



4.19 Board Meeting | Administrative Team Reports

Quick Intro

This report is intentionally organized using our school's departments and Strategic Planning Goals, which include the following:

- Goal #1 - Grow, Diversify Student Body & Deliver on Student Outcomes
- Goal #2 - Refine & Scale TEA Magic
- Goal #3 - Attract, Develop & Retain the best TEAm
- Goal #4 - Thrive Financially
- Goal #5 - Develop a world-class campus

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Report #1A: TEA Pre-K-6th Grade Program By Melanie Cooke | Elementary Program Director

Goal #1 - Grow, Diversify Student Body & Deliver on Student Outcomes

Goal #2 - Refine & Scale TEA Magic

Goal #3 - Attract, Develop & Retain the best TEAm

What we've accomplished since the last board meeting

Goal #1: To support the development of healthy and active lifestyles, all crews are on track to exceed the number of overnights that were done last year in their grade. This is due to increased expectations and some truly motivated teachers.

All crews wrapped up their second expeditions with some great final products. Students showed off their ability to communicate persuasively and think critically in their presentations at the Celebration of Learning and in their Friday Forum presentations.

Our new 6th grade teacher, Mia, has integrated seamlessly into her crew. She even led a hut trip in her third week at TEA. Mia is expecting her students to solve problems creatively by designing their own ecological and biological research projects.

We have completed our mid-year Renaissance STAR assessments. We are pleased with the results we are seeing, particularly in the area of ELA. We look forward to sharing end-of year results with families in June.

Goal #2: Melanie conducted surveys with our older elementary students to learn how we could make the Friday Forum better meet their needs. There have been multiple changes made to the structure of the forum as a result, including the fact that it is completely student led. Other changes include the addition of a DJ, the alternating of seating requirements, and the building out of the hearth with additional of seating locations (soon to come).

We have started a new tradition at Friday Forum as well. Each month, each class will have the opportunity to nominate a crewmember who shows exemplary character. That person is honored with a special appreciation and a "How's My Character?" t-shirt. The parents of the



students being honored are invited to the forum to celebrate their child's achievements in the area of character development.

Guilds have started up again. The topics this round are completely student generated and the kids are already having a blast. This semester's guilds include: blacksmithing, parkour/fitness, cross country skiing, eco crafts, puppy / kitty, basketball, textiles, and others.

Goal #3: Nate and Melanie held phone screens, guided storytelling interviews, and in person interviews with dozens of teaching candidates before March 1.

Nate, our Instructional Guide, officially announced his departure from TEA. His expertise, support, guidance, and friendship will be sorely missed.

What we're currently working on

Goal #1: Elementary crews have all launched their final expeditions. Students are diving into many engaging topics to meet our outcome objectives. Students will be thinking critically, communicating persuasively and solving problems creatively around this semester's expedition topics: transportation, frog, bird, and pollinator biology, "Becoming Allies: Perspective, Privilege, and Positive Change", "Biodiversity in the Rainforest", and Ecology and Conservation Biology. The study of each of these topics encourages our students to act as global citizens..

Goal #2: Teachers are working in self-selected Professional Learning Communities on three separate tasks. One group is auditing our math program and looking for opportunities to support teachers in differentiation. The second group is moving forward on creating more structure around our character curriculum as well as our relational character rubric. Finally, the Elementary Leadership team is stoking the adventure fire by creating some exemplary adventure opportunities for their peers. These activities will serve as professional development and crew bonding opportunities.

We are currently working on consolidating evidence for our EL Implementation Review. This review helps us to self-assess on our program to determine our work plan goals for the following year.

Goal #3: The Elementary staffing plan for next year has been passed onto Matt and he is currently working to fill all vacant positions. He will be offering work agreements to returning teachers when the budget is approved.



All teachers are being observed teaching lessons and are receiving constructive feedback. They will also meet with Melanie to go over their end of year performance evaluations. These evaluation meetings happen twice per year in the elementary school.

