



BRIGHTSTAR
S C H O O L S

Bright Star Schools Board of Directors Minutes of the Board Retreat

A meeting of the Board of Directors of Bright Star Schools was held on **Saturday, November 9, 2024** at Rise Kohyang High School and via teleconference, pursuant to notice duly given.

On the meeting agenda, the legislative body noticed each teleconference location of each member participating in the public meeting, each teleconference location was accessible to the public, members of the public were allowed to address the legislative body at each teleconference location, and the legislative body posted an agenda at each teleconference location. At least a quorum of the legislative body participated from locations within the boundaries of the local agency's jurisdiction.

In attendance at the start of the meeting was board chair Andrew Murr and board members Marisol Leon, David Chang, Dr. Marissiko Wheaton-Greer, Alyce Johnson, Lois Levy, Jennifer Cole, Dr. Roberta Benjamin, and Louisa Wee.

Bright Star Schools staff in attendance were Ana Martinez, Liliana Bustos, Angelina Calderon, Alexandra Lee, Elijah Sugay, Sebastian Valdes, and Lydia Garcia.

- 1. Call to Order and Introduction of Guests** - Andrew Murr called the meeting to order at 9:00 a.m. after confirming that a quorum was present.
- 2. Public Comment Period for Non-Agenda Items** - No members of the public were in attendance, and no non-agenda items were discussed.
- 3. Presentation by Malka Borrego, MB Consulting:** Malka began her presentation by outlining the session's learning outcomes and norms. She then led a group activity where board members and Senior Leadership Cabinet (SLC) members reflected on the following questions: "What do you bring to this organization?", "What legacy do you want to help create?", "What do you need from this team?", and "What event fundamentally shaped your life?". Malka also shared strategies for strengthening organizational partnerships and facilitated a discussion on what partnership looks like to each member. This exercise helped foster a deeper sense of purpose and collaboration within the team. Additionally, Malka highlighted the roles of the Lead Executive Officer, the Board, and the leadership team in advancing the organization's strategic plan. Malka presented the results of the board survey, which covered topics such as the board's role, composition, selection and recruitment processes, operations, monitoring for organizational health, and the board/Lead Executive Officer partnership. Board members discussed the findings, asked clarifying questions, and suggested improvements, including more frequent updates from the Senior Leadership Cabinet on staff changes and key events at each school. Additionally, they recommended providing a monthly summary of committee discussions prior to board meetings and conducting more frequent board surveys to better gauge board sentiment.
BSS Strategic Plan Updates: Ana Martinez gave an update on the BSS strategic plan, highlighting multiple priorities. The first set of Big Hairy Audacious Goals (BHAGs) and Big Rocks were specific to the excellence in teaching and learning, which aim to enhance teaching quality through focused initiatives. These efforts will be led by our Chief Instructional Officer, Liliana Bustos.. BHAG 2 will address school culture and safety, with efforts to improve the environment and ensure safety in schools. Efforts around this goal will be led by our Senior Vice President of Student & Family Services, Marni Parsons. The third set of priorities focuses on restructuring the School Support Team (SST), led by Ana Martinez and Alexandra Lee. This initiative aims to enhance the team's effectiveness and efficiency to better serve our students across all Bright Star



Schools. The 4th BHAG revolves around operational excellence and fiscal accountability, and will be a goal that is led by Elijah Sugay, Chief Financial Officer and Sebastian Valdes, Senior Vice President of Operations. All BHAGs and Big Rocks are designed to drive significant improvements in teaching, school culture, and improving effective support systems for our students and school staff. She also discussed her communication commitments to the board, including quarterly updates on strategic plan progress, linking key performance indicators to goals, and sharing newsletter updates to keep the board informed about activities at each school.

4. **Action Planning and Reflection:** Malka shared key strategies for fostering effective governance and building strong partnerships within the board. She emphasized that effective governance hinges on clear expectations, well defined roles, and shared understanding of the board's purpose and vision. A strong board culture is rooted in trust, which is cultivated through reliability, sincerity, clarity and competence. She also discussed the characteristics of healthy governance teams, highlighting the importance of regularly assessing both collective and individual board performance. As part of her presentation, Malka introduced an interactive action planning activity, where board members set individual goals and outlined action to support long-term objectives of the board. Toward the end of the session, board members were given an opportunity to share their reflections, commitments and take-aways about the retreat.
5. **Adjournment:** The meeting adjourned at 3:00pm.

Signed by:

Andrew Murr

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Andrew Murr, Board Chair

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Lydia Garcia

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Lydia Garcia, Board Secretary