Approved by the Board of Directors on November 19th, 2026

Mission Statement: *"ACADEMICS. LEADERSHIP. COMMUNITY."*

George Washington Academy
Thursday October 22nd, 2026
7:00 p.m.

Board Meeting Minutes

Location: George Washington Academy
2277 South 3000 East
St. George, Utah
Learning Lab

Board Training was held at 7:00pm prior to the Board meeting business.
"*Governing for Greatness" Finance and Budgeting for Sustainability,* chapters 4-6.

The Board meeting convened at 7:30pm.

Board Welcome: Shannon Greer, President
Roll Call: Shannon Greer
Prayer: Sharna Rowe
Pledge of Allegiance: Laura Pressley

Board Members Present: Shannon Greer, Miguel Munoz, Sharna Rowe, David Stillman, Laura Pressley, Laura Snelson, Ericka Ivie and Casey Unrein.

Board Members not Present: Brady Pearce

Others Present: Blake Clark, Debbie Kauvaka, Lydia Mooney, Emily Winona, Jaycee Rogers, Steve Erickson, Chance Manzanares and Spencer Adams.

A quorum was established.

GWA Year Goals:
Academics- By May 2027, we will increase grade- level reading fluency from 76% to 84%, ensuring more students demonstrate grade-level reading proficiency.
Discussion- Currently at 81%, the school is progressing toward the goal, which is anticipated to be achieved by mid-year. Once achieved, a new, higher target will be established.

Approval of Minutes:
Casey Unrein made a motion to approve the Minutes from the September 24th, 2026 Board Meeting as outlined in the Board Packet, with the correction of the meeting time extension time from 8:35pm to 7:35pm.
Ericka Ivie seconded the motion.
The motion passed unanimously. Those who voted in favor: Shannon Greer, Miguel Munoz, Sharna Rowe, David Stillman, Laura Pressley, Laura Snelson, Ericka Ivie and Casey Unrein.

Public Opportunity to Address the Board:
None

Set time for adjournment:
David Stillman set time for adjournment for 8:30pm.

Strategic Planning: Laura Snelson gave the report.
Laura presented the 2026 Annual Board Governance Evaluation, reviewing its purpose, methodology, findings, and recommended action items. The evaluation supports continuous improvement and aligns with the school's strategic plan for capacity and sustainability. The survey assessed ten governance domains with 14 respondents. Board members rated themselves an average of 4.36 and the board as a whole 4.39, for an overall average of 4.38 out of 5. Three domains met the target rating of 4.5, with generally favorable results overall.
Priority recommendations included adopting a formal evidence based Executive Director evaluation framework and 26/27 goals, defining the Board KPI dashboard and reporting calendar, finalizing and adopting the Strategic Plan with measurable outcomes, and adopting a Board development and onboarding plan that includes training. Discussion highlighted opportunities to clarify board and executive director roles, establish measurable performance expectations, and improve documentation of existing governance practices. It was clarified that the evaluation assesses board governance, not the executive director's performance. Board members acknowledged areas of strength and opportunities for improvement, emphasizing the importance of clear expectations, consistent processes, and preserving institutional knowledge. Laura was asked to share her presentation and detailed survey results for further board review.

Teacher Reports: Emily Winona and Lydia Mooney gave the report.
The Board received updates on instructional activities, student learning opportunities, and school programs across several grade levels.
Second grade students participated in a presentation by Utah's Hogle Zoo focused on animal habitats and adaptations, supporting science curriculum standards. Students will also participate in an upcoming Greek Day field trip featuring Olympic style activities to reinforce their understanding of ancient Greece and Greek mythology.
Fourth grade is preparing for a hands on presentation by Dixie Power focused on energy transfer, aligned with Utah Science Standard 4.2.1.
Kindergarten reported continued success with the implementation of vertical whiteboards to promote collaboration, critical thinking, and communication. Teachers are also completing assessments and preparing targeted interventions to support individual student needs.
The Special Education team reported an increased demand for evaluations and IEP services. Currently, 16.7% of GWA students have IEPs, compared to the state average of 13.25%. These figures do not include pending referrals or students with 504 plans. The team was recognized for its dedication and quality of service as the school's special education needs continue to grow.
Lastly, GWA's fourth through seventh grade Hope Squad attended a conference at Utah Tech, where students learned to recognize concerning behaviors and report them to trusted adults. Students were commended for representing GWA and demonstrating kindness, care, and leadership.

Administration Report: Blake Clark gave the report.
Administration reported current student enrollment at 1,052 students and highlighted the Media Literacy elective, where students developed a quarterly publication featuring interviews with staff and students, book reviews, and school related topics. The project received positive feedback and provided students with opportunities to develop communication and media skills.
Administration discussed the implementation of six week instructional coaching cycles designed to strengthen instructional practices and improve student achievement. Fourth grade completed the first

coaching cycle, demonstrating an average 25% improvement in student performance between pre and post assessments. The coaching cycles focus on targeted instructional strategies, collaborative teacher meetings, classroom implementation, and ongoing feedback rather than curriculum changes.
Administration reported positive teacher feedback and increased collaboration among grade level teams. Third grade will begin the next coaching cycle, with the long term goal of providing each grade level team two coaching cycles annually. Administration is also working with Classroom Mosaic to develop tools for tracking student assessment data and evaluating the effectiveness of instructional coaching.
Administration reviewed student support services, including Wellness Center utilization, student emotional needs, and resources available to families through IEPs and Section 504 accommodation plans. Efforts to provide parents with clearer, more accessible information regarding these services were highlighted.
The Board discussed the importance of understanding Section 504 accommodations and requested additional training on the differences between Section 504 plans and IEPs, including the services and supports available to students. Jaycee Rogers agreed to coordinate a training opportunity after the new year.
During the review of academic performance data, Mr. Clark clarified that minor fluctuations in reading assessment results may reflect small changes in individual student performance. It was further explained that midyear reading proficiency percentages may decline as benchmark expectations increase, even when students continue demonstrating academic growth.
The Board expressed appreciation for the detailed administrative updates and the continued focus on instructional improvement, student achievement, and support services.

