

**BOARD OF TRUSTEES  
MARCH 17, 2025 SPECIAL MEETING MINUTES  
HIGH TECH HIGH**

Date: March 17, 2025

Time: 1:00 p.m.

Place: Mission Valley Regional Center, 4007 Camino Del Rio South, Room 204, San Diego, CA 92108  
 Village-based Zoom accessibility:  
 IT Office, High Tech High Mesa, 5331 Mt. Alifan Dr. Bldg 900, San Diego, CA 92111  
 Conference Room, High Tech High Media Arts, 2230 Truxtun Rd. Third Floor, San Diego, CA 92106  
 Conference Room, High Tech Middle North County, 1460 W San Marcos Blvd, San Marcos, CA 92078  
 Conference Room, High Tech Elementary Chula Vista, 1949 Discovery Falls Dr, Chula Vista, CA 91915

Zoom(Video):  
<https://hightechhigh-org.zoom.us/j/83457253381?pwd=vFv6SCX3sYeHaJEegsBDpilk2lhqgn.1>

Trustees present: Gary Jacobs, Chairman; Christine McComish, Secretary; Lida Rafia, Trustee; Albert Lin, Trustee; Randolph Ward, Trustee

<b>Board Member</b>	<b>Present</b>
Gary Jacobs, Chairperson	X
Christine McComish, Secretary	X
Albert Lin, Trustee	X
Lida Rafia, Trustee	X
Randolph Ward, Trustee	X
Harrison Oh, Student Trustee	X

Staff Present: Diana Cornejo-Sanchez, CEO; Isaac Jones, COO; Bobbi Norris, CFO; Patrick Frost, GC; Janie Griswold, CLO; Elizabeth Martinez, Executive Assistant to the Officers

Others present: Kathy Figueroa, interpreter  
 High Tech High staff  
 Members of HTH community

**CALL TO ORDER at 1:09 p.m. by Gary Jacobs, Chairman. A roll call of trustees confirmed a quorum.**

## **1.0 COMMENTS FROM THE PUBLIC**

1.1 Members of the public were provided time to address the board.

## **2.0 BOARD DEVELOPMENT WORKSHOP**

2.1 Guided Workshop with Tim Ducker, Consultd

### **Comments included the following:**

- CEO Diana Cornejo-Sanchez expressed her gratitude to the board for making time to attend this meeting on such short notice. She highlighted that this meeting presents a valuable opportunity to reflect on HTH's vision, ensuring that the board has a strong and unified understanding of the organization's direction. It is essential to have clarity around this vision for all board members moving forward. Gary Jacobs also thanked the board for their participation, noting that much has been accomplished in the first 25 years since HTH was established. He emphasized the importance of looking ahead to the next 25 years and the opportunities that lie ahead.
- Tim Ducker shared that he leads a consulting firm specializing in board governance and is here to assist with the board's development work. His focus today is to help the board move towards defining a clear vision for the future and determine the next steps in their ongoing development efforts. Tim acknowledged that when individuals are deeply involved in day-to-day operations, it can be challenging to step back and gain a fresh perspective. Today's session will provide a space for open conversations aimed at broadening our viewpoints and enhancing collaborative thinking. The team began with an icebreaker exercise called "Picture Your Role," where participants were asked to select a picture from a set of images that resonated with them. After making their selections, individuals grouped with others who had chosen similar images to reflect on why they chose their picture, how it relates to their role in the organization and the leadership qualities or challenges it represents. Each person then introduced another group member, sharing the insights that person had shared about their chosen image. Tim highlighted key takeaways from the activity, noting that many people expressed a strong sense of care for the organization, as well as a recognition that this work cannot be accomplished alone. The importance of this exercise lies in its ability to foster a respectful and productive environment where all voices are heard, focus is maintained, and constructive dialogue leads to collaborative problem-solving. Other feedback/thoughts shared by the HTH team:
  - Assume Positive Intent: Even when disagreements arise, or perspectives differ, maintaining an open-minded approach is crucial.
  - Seek to Understand: Always seek to understand the perspectives of others by asking questions and engaging with empathy.

- Encourage Risk-Taking: The goal is to foster understanding and cohesion within the team, which sometimes requires stepping outside of comfort zones.
- The remainder of the day focused on reflecting on all the amazing work and accomplishments HTH has had thus far and how these things can help define a vision for the board/organization. One key question that Tim asked the team to reflect on and discuss in small groups was: "Why is it important to define a vision?" Gary emphasized that defining a vision provides a "north star" to guide decision-making. Tim added that, when faced with difficult decisions, the team should always consider whether the decision aligns with HTH's vision. Chrissy noted that having a clear vision helps set expectations for the organization, ensuring that everyone understands what they are working towards. Albert highlighted that a vision also contributes to cultivating a strong organizational culture and vibe. Tim further explained that a well-defined vision not only clarifies communication across the entire organization, but it also helps staff feel more connected to the mission. Additionally, having a shared vision enables the implementation of strategic goals and tactics. To establish a shared vision for the organization's future, Tim suggested beginning by reflecting on past successes and strengths. From there, the team can collaboratively define what long-term success looks like, with a focus on how the organization serves its staff, students, and the broader community. Multiple guided brainstorming activities were held, the ideas from which Tim will synthesize into a report suggesting near and long-term planning around strengths and opportunities for growth for the organization.

**Open session was suspended at 3:05 p.m. Closed session convened at 3:07 p.m. and adjourned at 5:29 p.m. Open session re-convened at 5:29 p.m. A roll call was taken at this time to re-confirm a quorum.**

<b>Board Member</b>	<b>Present</b>
Gary Jacobs, Chairperson	X
Christine McComish, Secretary	X
Albert Lin, Trustee	X
Lida Rafia, Trustee	X
Randolph Ward, Trustee	X
Harrison Oh, Student Trustee	X

### **3.0 CLOSED SESSION ITEMS**

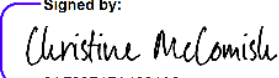
3.1 No action taken.

### **4.0 ADJOURNMENT**

There being no further business to be brought before the Board, it was the consensus of the Board to adjourn the meeting at 5:29 p.m.

Next Scheduled Meetings:

- Wednesday, May 21, 2025 at 5:00 p.m.
- Monday, June 23, 2025 at 5:00 p.m.

Respectfully submitted by:  Signed by:  

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Christine McComish, Secretary, High Tech High Board