Report #1B: MS & HS Program By Mara Jenkins | MS/HS Program Director

Goal #1 - Grow, Diversify Student Body & Deliver on Student Outcomes

Goal #2 - Refine & Scale TEA Magic

Goal #3 - Attract, Develop & Retain the best TEAm

What we've accomplished since the last board meeting

Goal #1:

Middle School and High School completed their spring expedition fieldwork. Middle School students traveling to Southern Nevada and Monterey to work with experts and learn about the balance of power related to people and people as well as people and the environment. 9th graders traveled to Southern California to explore water scarcity along the PCT. 10th graders traveled to the Bay Area to meet with experts and explore genetics to further understand what unites and divides individuals biologically. 11th and 12th graders traveled to the Alabama Hills to complete solos focused on growth, reflection, and individuality vs group mentality. Students utilized these experiences to continue to develop mastery of our schoolwide learner outcomes, such as creative problem solving, surviving and thriving in the real world, having the strength of character to act as global citizens, and critical thinking.

We have created a draft of the 2019-2020 school year focused on delivering on our student outcomes and allowing for deeper dives into our three pillars. The intention is to provide for a double block once per week for each of the classes that allow for more experiential learning opportunities as well as a deep dive into topics most of the day on Wednesday for intensives/electives.



Graduates from TEA have begun sharing testimonials about how TEA helped them prepare for college and career.

From Aleese Holiday (Class of 2018):

When I first heard about Tahoe Expedition Academy, I was enthralled. In public school, I wasn't challenged or engaged by my classes or my peers. Since my first day at TEA in 8th grade, TEA has helped shape me into a vastly different and much improved person. TEA cultivated my inner strength and courage, my empathetic nature, my creativity, my love for the outdoors, and my desire to make a difference. During my time at TEA, I've encountered more than a few crazy events that in the moment I would have described as terrifying, but looking back on them now, I would describe as the moments that led to the greatest learning and personal growth I have experienced.

One of these moments was my 8th grade passage ceremony on our snow camping trip to Mud Lake. Us 8th graders had to walk two miles away from the base camp, set up our tents, and spend the night alone in the wilderness. I was surprised how scary it was to be alone in the forest at night, but I cheered myself up by singing Rihanna and Beyoncé songs at the top of my lungs, probably very off-key. That trip taught me that the most important changes within yourself happen when you have time to reflect on who you are, and that pushing your comfort zone is the best way to achieve that reflection.

Another significant moment of constructive adversity at TEA was on a trip to Tomales Bay in my junior year. We were kayaking on the ocean, touring the caves on the side of the cliffs that make up the bay. My classmate Jeff and I were in a tandem kayak. It was our turn to go through the biggest cave yet. It had a hole in the far side where water kept rushing in and out, making the ceiling seem to rise up and down. The guide motioned for us to go, but as we went forward, a huge wave hit us from the side. We paddled as hard as we could, but the wave flipped our kayak and we had to swim as quickly as we could for the other side. There were several riptides and the waves were huge! I really found my true colors while swimming in that rushing water. I had to face several of my fears in the water that day: fear of drowning, fear of confined spaces, and fear of not being physically strong enough to save myself. Despite that, I pushed through and found that if I can stay calm, I can make it out in one piece because I'm strong, independent, and capable, even under intense pressure.

TEA has taught me that life is an adventure waiting to happen. If you resolve to always be the best person that you can be, everything will fall into place. I would recommend TEA to any student who doesn't feel academically challenged or has a hard time connecting to school material. At TEA, you won't have to read out of a textbook. You will learn by living. TEA offers the incredible opportunity to constantly experience new and demanding situations which allow you to grow academically, physically, and mentally.



We have 5 seniors this year who have been applying for college and career. So far, each of our students have gotten into their first choice school and students are receiving merit-based scholarships.

Goal #2:

We have conducted and continue to conduct extensive research in resilience, character development, and best practices for teaching our three pillars to better inform our methods and train our teachers.

Goal #3:

We have updated all job descriptions to be more TEA focused, collaborated with marketing and HR to work on different ways to recruit teachers, and met with all teachers about next year.

We hired our college and career counselor to be full-time for the 2019-2020 school year to support our growing population and ensure we are preparing our students for college and career.

What we're currently working on

Goal #1:

We are working on updating our planning tools to provide a clearer framework for how to create curriculum that meets our learner outcomes and prepares students for life after TEA. Areas of focus include integrating our three pillars more thoroughly so students develop skills throughout their classes and in the field rather than siloing the pillars, developing more robust electives/intensives to provide a variety of learning opportunities, focusing in on resilience and problem solving, and working ahead to ensure the 2019-2020 school year is dialed and the best year yet.

