



PCCS Board of Director's Meeting
AGENDA
March 17, 2026 at 7:00PM
Vicky Ranney Library
1571 Jones Point Road Grayslake, IL 60030

Call to Order

President

Public Comment

Closed Session:

10 Minutes

Discussion Agenda

1. Biannual Review of Closed Session Minutes and Recordings
2. Board Retreat Update
3. Committee Updates - Outreach, Governance, Elections
4. Board Composition

Consent Agenda

5. Business Manager Report
6. Motion to Approve Open Session Minutes of Previous Board and Committee Meetings
7. Motion to Accept Reports on Consent Agenda

Closed Session:

Discussion related to 5ILCS 120/2(c) 21-Discussion of minutes of meetings lawfully closed under this Act, whether for purposes of approval by the body of the minutes or semi-annual review of the minutes mandated by Section 2.06.

8. Review Closed Session Minutes from Previous Board Meetings
9. Biannual Review of Closed Session Minutes and Recordings

Discussion Related to 5ILCS 120/2(c)(11) Litigation, when an action against, affecting, or on behalf of the public body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting.

10. Legal Bills

Public Comment

10 Minutes

Action Agenda

- 7A – Approve Closed Session Minutes from Previous Board Meetings
- 1A/9A – Approve Action for Closed Session Minutes and Recordings
- 10A – Approve Legal Bills

New Business:

Adjourn

Board documents for this meeting are available for viewing on the school web site.

Thank you for attending the meeting of the PCCS Board of Education. Individual board members do not respond to public comment. For questions or comments, please e-mail the Board at board@pccharterschool.org. The PCCS Board of Directors consists of:

President: Matt Earl

Vice President: Rebekka Herrington

Treasurer: Ankur Bhatia

Secretary: Steve Heroux

Meghan Dawson

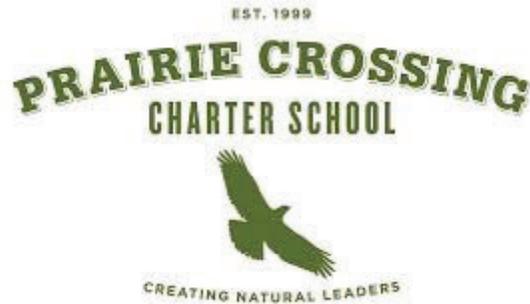
Josh Pejsach

Peyton Schrag

Leah Stender

Gabi White

Discussion Agenda



Coach-Sulting Board Retreat Proposal for Prairie Crossing Charter School

Presented by: Beth Napleton

February 20, 2026

Project Context

Prairie Crossing is planning its second annual board retreat with a clear intention: ensuring the time sets the board on the right trajectory for planning and execution for the year ahead. Like many boards, the current board lacks shared focus and has strong individual perspectives without total alignment. We would aim to use the retreat as a “reset button”: to help the board collectively anchor in shared priorities and build a shared vision of what’s ahead – looking through the windshield, not the rear view mirror.

This proposal outlines how to use the retreat as an opportunity to set a strategic vision around how the board spends its time, particularly around clearer priorities and clearer decision lanes, reflecting the realities of board size and composition, as well as the context of Illinois charter governance, working closely with an expert throughout.

Objectives:

- Serve as a coach-sultant to the Board, providing both strategic guidance and hands-on support in ensuring a strong board retreat and effective planning for the year coming out of it
- Facilitate an engaging and dynamic board retreat that sets the tone for the year and ensures all members of the Board have a clear, shared set of priorities and expectations
- Create shared clarity on the board's work, management's work and how committees support—rather than complicate—the overall board's work
- Establish clear board priorities for the year ahead, with a defined set of major priorities that guide decisions, agendas and committee work through the year
- Produce concrete support that enables immediate follow-through (e.g., a concise retreat summary, a priority framework and a recommended rhythm for the year ahead).

Measures of Success:

By the conclusion of this engagement:

- Increased clarity and alignment among all board members around the way forward and why that is
- A successful retreat that is viewed positively by all participants
- A clear set of next steps that the Board can implement immediately to plan effectively for the year and build momentum

Methods: Coach-Sulting

This brings the best of consulting (the added capacity to *do* the work) with the best of coaching (the lens focused on the pragmatic moves needed to *make* it work). This proposed scope shows the value of an arc with smart preparation, a well-run retreat and clean, fast documentation that makes follow-through easier.

