



Baxter Academy Board of Directors Meeting
11/28/2023

Attendees Present: Nik Charov, Ruth Dean, Jana Lapoint, Dan Mickool, Justin Richards, Anna Klein-Christie

Called to order in-person Thorn Dickinson at 6:03pm.

1. Celebrations
 - a. Baxter Academy is now ranked 10th in the state of Maine.
 - b. Today is giving Tuesday. Encouraged to reach out to partners. Directly support our programs like Flex Friday.
2. Approval of Minutes
 - a. **Jana Lapoint motioned to approve the September minutes as presented with no edits, Thorn Dickinson seconded. All in favor.**
3. Financial Reports
 - a. Will be updated by Nik Charov
Nik highlighted the good work done by students, faculty and community members that are all part of the forward motion.
4. Collective Bargaining. (side note: board members will be asked to be part of the collective bargaining. Anna gave standard protocol.
All in favor of Thorn, Anna, and Jana serving.
5. Executive Director Update
 - a. Beginning of School Year
 - i. Partnerships and outreach going well. Engaging students with new opportunities and specific organizations were reviewed. Examples include: internships, private and public sector. Alex Waters provided context with stories from students. Specific feedback provided.
 - ii. Enrollement activities in progress. Student ambassadors are already providing tours and telling the “Baxter Story”.
 - iii. Flex Friday updates provided by Anna. Ambassador program is appx 30 students who are very engaged.
 - iv. Panoramic Survey – Action Items
 - v. Goal #1: 53% of our students indicate feeling a positive energy of the school, it’s our goal to increase this statistic to 75% of students feeling a positive energy at school. (~60% is the national dataset average)
 - vi. Goal #2: Increase parent belief in “grit” (how well students are able to persevere through setbacks to achieve important long-term goals) from 45% to 65% over the next year.



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- vii. Goal #3: Increase the perception of amount and quality of feedback that faculty and staff receive from 28% to 55%
- viii. December 11. Charter Commission holding the board member training. Deadline is Dec1st for enrollment.

6. Public Comment

“Will there be a Baxter Beautification Day”? Anna responded affirmatively.
“Are board members invited to the potluck”? Anna responded affirmatively. Dec 1st 11am.

7. Meeting Adjourned at 7:23pm Thorn Dickinson

Respectfully submitted,
Dan Mickool, Secretary