Goal #2

We are working on creating a flipped classroom model for our onboarding of new TEACHERS to allow for us to streamline our professional development process over the summer, ensure teachers are set-up for success, and see how we can utilize the tools and resources we have developed at TEA to potentially help train teachers in other schools.

We are working with MVEF to further develop tools that deliver on our learner outcomes, build resilient problem solvers, and have the potential to help students and teachers in other schools.

Goal #3:



We will be issuing work agreements to our returning teachers for the 2019-2020 school year as soon as the budget is approved.

We continue to vet through candidates and take them through our hiring process. We are in need of a variety of teachers for next year due to growth and transition. We have reviewed resumes, conducted phone screens, Guided-Storytelling Interviews, and model lessons with potential candidates. At this point, we are still looking to fill all of our positions but are hopeful with the increase in applicants due to the new recruitment strategies (social media, EdJoin, etc).



Report #2: Program Enrollment By Michael Kinnaman | Admissions Director

Goal #1 - Grow, Diversify Student Body & Deliver on Student Outcomes

Goal #4 - Thrive Financially

What we've accomplished since the last board meeting

We currently have 261 enrollment agreements sent to existing and new families with a projected retention rate of 95% for current families and a projected acceptance rate of 98% for new families based on completed agreements.

The table below breaks down current enrollment projections by grade level as of March 28th. We anticipate the steady flow of inquiries, tours, shadows, and completed applications will continue into the summer. We've created new milestones in the admissions process to track detailed progress toward our baseline goal of 275 students for the 2019-2020 academic year.

2019/20 Admissions Projections as of 3/28/19 (based on applicants progressing through our admissions pipeline)

Grade Level	Projected Enrollment
Pre-K	24
Kindergarten	25
1st	16
2nd	14
3rd	28
4th	16
5th	21
6th	32
7th	21
8th	27
9th	18



10th	13
11th	28
12th	5
Totals	288

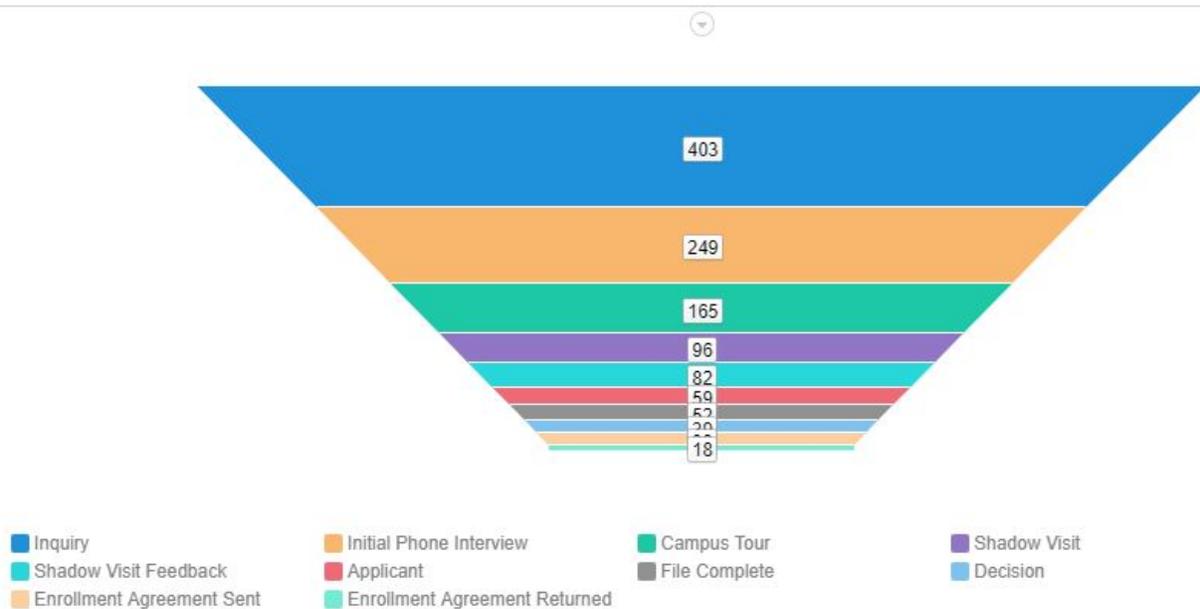
What we're currently working on

We continue to improve our newly automated admissions system with recent additions of more detailed milestones to accurately track progress toward our school enrollment goal and efficiently support families in their progress toward receiving an enrollment agreement.

