
1. Meeting called to order by Mr. Arnold Grisham at 3:36 P.M.

2. A Revision/Adoption/Ordering of Agenda: Motion to approve Wire Second: Gabrielli. Vote unanimous.

3. Superintendent Johnna Grell began her update by informing the Board that she and MG David Baldwin met with the Office of Charter School and COL Peter Cross met with the Office of Charter School Compliance Manager since the last Board Meeting. Mrs. Grell shared the 5-Year Action Plan with the office. The three main areas of concern were, which OMI also self-identified as areas of improvement were:

- Middle School Academics, a continued conversation for possibly a memorandum but OMI has not agreed to any memorandum from the office yet.
- Grades 6-12 reminder, not so much an issue but a reminder to stay on track of what OMI has already started; which is the progressive discipline system that was in place, the demerit system, that the office was not very fond of. The office would like some clarity of the new system assuring them it is a different system and not the same system with a different name. COL Cross is working closely with the office.
- School Safety/ School Climate and Culture they appreciated that OMI is doing a survey regarding both topics. For next year’s survey they would like to be able to participate in the survey’s in lieu of visiting the school. When they come to do their site visit they would like to sit in during the focus groups while they are being held.

Mrs. Grell asked for three of her Leadership team members: Ms. Jocelyn Zylstra, Ms. Sonja Noble, and COL Peter Cross to present the Academic Action Plan Items in Response to Charter Renewal to their respectful department.

- LCAP Goal 1: OMI will provide high quality classroom instruction and curriculum that promotes college and career readiness and demonstrates gains in LEXILE growth for every cadet. OMI has interventions in place to eliminate academic barriers to student success.
- LCAP Goal 2: OMI will ensure a safe, welcoming and inclusive climate for all staff, cadets and families where cadets can engage in a course of study that offers opportunities to build academic self-esteem, develop college and career readiness skills as they develop their social.
- LCAP Goal 3: OMI will provide professional development for all staff that is regular and ongoing process. Professional development will address the areas of
academic rigor, Direct Interactive Instruction (DII), mental health awareness, college and career readiness and safe school culture. It will aim to provide well-rounded support and training for all staff in order to create a continued culture of success for cadets.

- Ms. Jocelyn Zylstra; Director of Marketing and Communications:
  **Branding and Communications**
  - Create a cohesive brand identity and deliver relevant messages that connect cadets, staff and donors to our mission
  - Refresh logo, letterhead, business cards templates, recruitment materials, brochures and info packets, parent newsletters, donor emails and press releases
  - Continually post interesting content on social media – IG, FB, LinkedIn and YouTube
  - Recruit brand ambassadors to enhance social media content from cadet, staff and parent perspectives
  - Add and delete content to the current website

  **Fundraising**
  - Grizzlies on the Green Golf Tournament proceeds to support the OMI College Bound Scholarship Program
  - Function as the liaison for the Foundation to identify, cultivate, solicit, recognize and nurture relationships with prospects and donors to raise resources
  - Strengthen partnerships with the National Guard and After School All Stars
  - Launch a schoolwide Incentive Program Grizzlies in the Green. Incentive program is designed to reward students, teachers and parents
  - Organize a Fun Run to promote community outreach and raise funds to benefit OMI sports program
  - Collaborate with Superintendent, Commandant, CFO and Grants Manager to seek opportunities for advancement
  - Engage staff in various fundraising and community outreach events
  - Assist staff with website pages

- Ms. Sonja Noble; Human Resources:
  **Improve Recruiting options**
  - Keep up with changes in the labor market by adding more options to the recruitment pool.
  - Continuously search for highly qualified groups of applicants by implementing platforms such as Facebook, Education America, School Spring, and Teach for America.
• Work with the Hiring Team to strengthen hiring practices to ensure decisions are made as early as possible with the best candidate pool and based on the best information possible.
• Attract more highly qualified applicants highlighting our competitive compensation package, health and retirement benefits. Highlight current Board-Certified staff and offer the option to in-coming staff.
• Consider offering bonuses for hard to fill areas i.e. math, science and special education.
• Prepare for potential vacancies in August by developing a pool of available qualified subs that will afford us time to find qualified applicants at the last minute.

