



Board of Directors Meeting 24-25 INTREPID COLLEGE PREP

Date and Time: November 20, 2024 12-1:30 pm

Attendance:

- **Present**

- John Barton, *Board member*
- Jessi Hebblethwaite, *Board member*
- Cazembe Kennedy, *Board member*
- Jacob Schall, *Board member*
- Lauren Sikes, *Board member*
- Anna Russell Thornton, *Board member*
- Abigail Rockey, *CEO*
- Andrew Dorris, *Director of Finance and Compliance*
- Amy Shelton, *Senior Director of Human Capital*
- Laurie Brown, *Senior Director of Student Experience*

- **Absent**

- Kenny Crapse, *Board member*
- Mary Cypress Metz, *Board Chair*
- Alberto Magana, *Board member*

Location:

Opportunity Academy Middle School
5432 Bell Forge Lane E.
Antioch, TN, 37013

12:00-12:10 pm: Call to Order + Board Business

- Move to approve the [minutes](#) from September meeting. Seconded and carried unanimously.
- Move to appoint Anna Russell Thornton as secretary. Seconded and carried unanimously.

12:10-12:45 pm: Student Experience Update

- Laurie Brown, new Senior Director of Student Experience, introduced her professional background and the role she will play on the Intrepid leadership team.
- Laurie gave an overview of the research project she is conducting at Intrepid.



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- Laurie has conducted one-on-one interviews with 33 staff members. She found that staff feel a strong sense of connection to the school and students.
- Laurie implemented a student survey, which was completed by 88% of middle schoolers and 82% of high schoolers. The survey focused on safety at school.
- Laurie completed her own research and development work, which she will present to the RISE team on November 21.
- Laurie reviewed some of the goals of this work, including:
 - Build a common definition of “success” for an Intrepid student around which to organize criteria at each grade level.
 - Develop a plan that invests students in a long-term vision for their lives (their “why” for college and career).
- Based on the information she has gathered, Laurie will provide recommendations to the RISE team in mid-December.
- Laurie shared a draft of the [Student Experience Impact model](#). This will be the foundation for program development. Laurie asked board members to review the model and provide feedback.

12:45-1:05 pm: Finance Update

- Andrew shared updates to the current forecast. Through some changes, including a drop in revenue from the state of Tennessee, Intrepid is ahead of budgeted operating income.
- Andrew and Abigail are transitioning some ownership of the budget to other school leaders.
- The TISA per-pupil rate was cut to \$15,235, which is a conservative estimate. The rate is projected to stay at \$15,235. The drop is larger than expected and is due to internal management issues. There will be two more true-ups this year, so the number could change in February based on sales tax revenue. This is the first claw-back on this scale since 2009, and Metro has not provided a clear explanation of the problem. We expect to be adjusted up again, but in the meantime will have to operate with this low rate in mind.
- These changes will also impact the budget for the 2025-26 school year.

1:05-1:15pm: Final Notes



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- The board email distribution list has been updated to include all new members.
- Future meetings will be set with consideration for board members' schedules.
- Moved to adjourn, seconded, and carried unanimously.