Since the last report we have processed (33) new inquiries, toured (15) families and shadow visited (20) students.

Here's a look at the entire admissions pipeline reflecting applicants at every stage of the process:

Admissions funnel





Report #3: TEA Development By Taylor Simmers | TEA Co-founder

Goal #2 - Refine & Amplify TEA's Magic

Goal #4 - Thrive Financially

Goal #5 - Develop a world-class campus

What we've accomplished since the last board meeting

Goal #2 & 5 - Since July 1, 2018, we have begun to diversify our primary and major funding sources with families and community members truly rising to the occasion to help us take advantage of this opportunity before us. Over the past 9 mths, we have raised \$3.6M in new funding towards our \$14M Summit Campaign.

- \$2M of this amount has been allocated to short term facilities and the ECE building.
- \$1.6M of this amount is being used for operations for this current school year.

Our goals are to inspire excitement around the Capital Campaign for the ongoing development of the Martis Valley Campus and to raise our the remainder of our Summit Push over the next 12-18 mths. We have \$10.4M remaining in our Summit Push campaign, which will build legacy classrooms, fund our scholarship program and help us attract and retain the best teachers.

Goal #4 - We are working closely with the Martis Valley Education Foundation (MVEF) to build out this campus into a world class innovation hub and epicenter for education as well as a huge community resource. We have a number of families and community members in process as well and are continuing the exciting conversations about achieving our \$14M Capital Campaign. If you are inspired to participate and help ensure TEA achieves this very important goal, then please contact Taylor @ tsimmers@tahoeexpeditionacademy.org

With an anonymous gift of \$25,000, we have started the Millenium Scholarship Program, which will allocate between \$500 and \$5,000 to graduating seniors from TEA for pursuits in higher education and other possible directions. TEA's Student Council will be driving the application process and provide recommendations for recipients of this new program to TEA's administration for review. This will be the first year of this new and exciting program.



What we're currently working on

Goal #2: We continue to look at ways in which we can share our story and our magic with a broader and more diverse audience. To do so, we are working to really refine and codify our practice internally, so we can better understand its effects on our students and effectively articulate it to a broader audience.

Also, we are currently writing TEA's story in a book, which is projected to be finished later this spring. By documenting our approach, powered by Constructive Adversity, as well as the content of the world today and importance of this work, we are committed to working with an inspiring others to make a change in education a on bigger scale.

Goal #4 - We continue to refine the TEA Story and Fundraising / Development collateral, with the book serving as a large part of this collateral.

Goal #4 - We are putting together a Fundraising Committee of TEA parents and supporters, which will focus on networking, developing collateral for corporate sponsorships, and PR / messaging. If you are interested in joining this TEAm, please contact Taylor @ tsimmers@tahoexpeditionacademy.org.

Goal #5 - Develop a world-class campus - Along with the ongoing support and guidance of the Martis Valley Education Foundation, we are committed to achieving this vision of developing a campus that serves as a national epicenter for educational innovation, a community resource and an incredible educational environment. We are putting together fundraising collateral for this exciting initiative. We are also actively speaking with potential donors about helping build out the Martis Valley Campus. We need your support to take advantage of this amazing opportunity to build legacy classroom buildings, a cafe, and other incredible amenities. Please contact Taylor @ tsimmers@tahoexpeditionacademy.org if you or someone you know is interested in helping us leave a legacy right in our backyard.

Report #4 - Current Facilities By Ken Martin | Interim Head of School

Goal #5 - Develop a world-class campus that supports TEA's Mission & Vision

What we've accomplished since last board meeting

- We've put our first geodome to good use. It's provided the Elementary School a place to do PE in inclement weather and a place to bring multiple crews together for a variety of activities.
- The Early Childhood Education building is still going through construction adversity. Weather has been a large factor delaying completion of the ECE, but the most significant factor stemmed from the lead contractor, whose productivity and quality did not meet expectations. Studio Shed has now taken a more active role and lined up roofing & finish/painting contractors to complete the building.
- MS/HS modular roofs were repaired.
- MVEF completed installation of a very high quality video and sound system into Building One.

What we're currently working on

Mid-range term facilities plan (next 90 days)

- Complete ECE
- Install glass doors in MS/HS modulars.