Implement Retention Plans
• Provide quality mentoring, induction and support for all beginning teachers or teachers new to the school.
• Offer 2 year Agreements for those employed by OMI for 3 years
• Consider offering retention bonuses to encourage existing math, science and special education teachers to stay at OMI.
• Develop plans to use professional development funds to assist teachers still in school.

Retain, support and ensure teachers are properly credentialed upon hiring
• Develop pathways from colleges to secure more highly qualified graduates and interns as they enter the profession.
• Work with principals to implement, develop and guide credential candidates as they finish up credentialing plan.
• Continue to improve our “Grow Our Own” program. Recruiting talented individuals from the community to a career in education. Focus on our Instructional Assistants to help them along the pathway into the profession if interested. Hire new Instructional Aids (IA’s) with the same thing in mind
• Developing systems to monitor and address teacher turnover.
• Market the OMI brand in interesting and exciting ways. Continue to strategize Open House ideas/ OMI Hiring Fair participation and how to elicit interest in OMI through the use of the OMI brand

Provide quality mentoring, induction and support for all beginning teachers or teachers new to OMI.
• Strong induction and support for novice teachers can increase their retention and accelerate their professional growth
• Continue to expand Professional development opportunities allowing staff to update their skills to remain current to promote lifelong learners.
• Work with teachers and staff to pay for educational fees as part of their professional development to assist in teacher retention.
• Provide the hiring team with training and development to identify our target audience and ensure common goals.
• Provide Leadership members with outside training.
• Hire and train HR Generalist.
• Constantly explore how to use technology and social media in HR.

  ○ COL Peter Cross; Commandant:
    • **Military Initiative 1:** (ISO LCAP Goal 1) Military Cadre supports the measurable increase in academic performance both inside and out of the LOC classroom through the redevelopment of LOC curriculum and the partnership with academic instructors to model academic instructional strategies and goals in the military classroom.
    • **Military Liaison:** Appointment of Military Liaison for Academic Instruction
    • **LOC Redesign:** LOC curriculum re-designed to be delivered using DII
    • **Faculty Support:** Classroom procedures video is utilized to establish standards for a disciplined learning environment standardized across campus
    • **Academic Support:** (tentative) Military Cadre support to after school study hall
    • **Military Initiative 2:** (ISO LCAP Goal 2) Cadre model’s leadership and conduct for cadets over several years to create student leaders capable of leading, planning and executing with minimal adult input (Cadets leading Cadets.) Through the LOC curriculum, cadets develop skills that will prepare them to be independent, responsible, and capable members of their community.
    • **Set Condition for Cadets Leading Cadets**
      • **Advanced camp** is held for 8th gr transitioning to HS (incorporate Academic teachers.)
      • **Rotational Leadership:** Leadership rotation initiated in LOC classes (class leaders)
      • **Promotional Opportunities:** increased opportunities for cadet advancement (OCS, BNOC, ANOC, BIVOUAC)
      • **Classroom Management:** Security/Military/Teaching team collaborate to standardize response to and redirection of disruptive behavior
      • **Service Academy Info:** Service Academy reps visit to provide admission info to gr 8+
Military Initiative 3: (ISO LACP Goal 3) Military instructors are trained and aligned in development of curriculum and delivery of content through professional development.

DII Training: Military Instructors receive DII training, coaching and initial evaluation

Credentialing Instructors: Non-credentialed military cadre identified, plan to streamline credential process identified

CPI Trainer: Identify minimum 2 staff to attend Crisis Prevention Intervention trainer course

ABIC: Army Basic Instructor Course for cadre

Investigative Training: Officers attend investigative training


5. Governor Jerry Brown presented the Nomination of the OMI Foundation Chairman. Mr. Sedrick Tydus was nominated as the Chairman of the OMI Foundation Board of Directors; He helped start the Scholarship Program that is now offered when cadets graduate from OMI. Motion to approve Wire, Second: Breckenridge. Vote unanimous.

6. CMSgt (Ret) Gary Charles presented the FY 18 Audit to the Board members. The Board received information concerning the FY 18 completed audit. He informed the Board of the changes that were made from 2017-2018 and where to locate them in their packet (pg.9). CMSgt (Ret) Charles also emphasized the areas of concern and where they can be located (pg.63). Motion to approve Breckenridge, Second: Wire. Vote unanimous.

7. No action was taken for the FY 19 Preliminary Budget Proposal

8. Motion to adjourn meeting by Gabrielli, Second: Wire. Vote unanimous.