances:** In the future, the public is free to comment to the board on anything they wish. If the issue is a grievance related to the school or staff, we kindly ask that the issue is directly addressed at the source prior to escalation to the board. This will ensure that all conflicts will be addressed and handled in a timely manner in as few steps as possible. To raise a grievance, the issue should first be raised to the school leader or the person’s manager. If the school leader or manager is unable to help resolve the issue, it should then be brought to the attention of the CEO. If the issue still remains unresolved, it may be raised to the board in a written grievance at least one week in advance of the next scheduled board meeting. The Chair will consider whether proper steps were followed and determine whether to add the concern to a meeting agenda. All grievances must be submitted in writing in order for the Chair to properly evaluate and consider the issue at hand. If the issue becomes a board discussion, the Chair can make the necessary communications with the individual who initiated the concern informing him / her of any request for state, or other actions.

The Chair of the Board of Directors will oversee the process if the concern is regarding the CEO. The CEO will oversee and manage all concerns regarding conflicts among or between students, families, faculty, and staff, excepting concerns that pertain to the CEO her/himself and/or the execution of school-wide policy or procedure. We will adopt an updated grievance policy including such clarifications for the Board Handbook in April and will share this policy with our families to ensure we have the clear channels of communication moving forward.

**Approvals**

**November Board Minutes.** Following a motion and unanimous vote, RMP Board approved minutes of the November 18, 2016 Board Meeting.
**Board Vice Chair Appointment of Jill Hamilton.** Following a motion and unanimous vote, RMP Board approved Jill Hamilton as Vice Chair to Board of Directors and as a member of the executive committee.

**Discussions**

**Board Updates.** Lee White opened discussion on updates related to board recruitment efforts and recognition of Pamela Harris for her service to the board. James Cryan gave updates on RMP’s response to parent comment and immigration supports. Taggart Hansen gave update to board on process in place for updating bylaws. Chief of Staff Amy Zhu added commentary to topics. No action taken by board.

**Equity in Decision-making as Board Members.** DPS Director of Equity and Inclusion, Bill De La Cruz led conversation around deep listening and bias for board along with board reflections and dialogue. No action taken by board.

**Creekside School Tour.** RMP Board of directors were lead on guided tours by staff to observe classroom culture and practices.

**Committee Updates.** Business Committee member, Taggart Hansen, gave update on status of the organization financially and the work of the Business committee. Education Committee Chair Justin Fong gave update on work of the Education Committee. External Relations Committee Chair, Evy Jackson, gave update on work of External Relations committee.

**RMP Expanding Impact.** Senior Manager of External Relations, Emily Dorn, gave board an update on plan for exploring further RMP growth. Board members discussed views on path forward for growth. Commentary provided by CEO James Cryan, Greg Rawson, Sara Carlson. No action taken by board.

**Integrated Schools.** Guest speakers Bill Kurtz and Carol Bowar spoke to board regarding both network’s approach to integrated schools philosophy and implementation. Board engaged in Q&A with speakers.

**Adjournment**

There being no further business, Lee White adjourned the meeting at 2:00 p.m.

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Amy Zhu, Acting Secretary