



## **Board of Directors Spring Meeting, April 26-27, 2024**

### **Meeting Location: Des Moines, IA**

***Friday, April 26***

#### **Call to Order/Welcome/Record of Approved Minutes**

#### **Mission Moment/Team Building**

This moment is designed to set the tone for the meeting and purposefully remind all present of our mission, vision, values, and goals as we deliberate and conduct business on behalf of our current and future membership. Board members and special guests will have an opportunity to share their reactions and engage in a team building activity. Additionally, during meeting sessions, an equity pause will be intermittently utilized to reflect on deliberations in light of our organization's ongoing commitment to diversity, equity, and inclusion.

#### **Legal/Confidential Matters**

Each Board meeting includes time allotted for relevant updates on any pending legal matters or other business that require discussion in executive session.

#### **Review Membership Correspondence**

In accordance with our goal of increased membership engagement, letters submitted to the Board will be included in our meeting materials to inform the Board of ideas, requests, and concerns that have been submitted for consideration. This is an opportunity to briefly highlight, clarify, and or frame action items on the docket in light of these submissions.

#### **Standing Committee Minutes and Q&A**

Prior to the Board meeting, members are asked to submit questions about the prior standing committee minutes so that they can be addressed by the appropriate committee chair either before or during the meeting.

#### **Appointed Board Member Candidate Vote**

The Governance Committee will bring forward its recommendations of four individuals (two active coaches and two non-coaches) to be appointed to future terms to the NSDA Board of Directors. Individuals appointed to these seats will begin their terms on August 1, 2024, and will replace the seats vacated/open by outgoing Board members Pam Wycoff, Dr. Tommie Lindsey, Jr., Dr. Mike Edmonds, and Jennifer Jerome and the current term ending of Jay Rye. During the FY25 fiscal year, 12 members will be seated on the Board (six active coaches and six appointed non-active coaches).

### **Equity and Inclusion**

Director of DEI Dr. Paul Porter will provide a progress report on the FY24 Equity Commitments and his draft vision for the FY25 Commitments. Board members will get the opportunity to ask questions and discuss the organization's progress.

### **Business Evaluation/Modeling**

The Executive Director, Assistant Executive Director, and Board member Dr. Alan Coverstone will lead the Board through an interactive session based on an evaluation conducted by Education First, a national, mission-driven strategy and policy organization with unique and deep expertise in education improvement. The goal of this session will be to highlight expectations previously established by the Board, consider the Ed First's findings and recommendations, and then determine the best course of action for the future. This course may include additional information needed, timelines for decision-making as well as, integration and prioritization of preferred strategies.

### **Strategic Planning**

The Executive Director and Assistant Executive Director submitted potential strategic objectives for the 2024-2025 school year for review. Some objectives from 2024 are recommended for continuation, some are continuing with changes or updates to build upon prior progress, and some are potential new strategies for the FY25 plan. Each proposed objective has been tied to a Board standing committee, one or more key performance indicators (KPIs) if staff has enough information to project that, and broad quarterly tactics. These recommendations will be reviewed for approval by the Board. The goal is to set in motion the framework for fiscal year 2025. The Board will discuss and offer insights on the KPIs to maximize impact on the mission. Additionally, the value of various strategies will be considered.

### **Celebrating the Centennial Celebration: Preview**

As the NSDA nears its 100th anniversary, the staff and Board Member and Centennial Committee co-chair Jay Rye will brief the Board on the ongoing progress of the committee. Specifically, Jay will present the ongoing plans and events designed to best celebrate this milestone event over the course of next school year.

### **Recess**

***Saturday, April 27***

### **Call to Order**

### **Leadership Elections**

Per the agreed upon Board restructuring, the current Board will elect the FY25-FY26 Board leadership of President and Vice President.

## **Finance Business**

The Board will be provided with the Q2 financial report, FY23 990 tax return, and a pre-budget proposal for FY25, which have been reviewed and approved by the Internal Affairs Committee. The pre-budget includes both budgetary projections from last year as well as the current FY24 budget actuals and end of year projections. The Executive Director, Assistant Executive Director, and Director of Business and Finance will share highlights of questions submitted before the meeting and field any additional questions on the Q2 report, the 990, and/or the end of the year projections. The Executive Director, Assistant Executive Director, and Director of Business and Finance will then open up discussion and field questions on the proposed FY25 pre-budget, which will be subject to approval. The Internal Affairs Committee will bring forth their recommendation for the budget proposal.

## **Board and Executive Director Evaluation Recommendations**

As part of its FY23-FY24 Board Priorities, the Board will finalize a review of the Executive Director and Board of Director evaluation tools. After several years of implementation of the current materials, the Governance Committee is coming forth with its recommendations for changes to each evaluation tool to ensure a streamlined yet comprehensive tool for evaluation that allows both the Board and the Executive Director to grow and develop professionally from the results. The Governance Committee will provide recommended revisions, and the Board will have the opportunity to ask questions, discuss, and potentially agree upon revised versions of the evaluation tools.

## **Hall of Fame/Legends Committee Focus Group Summary**

President Pam Wycoff will give the Board a summary of the Hall of Fame focus group discussion that occurred in March and will share recommendations for consideration by the Board.

## **Current Nationals Overview**

The Executive Director will update the Board on various logistical aspects regarding the upcoming tournament. These updates will review a range of topics including:

- The current entry count status for the middle school and high school tournaments
- Update on health and safety protocols and procedures
- An overview of this past year's qualifying season
- Anticipated challenges that will be uniquely faced this year in Des Moines, IA

The Executive Director will field questions from the Board concerning the updates presented.

## **FY25 Calendar Planning**

The Board will be provided a draft FY25 Board Meeting Calendar prior to the meeting for review. In order to best facilitate full attendance for general Board and Standing Committee meetings in FY25, results including location, timeframes, and dates will be discussed to establish a workable framework for implementation.

## **Closing Remarks/Adjournment**