That includes:

- Pre-work that surfaces the right inputs and reduces any surprises on retreat day
- An agenda built for decisions (not just discussion)
- Post-retreat deliverables delivered quickly, so the work can be used in planning and committee work right away
- Practical tools that are clear, grounded, and usable—especially for busy leaders

Value of this Work:

- Uses a truly external and expert perspective, enabling a level of candor that people find difficult without a neutral facilitator, ensuring that all relevant issues are surfaced and the true root causes are addressed
- Provides an outside perspective from an expert in leadership, staff culture and organizational growing pains to help assess the current reality and guide the best path forward to make the organization stronger
- Ensures at this pivotal moment that the board role is clarified and the processes that the board uses time and resources efficiently and effectively
- Combines the benefits of coaching with a leadership expert with the benefits of consulting - where an experienced professional follows up with the deliverables, adding capacity

A board retreat is an effective planning tool for what is arguably our most precious resource in this day and age: attention. This project is designed to protect that attention and convert it into decisions, clarity, and a workable plan for the year.

Options and Methods

Option 1: Retreat Facilitation

Facilitating the retreat with strategic pre- and post- work to maximize the impact.

	<u>Pre-Retreat</u>	<u>Retreat Facilitation</u>	<u>Post-Retreat</u>
Timeline	Schedule when contract is signed, at least 4 weeks before retreat	TBD date in late June, mutually agreed upon	Within one week of retreat
Activities	<ul style="list-style-type: none"> ● Coach-sultant review board materials from the previous 18 months ● Kick-off meeting with key stakeholders aligning for deliverables 	<ul style="list-style-type: none"> ● Facilitate board retreat in a way that engages all members and is a meaningful and purposeful use of time. 	<ul style="list-style-type: none"> ● Maximize the impact of the retreat with deliverables that lay the groundwork for a successful year ahead. ● Debrief meeting
Deliverables	<ul style="list-style-type: none"> ● Draft (then final) agenda, prework and turnkey board communication about retreat 	<ul style="list-style-type: none"> ● A dynamic, engaging board retreat that reaches pre-established measures of success 	<ul style="list-style-type: none"> ● A concise retreat summary, detailed notes, 90 day action plan and annual recommendations

Option 2: Retreat Facilitation + Ongoing Support

Everything in Option 1, as well as:

- Four additional sessions of follow-on coach-sulting support, to be scheduled at client's convenience during the academic year SY26-27. This includes four 30-60 minute strategy sessions with leadership as well as up to four deliverables (which could include work with committee chairs, follow-up training with the full board virtually, board onboarding and/or policy materials, etc.)

References:

Facilitation feedback and references are [here](#).

- **Heather Mitchell, Board President, The Primo Center for Women and Children**
 - lheathermitchell22@gmail.com
 - LevelEDUp Leadership worked closely with the executive committee for the Board of Directors for Chicago's largest shelter for unhoused women and children to gain a clear understanding of the efficacy and integrity of the current executive leadership.
 - Similar to this proposed project, the work was almost exclusively with the Board of Directors and involved significant management/governance work.
- **Jeremy Wall, former Principal, Maureen Joy Charter School**
 - jeremy.wall@gcachargers.com
 - LevelEDUp Leadership worked closely with the leadership of this single-site charter school from October 2022 to May 2024.
 - Similar to this proposed project, this work involved a single-site charter school and all the complexity of that.
- **Kurt Waywood, Director of Talent and School Growth, The MindTrust**
 - kwaywood@themindtrust.org
 - LevelEDUp Leadership has done four in-person trainings, facilitating during the 2025-2026 school year for aspiring educational leaders in the Indianapolis area, many of whom are charter leaders.
 - Similar to this proposed project, this involves the efficacy of our in-person session design and facilitation.

Terms & Conditions

- Payment terms: 50% due within 30 days of signing; 50% due upon project completion
 - There is a 5% discount if the client chooses to pay in full at the project's onset.
- We are happy to adapt terms and conditions as needed to fit organizational policy as long as there is agreement prior to the work beginning.
- There is an \$850 travel fee that includes all flight, hotel, meal and ground transport expenses for the in-person portion of this work.
- Fees listed do not include any additional expenses incurred (for example: Strengths assessments, etc.). The client will either pay those directly or reimburse LevelEDUp Leadership for those expenses.
- This project is non-cancelable and agreed-upon payment terms are due as described. You may postpone or delay any part of the work as you deem necessary.

Investment

Option 1: \$5,000

Option 2: \$8,500

This reflects senior-level diagnostic, strategy and execution support.

Beth Napleton Bio

Beth Napleton is a seasoned executive, leadership advisor, and coach-sultant with a national reputation for helping organizations navigate leadership transitions, strengthen team effectiveness, and address complex people-and-systems challenges with clarity and pragmatism. Since founding LevelEDUp Leadership in 2021, Beth has partnered with over 175 leaders across more than 60 organizations in 21 U.S. states and four countries.

Beth brings deep operational and organizational leadership experience. Most recently, she founded and served as Chief Executive and Academic Officer of Chicago Collegiate, a 5th–12th grade charter school network on Chicago's Far South Side. In that role, she led through periods of growth and change, stabilized leadership teams, clarified roles

and expectations, and codified systems to support consistent, professional operations. Under her leadership, Chicago Collegiate became the highest-rated open-enrollment high school on the Far South Side, with 100% of graduates accepted to at least two four-year colleges year after year.