Meeting Time:
Sharna Rowe made a motion to continue the Board Meeting at 8:30pm and set the new adjournment time to 8:50pm.
David Stillman seconded the motion.
The motion passed unanimously. Those who voted in favor: Shannon Greer, Miguel Munoz, Sharna Rowe, David Stillman, Laura Pressley, Laura Snelson, Ericka Ivie and Casey Unrein.

Financial Report: Spencer Adams gave the report.
The financial report was presented, reflecting the first quarter of the fiscal year. Overall, the school's financial position remains strong, with most revenue and expense categories performing at or better than budget expectations.
Federal revenue was reported at 0%, primarily due to pending grant approvals and reimbursement processes through Utah Grants. While this is typical for this point in the fiscal year, Spencer noted that lunch program funding had not yet been received and is expected in an upcoming allotment.
Purchased property services expenses were slightly ahead of projections, primarily due to repairs and maintenance, which were at approximately 34% of the annual budget. These expenses will continue to be monitored, although no significant concerns were identified.
The school's financial ratios continue to exceed established goals. Additionally, the October 1st enrollment count exceeded budget projections, which is expected to result in increased state funding and further improvements to financial ratios as funding adjustments are received.
The Board discussed construction related expenditures associated with the school's expansion project. It was clarified that construction expenses are paid directly from bond funds and are not included in the operating cash balance used to calculate days cash on hand. This explains why operating cash reserves may increase despite higher overall expenditures.
Additional discussion addressed one time expansion funding received through the State Charter School Board. It was explained that these funds were previously awarded but carried forward until the school was in a position to utilize them. A spending plan was submitted as part of the funding requirements, and the funds are now being used to support the expansion project. Overall, the school's financial outlook remains positive, with no significant budgetary concerns identified at this time.

Committee Reports (3 min each):

- **Policies Committee** – Nothing to report.
- **Finance Committee** – Nothing to report.
- **Audit Committee** – Draft audit reports were received and are expected to be finalized soon. The committee discussed differences between monthly financial reports and audited financial statements, particularly regarding property values and construction related assets.
- **Benefits Committee** – The Board discussed the need for additional Board representation on the committee. Ericka Ivie volunteered to be the Board Representative.
- **Curriculum Committee** – The committee continues working toward greater curriculum alignment across grade levels. A seventh grade ELA teacher is piloting a new curriculum to better align with state standards. The committee also needs a new Board representative.
- **Outreach Committee** – Efforts are underway to update the school website and improve communication with families. With enrollment remaining strong, the committee is shifting its focus from student recruitment to retention and engagement with current families.
- **Technology Committee** – Nothing to report.
- **LAND Trust Committee** – Nothing to report.
- **PTO Committee** – The PTO recapped the success of the Fall Festival and also made an introduction of the new Spirit Store with a deadline of 11/14 to order. Ericka also announced plans for an in person book fair in early November. Progress toward establishing the PTO as an independent organization continues, with a Federal Employer Identification Number (FEIN) obtained and bylaws under review. The goal is to complete the organizational transition by January. The Board discussed concerns regarding the sale and use of hooded sweatshirts, including potential conflicts with the school's dress code. Members expressed concerns based on previous experiences and the challenges of enforcing uniform policies. Further discussion was deferred to a later date.
- **Board Development Committee** – A subcommittee consisting of Miguel, David, Brady, and Laura S. was established to review compensation, with the goal of presenting preliminary recommendations at the November Board meeting. The Board also discussed the Executive Director's evaluation process and the possibility of incorporating that responsibility into the compensation subcommittee. Further coordination will take place to determine the committee's responsibilities.
- **Campus Management Committee** – Nothing to report.

Meeting Time:

Laura Pressley made a motion to continue the Board Meeting at 8:50pm and set the new adjournment time to 9:20pm.
David Stillman seconded the motion.
The motion passed unanimously. Those who voted in favor: Shannon Greer, Miguel Munoz, Sharna Rowe, David Stillman, Laura Pressley, Laura Snelson, Ericka Ivie and Casey Unrein.

Discussion and/or Action Items:

Sharna Rowe made a motion to approve the Website Refresh Invoice in the amount of $6,364.00.
Ericka Ivie seconded the motion.
The board considers this investment essential and it will be a 3 year agreement. The present monthly fee is $130, while the new fee will be $149, plus an up front $1,000 refresh charge. The full refresh and website renewal are projected to take 2-2.5 months.
The motion passed unanimously. Those who voted in favor: Shannon Greer, Miguel Munoz, Sharna Rowe, David Stillman, Laura Pressley, Laura Snelson, Ericka Ivie and Casey Unrein.

Hughes Construction Update: Shannon Greer & Mr.Clark gave the report.
Mr. Clark reported that the 40,000 square foot expansion is ahead of schedule. While some delays have affected work on the existing property and office areas, the overall expansion remains on track. The required electrical transformer has already been secured, helping prevent potential delays. Mr. Clark also provided an update on ongoing insurance matters related to previous flooding. The Board expressed appreciation for the contractor's communication and progress, as well as the construction updates being shared with the school.

Closed Meeting –
None

Next Meeting: The next regular Board Meeting will be held November 19th at 7:30pm.

Adjournment: Meeting was adjourned at 9:02pm.