



DENVER LANGUAGE SCHOOL

Meeting Minutes of the DLS Board of Directors

January 2, 2015

Location: Conference Call

In Attendance:

Dan, Kristy, Jacob, Camilla, Kenneth, Bev, Janine (phone)

Kristy talked about honoring our commitment to existing parents, there is some hardship for some of those families, attrition can be a large factor.

Board didn't have enough information to make a decision in December. Anne, Irene, Kenneth, Dan and Kristy put together a very comprehensive outline of the three possible models.

Kristy can outline her model:

Everyone currently at WH would stay. New students would enter CT. Would eventually grow to CT being a K-2 and WH being a 3-8. Facility impact would be more gradual.

Two things Dan would add is that we do have some attrition (Impossible to estimate) and short time we have financial concerns from this change. Long-term, assuming increased retention, we make up the short-term financial hit.

Kenneth outline "Irene's Model"

Allows us to honor the commitment to families regarding location while still getting some initial space advantages.

Found natural split in the data, almost evenly split for 2nd grade (CT and WH).

Extra classrooms next year for MS

Kenneth asked Janine what her pedagogical standpoint is. Have the best teachers, good curriculum, and delivering the same information at both locations. Janine says we can make it work- perceived fairness, we are always thinking of the families first.

Dan- Status Quo model- gives us a big boom in terms of available classrooms at WH. Potential attrition is hard to determine. The attrition numbers don't look that bad right now, but it is very hard to determine.

We would start with extra space and then lose some in later years.

Kathy's transportation question-

Direct bus to WH and Direct bus to CT

Reduced complications under hybrid

Marginal cost will go up because a bus is a bus (KH)

\$100K-120K

Fewer students at CT, the fewer that would need bussing

Some potential benefit from hybrid option in terms of transportation – less complicated the first year.

Bev says we could get out and raise money for transportation

Final Thoughts:

Kenneth- Status Quo model, reduces concerns about fairness, provides most financial flexibility, allows us to focus more on MS performance which will drive ability to raise funds in future

Bev- Irene's model, likes fulfilling a promise, has our best bet at hanging on to students, especially older students, bragging rights for MS

Jacob- Irene's model- least financial impact compared to Kristy's, but still accommodates MS capacity

Camilla- Kristy's hybrid model, olive branch to parents that are put in a really bad situation otherwise

Janine- leaning towards Irene's- because of financial implications, no matter where classes are split, we have created a strong curriculum, we have hired excellent teachers, we have already moved in that direction

Kristy- leaning towards Irene's hybrid, at first concerned with it being harder to admin, alleviated concerns about need for MS space, resolves retention, helps budget, and facilities

Dan- gut is Status Quo model, risk associated with financial model, 100 families impacted, but only 8 that are strongly thinking about leaving, if we move to hybrid, it would be Irene's

Motion to pursue Irene's Hybrid model- Janine so moved, Beverly seconds.
All in favor of pursuing Irene's model- unanimous.

