

PROMISE ACADEMY BOARD MEETING —AGENDA

1. Welcome & Purpose of Meeting (3 minutes)

- Frame the purpose: clarity on leadership structure, support for EP, and alignment on next steps.

2. Samantha's Early Learnings & Reflections (10 minutes)

- EP shares what she's learning about the school, team, culture, and priorities.
- Board listens for themes, early insights, and implications for leadership structure.

3. Leadership Structure Discussion (35 minutes)

A. Governance Questions (5 minutes)

- Which roles are Boarddefined vs. EPdefined

B. EP–COO Relationship (20 minutes)

- Reporting structure: coleader model vs. EP as organizational leader
- Working relationship expectations
- Decisionrights and boundaries

C. DecisionMaking Framework (10 minutes)

- How future adjustments will be made

4. Board Role in Supporting Samantha (7 minutes)

- What EP needs from the Board right now

5. Scheduling & Next Steps (5 minutes)

- Set meeting cadence for next few months
- Identify any followup items or documents needed