

ANNUAL BOARD RETREAT | AGENDA

8:30am-5:00pm Thursday September 21, 2023 | *standing agenda items

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Members: Doug Borchard, Ron Fortune, Joanne Harrell, Marcus Knight, Janet Olson, Darrell Powell, Lee Vargas, Eric Weaver & Deborah Wilds

Staff: Darryl Adams, Andrew Cooper, Jacqueline Greer, Wing Leung, Eddie Lincoln, Dennis Melton, Kelly Orehovec, Sasha Rabkin, Leslie St. Pierre, Akshai Wadhvani

Guests: Karla Floris & Victor Victin, Blue Meridian Project; John Morris, Director of Secondary Education and John Stratton, Superintendent, Hernando County SD (FL); Chris Daniels

→ **8:30-9:00: BREAKFAST**

→ ***9:00-9:10: WELCOME, INTRODUCTIONS AND APPROVAL OF THE CONSENT AGENDA**
Joanne Harrell

→ ***9:10-9:55: STORY FROM THE FIELD: HERNANDO COUNTY PUBLIC SCHOOLS**
Eddie Lincoln, John Morris, John Stratton

→ **9:55-10:25: CEO REPORT**
Eddie Lincoln

→ **10:25-10:45: FY23 OUTCOMES**
Eddie Lincoln, Sasha Rabkin

→ **10:45-11:00: BREAK**

→ **11:00-12:00: EOS MISSION & LANDSCAPE ANALYSIS**
Eddie Lincoln, Sasha Rabkin
[Bridgespan framing]

→ **12:00-1:00: LUNCH**

→ **1:00-2:00: EOS MISSION & LANDSCAPE ANALYSIS (CONT.)**

→ ***2:00-2:15: AUDIT & FINANCE COMMITTEE UPDATE**
Doug Borchard, Dennis Melton

→ ***2:15-2:30: GOVERNANCE COMMITTEE UPDATE**
Lee Vargas, Leslie St. Pierre

→ ***2:30-2:45: PROGRAMS & IMPACT COMMITTEE UPDATE**

Eric Weaver, Kelly Orehovec

→ ***2:45-3:00: TECHNOLOGY COMMITTEE UPDATE**

Janet Olson, Andrew Cooper

→ **3:00-3:30: EXECUTIVE SESSION (WITH CEO)**

→ **3:30-4:00: EXECUTIVE SESSION (BOARD ONLY)**

→ **NEXT STEPS, NEXT AGENDA – Leslie St. Pierre**



MISSION

Equal Opportunity Schools (EOS) strengthens educator and system leader capacity to break down barriers to increase access, belonging, and success in rigorous college and career-prep secondary school courses for students of color and low-income students so that they may thrive in their postsecondary pursuits and life goals.



VISION

We envision a nation where secondary schools become equitable systems that acknowledge, support, nurture, and grow the talent and genius of students of color and low-income students.



CORE VALUES

JUSTICE

We are committed to the core principles of fairness, equity, and justice for our students, our partners, and our employees. We work to change the policies, practices, and mindsets that stand in the way of equity and justice.

SERVICE

We pursue our mission with courage and urgency. We hold ourselves to high standards and embrace ambitious goals to serve our clients—and the students they serve—with an unwavering belief in the power of change.

LEARNING

We believe in innovation, creativity, and risk-taking in order to reach our highest potential. We embrace opportunities to learn and improve continuously, striving to be better as individuals, as teams, and as an organization.

COMMUNITY

We are committed to being in true and lasting relationships with voices that have been previously marginalized and with the communities with which we partner. We believe that together we are stronger with a shared vision and common goals. We treat each other with respect and dignity. The moral owners to whom the board feels accountable are students, schools, EOS staff, and EOS donors.



EOS AGREEMENTS

1. Lead with curiosity and inquiry
2. Assume good intent, and own impact
3. Speak from your own experience, and name the "thing"
4. Make space, take space. In the interest of open dialogue, give everyone airtime
5. Invite fun, laughter and levity
6. Create space with intention
7. Agree to disagree, while remaining united in the work