

Day 1 – Monday, June 1, 2026

Focus: Vision, Growth, and Strategic Alignment

Special Guests: James Rhyu, Janice Gruneberg, Pam Sieger

8:30 AM – 9:00 AM

Welcome & Opening Remarks

- Call to Order by Dan Martin, VP
 - Video from John Pallasch
- Retreat Purpose and Desired Outcomes
- Framing the Work: Why This Matters Now
- Centering the Mission: Putting Kids First

9:00 AM – 10:15 AM

CEO Strategic Vision Session

Presenter: James Rhyu

- National and state trends in education
- What strong schools do differently
- The role of innovation, accountability, and operational discipline in school growth
- How boards and leadership teams drive measurable student outcomes
- The urgency of aligning governance decisions to student success

10:15 AM – 10:30 AM

Break

10:30 AM – 12:00 PM

Leadership Conversation: Growth, Accountability, and Sustainability

Presenters: James Rhyu and Janice Gruneberg

- What sustainable school growth requires
- Defining excellence in academic performance and school culture
- Building systems that support growth and accountability

- The Board's role in supporting Leadership while maintaining oversight
- Questions and discussion with board members

12:00 PM

Working lunch/Departure of James Rhyu

1:00 PM – 2:30 PM

School Accountability & State Urgency

- Current school performance review
- Understanding our School Improvement Plan (SIP) and state expectations
- Report card implications and accountability risks
- Consequences of failing to improve, including state intervention and path to a C
 - How we model to achieve a C by category and how do we get there
- Immediate priorities for moving the report card from failing to passing
 South Carolina's report card and accountability system drives annual school ratings, and charter schools are also evaluated each year on academics, compliance, governance, and financial viability through annual reporting and assurances. **2:30 PM – 2:45 PM**

Break

2:45 PM – 4:30 PM

Charter Goal Deep Dive: Part I

Facilitated Board Discussion

- Review of Charter Goals by Pam Sieger

1. In each year of the charter, 100 percent of students will be identified for instructional tiering and instructional programming based on diagnostic assessment, in conjunction with reading inventory measures within elementary grades, prior SC Ready test scores as available, and credit sufficiency for students in high school grades.

2. From a baseline established by summative testing in year 1, Conditional Growth Index (or growth) will be approved by 2 percent in each subsequent year of the charter.

3. In each year of the charter, 95 percent of students within high school grades will independently access the graduation planning tool in order to promote student ownership and understanding of credit path within graduation cohort expectations.

4. 98 percent of students within high school grades, who enter the school sufficient in credits earned, will participate in career readiness education experiences that may include pathway completion for certification.

5. In each year of the charter, all eligible students will earn certifications associated with their chosen pathway.

6. In each year of the charter, a 95 percent capture rate will be achieved for students' post-secondary intention for post-secondary education, employment upon graduation or enlistment

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- What are the current progress and gaps
- Where are we are meeting expectations
- Where is urgent intervention is needed
 - Action - Interventionists and Coaches
- Alignment of charter goals to student outcomes and school report card priorities

4:30 PM – 5:00 PM

Day 1 Reflection & Board Discussion

- Key takeaways
- Immediate priorities
- Questions for Day 2

5:30 PM to 8:00 PM

Team Building Activity

Dinner Out

Day 2 – Tuesday, June 2, 2026

Focus: Governance, Relationships, and Accountability in Action

Facilitator: Pam Sieger

8:30 AM – 9:00 AM

Day 1 Recap & Day 2 Priorities

- Reflection on key themes
- Re-grounding in mission and urgency
- Aligning around outcomes

9:00 AM – 10:30 AM

Charter Goal Deep Dive: Part II

Facilitated Board Discussion

- Review of Charter Goals 4–6
- Progress monitoring
- Gaps, risks, and board oversight responsibilities
- Alternative Education campus update for 6-12 during the 27/28 school year
 - Who are we at COA
 - Criteria for our Alt Ed School and associated counts
- Ensuring charter goals remain measurable, visible, and actionable

10:30 AM – 10:45 AM

Break

10:45 AM – 11:30 AM

Strengthening Key Relationships for School Success

- Strengthening partnership with the Board
- Strengthening partnership with the South Carolina Public Charter School District
- Strengthening partnership with the South Carolina Alliance of Public Charter Schools
- Strengthening communication and trust with the State

- Building strategic partnerships that support growth, compliance, and advocacy
The South Carolina Public Charter School District explicitly centers relationships, excellence, and accountability in its support model.

11:30 AM to 12:30 PM working lunch

Board Governance for School Improvement

- What effective governance looks like in turnaround work
- Monitoring the right data
- Holding focus on student outcomes
- Practices that build trust, urgency, and accountability

12:30 PM – 1:45 PM

Break

1:45 PM – 2:30 PM

Action Planning: What We Must Do Next

- Define Board commitments for the next 90 days
- Define Leadership commitments for the next 90 days
- Clarify ownership and accountability
- Identify immediate wins
- Set progress monitoring cadence
- Establish communication plan

2:30 PM – 3:00 PM

Closing Commitments

- Final reflections
- Shared commitments
- Reaffirmation of mission, urgency, and student-centered leadership
- Closing statement: Putting Kids First

Board Retreat Outcomes

By the end of this retreat, the Board and Leadership team will:

- Have a clear understanding of the urgency of our current accountability status
- Be aligned on the work required to improve our school report card
- Understand the Board's role in school growth, assurance, and accountability
- Recommit to the six charter goals and define measurable next steps
- Strengthen relationships with key state and charter partners
- Leave with a focused action plan centered on student success and school sustainability