Previously, Beth served as Senior Managing Director of the Los Angeles Institute at Teach For America, where she managed large, complex operations involving hundreds of staff and new teachers. She was responsible for staff effectiveness, culture, and execution, leading her team to achieve the strongest culture results in Institute history while running an intensive, high-stakes operational environment.

Beth began her career as an award-winning classroom teacher. Across roles, she is known for her ability to diagnose root causes, navigate challenging team dynamics, and translate insight into practical next steps leaders can actually implement.

Beth is a certified Gallup Strengths coach and holds degrees from Barnard College of Columbia University and Pace University. She lives in Brooklyn with her three children.

Beth's full resume can be found [here](#).

Acceptance

Your signature below indicates acceptance of this proposal and its term, forming an agreement, based on the attached proposal, between Prairie Crossing Charter School and LevelEDUp Leadership. Scan and send to beth@leadthroughlayers.com.

For LevelEDUp Leadership:



February 20, 2026

For Prairie Crossing Charter School:



March 3 2026

Please complete the following to help us in our planning for this project.

We would ideally like to have our kick-off meeting for this work start the week of _____.

Per discussions with Peyton.



Confidentiality Agreement for Board Consultants

I understand that during this agreement, it is likely that as a consultant to the Board of Directors of the Prairie Crossing Charter School, I may have access to information that is required by law to be maintained as confidential. In addition, I may have access to information that although not protected by law, must be kept confidential to protect individuals or the School.

I agree to maintain the confidentiality of all information gained in the course of my service to the Board, except that which is gained by me or discussed by the Board in a public meeting. I agree that if I have any question as to whether a given piece of information is confidential, I will contact the President of the Board, who will make a determination on that point.

Finally, I understand and agree that the confidentiality obligations inherent in Board work continue indefinitely after my services are completed. By signature below, I agree to keep in strict confidence all non-public information so long as it remains non-public, except to the extent disclosure is required by law.

Signed: Muzant Napier

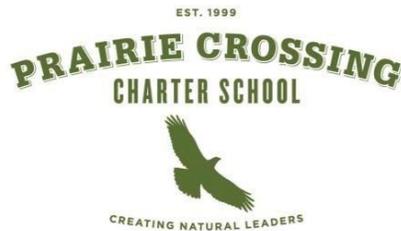
Organization: Level Up Leadership

Dated: 3/2/24

Consent Agenda

Financial Statements

Due to the Board meeting being in mid-March due to Spring Break – February financials are not yet complete as payables are still being received. We will combine February and March together for the April meeting and present to Finance and the Board for our consolidated 3rd Quarter submittal to ISBE.



PCCS Board of Director's Meeting
Tuesday, February 24th, 2026, at 7:00PM
Vicky Ranney Library
1571 Jones Point Road Grayslake, IL 60030

Board Present

Matt Earl
Ankur Bhatia
Peyton Schrag
Rebekka Herrington
Gabi White
Meghan Dawson
(remote)

Steve Heroux
Leah Stender

Staff Present

Geoff Deigan

Call to Order President – Matt Earl call the meeting to order at 7:02 PM

Public Comment – No Public Present

Discussion Agenda

1. **Lottery Update/Drawing** – Geoff Deigan shared that the lottery has currently well-surpassed the highest lottery engagement ever. The date of the lottery is Wednesday, March 4th at 7:00 PM in the Byron Colby Barn. Geoff committed to having an email sent out to confirm Board attendance and whether an agenda will need to be posted.
2. **Board Retreat**
 - a. Doodle Poll Results – Matt Earl shared that Wednesday, June 17th was the most available date selected and will be used as the date moving forward. Rebekka Herrington confirmed we would like to use the same venue; Geoff offered to take care of reserving the facility.
 - b. Facilitator Proposals – Peyton Schrag led the discussion of the four facilitator proposals received, including his requirement that each facilitator would include a strategic session before the retreat, and a follow up meeting afterwards. Peyton shared that he felt Beth Napleton's proposal was the most professionally presented and possibly the most acutely qualified. Matt Earl asked Geoff if any of the proposals were outside the budget scope for the Board Retreat, and Geoff confirmed that they are all within the same acceptable budgetary range. Geoff confirmed that while the cost would hit Budget FY 26, the cost would be allocated to FY 27. Finally, after discussion, Geoff confirmed next steps will be to book the facilitator in the event that the Board approves a proposal in the Action Agenda Item 2A.
3. **ISBE Annual Review** – Matt confirmed that the last 3 versions of the ISBE Annual Review were received by the Board and asked if there were any discussion items. Gabi White confirmed that in some categories, the highest possible score is "Meets".
4. **5Essentials Survey Pulse Check** – Geoff shared that as of 10:00 AM 2.24, 95% of students have taken the survey, and were earmarked today and tomorrow for taking the survey. Some students have not completed the survey but will have time to do so tomorrow. This is the highest rate in the last 5 years. 31 teachers have completed the survey so far, 79%. 80% is the high-water mark. With the parent population, we are currently at 27%; Geoff shared that there is some discrepancy between the total # of Respondents category; discussion ensued about whether multiple students meant that you could take one survey per student or per household. Leah Stender shared that all three goals have already been hit with weeks to spare.

