



AGENDA



Executive Committee Meeting
Tuesday, August 31, 2021 8:30 am - 9:30 am
Join Zoom Meeting: **Meeting Link Sent Upon Registration Confirmation**

Time	Agenda Item
8:30 am	Welcome & Introduction
8:35 am	Programmatic Updates
8:45 am	Strategic Planning (Maya Consulting)
8:55 am	Board Committee and Working Group Updates
9:05 am	Executive Committee Business - Executive Director Annual Review
9:15 am	Board Meeting
9:25 am	Next Steps
9:30 am	Adjourn

FY22 Executive Committee Meeting Dates

Tuesday, November 30, 2021

Tuesday, February 22, 2022

Tuesday, June 7, 2022



First 8 Memphis Executive Committee Meeting

Date: August 31, 2021

Time: 8:30am - 9:30am

Committee Members Present: Kathy Buckman Gibson , Carol Johnson Dean, Keva Latham, Jim Boyd, Tanya Hart

Committee Members Absent: None

Staff Present: Dr. Kandace Thomas and LaDora Watkins

Visitors Present: Kassi Longoria (Maya Consulting)

Welcome & Introduction

The meeting began at 8:35 a.m.

A motion to approve the June 1st Executive Committee meeting minutes was made by Carol Johnson Dean with a second by Keva Latham. There were no objections. The motion was approved.

- Kathy Buckman Gibson has been in discussion with state legislators Mark White and Brian Kelsey about the education of our children. Kathy and Kandace will meet and begin to build the relationship with First 8 Memphis.
- TN Ready scores were released by the Department of Education and highlighted significant learning loss of students last year due to the pandemic. The DOE is recommending high dosage tutoring for 3rd grade literacy and 7th math. In the coming days, F8M will think through a plan to address the learning loss.

Strategic Planning

Kassi Longoria of MAYA Consulting provided an update on the strategic planning process.

- Feedback from the Board of Directors retreat in August was positive. Directors found value in small group discussions and generally thought that materials should be sent in advance. More time should be given for small groups as well.
- Interviews are wrapping up with community stakeholders. The feedback will help inform the draft of a strategic plan which will be provided to the Board for next steps.

- MAYA will have a meeting with the staff and conduct activities similar to those from the Board retreat
- MAYA will research peer organizations strategic plans in other states and communities
- Two community meetings are being proposed as a result of feedback from stakeholder interviews

In summary, all of the information gathered from the Board retreat to the community meetings will be used to develop the priorities of the strategic plan.

ACTION ITEM: LaDora will send out a doodle poll for the 25th or 26th of October for the Executive Committee to meet with MAYA Consulting in advance of the next half day Board Retreat.

Board Committee and Working Group Updates

Nominating and Governance

- New Board Members committee participation will inquire with new board members to identify interests in committees. Assignments will be decided based on a combination of strengths and needs.

Communications Working Group

- Engagement is on hold during the strategic planning process.

HR Working Group

- Engagement is not needed until the Fall.

Executive Committee Business - Executive Director Annual Rev

Kathy Buckman Gibson and Carol Johnson Dean met with Dr. Kandace Thomas to conduct her performance evaluation. Board members and staff provided input so that there would be a full 360 lens of Dr. Thomas' performance. The review included progress to date over the last 15 months. Dr. Thomas was applauded for her leadership and being able to make adjustments during a pandemic with several unknowns. When the strategic plan is complete this committee will revisit the goals outlined for 2022 (e.g. communication plan).

Adjournment

The meeting adjourned to Executive Session at 9:30 a.m.