

Approved by the Board of Directors on September 25, 2025

George Washington Academy

Wednesday, August 27, 2025

4:30 p.m. - 7:00 p.m.

Board Retreat Minutes

Courtyard by Marriott
185 South 1470 East
St. George, UT 84790

The Board Retreat convened at 4:30 p.m.

Board Members Present: Kevin Peterson, Brady Pearce, Laura Pressley, Sharon Moss, Rachel Richins, Sharna Rowe, Casey Unrein, Shannon Greer, Laura Snelson, Blake Clark and Shelbi Kelly.

Others Present: Debbie Kauvaka, Steve Erickson, Christine Giles, Chance Manzanares.

The discussion was led by Shannon Greer.

Review of the Mission: Academics. Leadership. Community.

Had a discussion on how we would explain to a stranger the mission of the school.

Students are a name not a number.

It's a school of choice.

Their child feels comfortable being who they are, and more accepting of others around them.

Patriot time and helping students to extend.

Students leading their own learning. Nationally recognized in the art of collaboration.

Teachers work together to look at the students growth.

A school that starts at the foundation. Building a foundation.

Review of the Vision

To provide students with a high-quality, rigorous education in a supportive environment.

Focused on strong academics

To develop academically successful and personally capable students by emphasizing a rigorous Core Knowledge Curriculum, fostering leadership skills through the “leader in Me” program and 7 Habits.

We aim to build self-discipline, mutual respect, and strong foundations for a brother future

Motto: Building a strong foundation

Portrait of a GWA Graduate.

Review of the Charter Goals

The Charter is located on the website. It's an important document because it is a guiding document and a contract with the state charter school board. It's the accountability piece of who loaned us the money, stakeholders, state charter. The charter was renewed 8 years ago. Exhibit A: Discussion about the maturity of the document. Changes needing to be made - Shannon will start the process.

Boards 4 Main Responsibilities.

Ensure all laws and rules are followed

Ensure the charter is upheld

Ensure we are fiscally responsible

Ensure strong relationships with stakeholder

Board Goal Setting

Conversation around the questionnaire from May on how the board can approve. The board should start with coming to meetings prepared to ask questions.

Committee Assignment Discussion

Discussion was moved to the regular board meeting.

Strategic Planning

SWOT Analysis

Strengths

- Academic quality
- Location
- Retention of students and teachers
- Admin team size and depth
- Branding
- Partnerships with SUU and increases at Utah Tech
- Financial situation
- Hiring this year went really well
- Faculty and staff
- Leadership
- Experience and skill of admin team
- Stability retention of leaders
- Intentional focus on extra resources, math center reading center
- Measures taken to have greater security.
- Professional development

- Board training every month

Weaknesses

- Differentiating the middle school grades
- What to say to sell the 6th and 7th grade program
- Carpool situation
- Parental involvement
- The building layout
- Never have a sport team

Opportunities

- The new building - more people more choice for parents.. More
- 20th Anniversary - chance to reflect
- Kids have an opportunity to showcase what they are learning
- Professional development

Threats

- Voucher Bill
- Additional schools coming into the area
- Funding - Federal Level, recession etc
- Budget is set at 28 kids per class

Plan to meet with Suzanne Metzger to develop a robust strategic plan. Date to be determined.

Sept 25th or 26th

Nov 20th

Written by Board Clerk, Shelbi Kelly.