

Paideia Academies Inc. Corporate Board Meeting Notes
May 30, 2023

Meeting held in person at Paideia Academies Inc. Conference Room at
1535 E Baseline Rd.
Phoenix AZ 85042

Meeting Called to order 5:03 pm

I. Call to Order/Verifying Quorum

Members Present in-Person:

Dr. Winsor
Ms. Garrison
Mrs. Mendonca
Mr. Tietgen
Mrs. Schmaltz
Mrs. Baker

Members Present via Zoom Link

Mrs. Hobeiche
Dr. Pena

Absent:

None

Guest: Mr. Joel Brice of Consilium Financial Group.

II. Discussion/Vote to Approve Previous Minutes

Motion by Dr. Winsor to approve the Paideia Corporate Board meeting minutes from May 1, 2023.

Second by Dr. Tietgen

Voice Vote-

Yes: Unanimous
No: none
Abstentions: Mrs. Schmaltz
Absent: none

Motion passes unanimously

III. PLA New Addition Walk-about – moved to last item on agenda

IV. Discussion – Executive Director Evaluation Progress report via SuperEval.

Some board members have received the evaluation link. Need to resend link to Dr. Tietgen, Mrs. Hobeiche and Dr. Pena.

V. Discussion – Foreign Language Offering at Paideia elementary - Mrs. Hobeiche led the discussion.

Will use Duolingo for Schools as the platform. Scholars will access during their specials class in the computer lab. Begin at 5th grade with Spanish and continue through 8th grade with more foreign language offerings. Grade 9-12 utilize our online platform for high school credit.

VI. Executive Director Report:

- a. Audit Review FY22 – presented by Joel Brice. Very healthy financial audit with cash position and other areas of financial health are good, so no concern. One area of correction was noted through the audit in reporting attendance. Corrective Action Plan to review enrollment and attendance reports every first Monday during Executive Leadership meeting.
- b. Academic Report – presented by Mrs. Mendonca. The Arizona Academic Standards Assessment results reviewed. Data show well below the state average passing but improvement in cohort scores from the previous year’s assessment. Ms. Garrison noted that the new curriculum adopted last year will take 2-3 years to impact the assessment results and will have most notable impact on the early grades first. Dr. Winsor noted that attendance may have had a negative impact on the assessment results.
- c. Finance Report – presented by Mr. Brice. All revenue and expenditures are aligned with projected FY23 budget. Projected to end the year with DSCR 1.39, DCOH 254.92, and net ordinary income of \$1,175,887. The 5-year look ahead shows the next two years as very tight in budget as we grow into the Baseline expansion.
- d. Enrollment – presented by Dr. Winsor. Enrollment matrix reviewed showing 750 enrollments for the coming year. Our base goal is 910. We are on track to reach that goal. Kindergarten is always the last to enroll.
- e. Staffing – presented by Dr. Winsor. Approximately 30% turnover of faculty. Range of terminations, moving out of state or prohibitive driving distance.

VII. Discussion/Vote – Paideia Corporate Board policy on grade level promotion and retention – presented by Dr. Winsor.

Dr. Winsor presented the problem of social promotion over the years. Students in first grade who are well below grade level in all content areas are promoted to second grade. Then the second graders who start the year well behind get further behind and are passed to third grade. These students are reading at a first grade or lower level. The state Move On When Reading law was intended to catch these students before moving on to fourth grade. The state lowers the cut score so low that most of these students are passed on again to fourth grade and then to fifth... By the time these students are in sixth grade many have developed external and internal behaviors expressed as chronic classroom disruptions, avoidance behaviors, and chronic depression and anxiety and excessive absenteeism.

In our current cultural paradigm, many of our teachers are afraid to hold students accountable or to have the conversation with parents that their child is not doing well and will need to repeat a grade. Some parents have become so combative that teachers avoid conferences or have conferences that only report on how “well the student is doing in class”. Because our teachers avoid these conversations, a system is needed to clearly define how a student is promoted to the next grade.

Paideia Academies Inc has a policy in place from our charter documents which reads:

A.3.1 Mastery and Promotion

Level of proficiency that students must obtain to demonstrate mastery of core content

Students at The Paideia Academy must achieve an 80% mastery of grade articulated Common Core standards (in reading, writing and mathematics) and Arizona State Standards (in science).

Process and criteria the school will use to determine grade level promotion/retention

Students must achieve an 80% mastery of academic core content to be eligible for promotion to the next grade level. No student will advance to the next grade level without having mastered or be progressing rapidly toward mastery level of common core and state standards.

A student at risk of retention will be identified in early spring through benchmark assessments and class work grades. The at-risk student will be placed in the RTI program for skill deficit remediation. At the end of the year, promotion decisions will be made by the teacher, administrator, and parent. The decision will be based on an array of assessments to include benchmark data, RTI data, classroom work and assessments, observations, student portfolios, state AIMS assessments (Arizona Assessment of Academic Standards), and other relevant information such as teacher or administrator recommendations. Students identified for retention will be placed in a summer RTI program for skill deficit remediation. If adequate progress is made during the summer session, the decision for retention may be reversed by the teacher, administrator, and parent.

The intervention/remediation program at The Paideia Academy complies with A. R.S. 15-701, which outlines intervention and remedial strategies developed by the state board of education for pupils who are not promoted from the third grade.

Dr. Winsor and the Executive Leadership Team presented the attached evaluation tool to help the teacher, parent and campus administrator to fulfill the existing promotion policy.

Mrs. Baker expressed concerns that the tool only looks at academic testing and is not in alignment with our mission of whole-child education. Dr. Tietgen expressed concerns that the tool doesn't look at the child until the child is already failing. Dr. Winsor attempted to steer the board members back to the policy and not the tool. He explained that the board already has a promotion policy. We need to look at that, determine if it is still adequate and how we implement the policy. After a debate, it was determined to table the item until further evaluation on retention/promotion can be made and presented to the board at a future meeting.

Motion by Dr. Tietgen to table the agenda item and directed the Executive Leadership Team to evaluate the issue for a discussion at a future meeting.

Second by Mrs. Schmaltz

Roll Call Vote-

Dr. Winsor- yes

Dr. Pena- yes

Dr. Tietgen- yes

Ms. Garrison- yes

Mrs. Hobeiche- yes

Mrs. Baker – yes

Mrs. Schmaltz - yes

No: Mrs. Mendonca

Abstentions: none

Motion passes with majority vote.

- VIII. Discussion/Vote to approve Parent Compact (Eng and Spa) – presented by Dr. Winsor
Explanation that the compact was already created and passed in 2018. This was a chance to revise the corporate goal and review for relevancy.

Motion by Dr. Tietgen to approve the current version of the Parent Compact


Second by Mrs. Schmaltz

Voice Vote – unanimous Yes.

No – none

- IX. **Abstentions** - none
Adjournment
Motion by Mrs. Baker to adjourn the meeting
Second by Mrs. Schmaltz
Voice vote-
Yes: Unanimous
No: none
Abstentions: none
Motion passes unanimously.

Meeting adjourned at 7:07 pm


Approved by

6/26/23
Date