5. Committee Updates

a. Academics –

- i. Matt Earl shared that the committee reviewed the success of the therapy dog program (Emi). They have had less than 1% opt-out. Emi has been in every classroom on campus, and there has been strong positive feedback. Matt also confirmed that Emi is included in PCCS' safety plans. Matt shared that the committee was discussing a fundraiser for 'Canine's for Comfort', and Gabi White shared that Emi has been a recipient of their charity and felt strongly that a fundraiser would be successful. Different options were discussed.
- ii. Matt also shared that Tony Zamiar had additional details about the status of the 5Essentials surveys, discussed in item #4 above.
- iii. Matt shared that the committee discussed increased Electives in the curriculum, and the various impacts that would have on the shared resources throughout the school.
- iv. IAR testing schedule was also discussed, as well as ISA testing.

b. Governance –

- i. Rebekka Herrington shared that the committee discussed the ED Review form, and the logistics of storing the reviews in a safe, compliant manner.

c. Elections –

- i. Rebekka Herrington raised the possibility of increasing the number of parent elected positions in the upcoming election cycle.
- ii. Steve Heroux shared that the date of the election cycle initiation is 3/13/26.

Consent Agenda

6. **Business Manager Report /January Financial Statements** – Geoff Deigan shared the summary provided in the packet. Peyton Schrag asked about #5100 being higher than budget, and Geoff clarified the reason for being above budget in the payment cycle. Meghan Dawson had a question about item #5400, Administration Expenses being \$43k above budget. Gabi White clarified that this had been discussed by Tony Zamiar (at a separate meeting) and was in large part due to replacing new Chromebooks that were 5 years old or older.
7. **Motion to Approve Open Session Minutes of Previous Board and Committee Meetings** – Moved by Steve Heroux, 2nd by Gabi White; all votes aye.
8. **Motion to Accept Reports on Consent Agenda** – Moved by Rebekka Herrington, 2nd by Steve Heroux; all votes aye.

Motion to enter closed session by Rebekka Herrington, 2nd by Steve Heroux. Roll call, all votes aye.
Entered Closed session at 8:41 PM.

Closed Session:

Discussion related to 5ILCS 120/2(c) 21-Discussion of minutes of meetings lawfully closed under this Act, whether for purposes of approval by the body of the minutes or semi-annual review of the minutes mandated by Section 2.06

9. Review Closed Session Minutes from Previous Board Meetings

Discussion related to 5ILCS 120/2(c)(1) - The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity.

10. New Employee(s)/ Resignation(s)

Discussion Related to 5ILCS 120/2(c)(11) Litigation, when an action against, affecting, or on behalf of the public body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting.

11. Legal Bills

Returned from Closed Session at 8:47 PM

Public Comment 10 Minutes – No public present.

Action Agenda

- 2A – Board Retreat Facilitator Approval – Motion by Rebekka Herrington to move forward with the proposal by LeveledUp by Beth Napleton, not to exceed \$15,000 total. 2nd by Leah Stender. Roll call vote, all votes aye.
- 9A – Closed Session Minutes from Previous Board Meetings – Moved by Gabi White, 2nd by Leah Stender; Roll call, all votes aye.
- 10A – Approve New Employee(s)/Accept Resignation(s) – Moved by Steve Heroux, 2nd by Leah Stender; Roll call, all votes aye.
- 11A – Approve Legal Bills – No legal bills, no vote.

New Business:

Matt shared the possibility of allowing the Board to open the election to two candidates instead of one. If agreed, Geoff offered to draft a document to summarize the discussion.

Adjourn – Motion to adjourn by Steve Heroux, 2nd by Leah Stender; all votes aye.
The meeting was adjourned at 9:03 PM.

A copy of the board documents for this meeting is available on the school web site.

Respectfully submitted by Steve Heroux, Secretary.

Thank you for attending the meeting of the PCCS Board of Education. Individual board members do not respond to public comment. For questions or comments, please e-mail the Board at board@pcharterschool.org. The PCCS Board of Directors consists of:

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Peyton Schrag

Vice President: Rebekka Herrington
Meghan Dawson
Leah Stender

Treasurer: Ankur Bhatia
Josh Pejsach
Gabi White