Long term facilities planning in progress (next 2 years)

- MVEF is working on plans for amphitheater (2019-2020) as well as design work for Learning Buildings (2020-2021). We are looking for individuals and ways to take advantage of this opportunity.

Report #5 - The TEAm By Ken Martin | Interim Head of School

- Goal #3 - Attract, Develop & Retain the best TEAm

What we've accomplished since the last board meeting

As we do throughout each school year, we have been working to review, assess and organize our TEAm to help the school optimize its performance. With a growth mindset, we have made some difficult yet important internal transitions in terms of our leadership to set up the organization for success moving ahead.

We have also looked carefully at our staffing and designed our budget for next year to make sure we are capitalizing on the real TEA magic, our teachers. The school is committed to retaining and developing our faculty and staff and ensuring they are set up for success by helping them grow as professionals and helping us deliver on our promise to our students.

What we're currently working on

Currently, we are looking for talented educators and leaders to help our school continue to grow and deliver on our promise to our students today and generations more in the future. Here is a summary of our current initiatives:

- TEA is supporting the Martis Valley Education Foundation's (MVEF) search for a CEO to build and lead a movement centered around the idea that brought TEA into existence and has made it successful today. Working with TEA as a flagship school and R & D hub, this person will have the opportunity to lay out the most effective steps to transform how thousands of kids learn and grow, to determine how to push beyond traditional education approaches and how to generate revenue streams that will sustain growth.
- In coordination with MVEF, TEA is also seeking its own Head of School who would work closely with this CEO and explicitly ensure TEA is achieving its mission and vision as a school.
- Finally, we are always in the market for top quality faculty. We have a number of positions in the works to help us stay ahead of the growth in our student body. If you know of an amazing educator who is aligned with our values, then please send contact us or them to our website employment page: @ <https://www.tahoeexpeditionacademy.org/employment>.



We are excited for the road we are on and the road ahead. As these searches continue, we will keep you informed and do our best to deliver on our promise to you and your kids, which is to empower them to be their best, day in, day out, to solve real world problems and achieve their potential as balanced, brave and creative human beings.



Report #6 - TAP By Sas Hadden | TAP President

#1: What we've accomplished since since the last board meeting

Goal #3 - Attract, Develop & Retain the best TEAm

The TAP Committee has decided who will be returning next year and in what role. The exec team will be as follows: President- TBD, HS & MS VP - Tracy Swanborn, ES VP (TBD) Secretary - Norah Findlay, Treasurer - TBD, CommuniTEA Building Ambassador - Courtenay Wallpe & Mel Simon.

The March TAP meeting was very well attended.

Goal #4 - Thrive Financially

Bingo Night was a complete success. The event was very well attended by parents of from ES, MS & HS as well as some ES students. There were two staff members that attended, Debrah for the fun and Dawna to work the cash box. There was one Board member that attended - thanks Lisa! The group filled all the Alibi tables and part of the bar. There was a raffle of dozens of experiences and prizes. There were prizes for each bingo round "win" too. The event earned \$3,6995.95. The money will be spent on classroom materials for ES and likely graphing calculators for HS & MS.

Goal #5 - Develop a world-class campus that supports TEA's Mission & Vision

TAP approved Kids Kreative Funds and some additional TAP funds to support Joe's art department by creating some art display cases throughout campus. The project proposal was turned over to Ken to get feedback from the school and MVEF.

#2: What we're currently working on

Goal #3 - Attract, Develop & Retain the best TEAm

The TAP exec team is meeting with the two candidates for the exec team next year (President role). Then the candidates will meet with the school, take a break over Spring Break, and finally meet with some TAP exec committee to decide who goes in what roles to make sure skills are matched and personal needs are full-filled.



Goal #4 - Thrive Financially

Pam Madigan is starting discussions with Greg Wright regarding a possible 5k/10k fundraising race next year. There are still many details to figure out before approval is sought by the school.

Goal #5 - Develop a world-class campus that supports TEA's Mission & Vision

TAP is working with the school to create a book fair with a local book store (Word After Word). The event will be a week long with various activities address to different audiences and offer different book lists (ES students, HS students, parents, educational, pleasure, etc). A percentage of book purchases that week will go towards buying books for the classrooms.

TAP is organizing a Screenager movie screening and expert panel for the evening of May 7th. TAP is financially sponsoring this event. Planning is being led by Courtenay Wallpe, Mel Simon and Mara Jenkins. It will be a free event and the public is welcomed to attend.