

Paideia Academies Inc. Annual Corporate Board Meeting Notes  
October 23, 2023  
5:05 pm Called to Order by Dr. Winsor

Dr. Winsor acting Chair in the absence of Board Chair as per bylaws.

I. Call to Order/Verifying Quorum

**Members Present in person:**

Dr. Winsor  
Dr. Tietgen  
Mrs. Mendonca  
Mrs. Hobeiche  
Ms. Garrison  
Mrs. Baker

**Guests:**

None

II. Discussion/Vote to approve previous minutes – September 25, 2023

**Motion** by Dr. Tietgen to approve the Paideia Corporate Board meeting minutes from September 25, 2023

**Second** by Mrs. Mendonca

**Voice Vote-**

Yes: Unanimous  
No: none  
Abstentions: none  
Absent: None

**Motion passes unanimously**

III. Discussion/Vote Approval Annual Financial Review (AFR) FY22

Rr. Brice reviewed the AFR answering questions of the board members to clarify categories and items.

**Motion** by Dr. Tietgen to approve the Annual Financial Review (AFR) FY 2022

**Second** by Mrs. Hobeiche

**Roll Call Vote-**

Dr. Winsor - yes  
Dr. Tietgen - yes  
Mrs. Mendonca - yes  
Mrs. Hobeiche - yes  
Ms. Garrison - yes  
Mrs. Baker - yes  
Abstentions: none  
Absent: none

**Motion passes unanimously**

IV. Annual Corporate Business:

- Corporate Board Member Binder Review –
  - Dr. Winsor led the board through the sections of their member binder.
- Conflict of Interest Policy – Each board member reviewed and signed the Acknowledgement and Disclosure form.
- Election of Corporate Board Officers:
  - Chairperson:
    - Dr. Tietgen nominated Victoria Garrison as Chairperson.
    - Mrs. Mendonca second the nomination

- Ms. Garrison accepted
- Discussion indicated all in favor of the nomination
- Voice Vote to elect Ms. Garrison as the Chairperson of the Corporate Board.
  - Yes: Unanimous
  - No: none
  - Abstentions: none
  - Absent: none
- Treasurer:
  - Dr. Winsor nominated Mrs. Mendonca as Treasurer.
  - Dr. Tietgen second the nomination
  - Mrs. Mendonca accepted
  - Discussion indicated all in favor of the nomination
  - Voice Vote to elect Mrs. Mendonca as Treasurer of the Corporate Board.
    - Yes: Unanimous
    - No: none
    - Abstentions: none
    - Absent: none
- Secretary:
  - Dr. Winsor nominated Mrs. Baker as secretary.
  - Ms. Garrison second the nomination
  - Mrs. Baker rejected the nomination
  - Dr. Winsor nominated Mrs. Hobeiche as secretary.
  - Mrs. Hobeiche accepted the nomination
  - Ms. Garrison second the nomination
  - Discussion indicated all in favor of the nomination
  - Voice Vote to elect Mrs. Hobeiche as Secretary of the Corporate Board.
    - Yes: Unanimous
    - No: none
    - Abstentions: none
    - Absent: none
- Executive Director:
  - Dr. Tietgen nominated Dr. Winsor as Executive Director.
  - Ms. Garrison second the nomination
  - Dr. Winsor accepted the nomination
  - Discussion indicated all in favor of the nomination
  - Voice Vote to elect Dr. Winsor as the Executive Director.
    - Yes: Unanimous
    - No: none
    - Abstentions: none
    - Absent: none
- No additional officers
- Create Committees for the success of Paideia Academies Inc
  - Dr. Winsor led a discussion about the different committees and how implementing committees will help elevate the corporate board's effectiveness over time. Dr. Tietgen suggested we work on getting our board membership number to nine before launching committees.
  - No committees formed.
- Introduction/Nomination/Vote any individuals considered for board membership.
  - None
- Discuss/Vote Finalize SuperEval Executive Director Evaluation Rubric – FY2023

- Still missing past member's evaluation which blocks our ability to continue. Dr. Winsor will continue to ask the makers of SuperEval to unblock
- **Motion** to table by Dr. Tietgen
- **Second** by Mrs. Hobeiche
- **Voice vote-**
  - Yes- Unanimous
  - No: none
  - Abstentions: none
  - Absent: none
  - **Motion passes unanimously**
- Discuss/Vote SuperEval Executive Director Evaluation Rubric – FY2024 Initial
  - Dr. Winsor reviewed section 1a, Annual Goals. Some goals needed a "by this date" statement.
  - Dr. Winsor reviewed section 1b, Competencies.
  - Dr. Winsor review section 1c, Weights & Ranges. Discussion resulted in balancing the 6 domains thusly, domains A-E refer to competencies while domain F refers to Annual Goals. The domains were waited with 10% weight for each of the competencies and 50% weight for annual goals.
  - **Motion** to adopt Executive Director Evaluation Rubric – FY2024 by Dr. Tietgen
  - **Second** by Mrs. Baker
  - **Roll Call Vote-**
    - Dr. Winsor - yes
    - Dr. Tietgen - yes
    - Mrs. Mendonca - yes
    - Mrs. Hobeiche - yes
    - Ms. Garrison - yes
    - Mrs. Baker - yes
    - Abstentions: none
    - Absent: none
    - **Motion passes unanimously**
- Corporate Board Training – PPT and Open Meeting Law all board members received the ppt and open meeting law training information.

VIII. Adjournment

**Motion** by Mrs. Baker to adjourn

**Second** by Dr. Tietgen

**Voice Vote-**

- Yes- Unanimous
- No: none
- Abstentions: none
- Absent: none

**Motion passes unanimously**

Meeting adjourned at 6:26 pm

Approved by \_\_\_\_\_

Date

12/12/23





## Enter Your Annual Goals

The following specific Annual Goals have been developed and agreed upon as indicators of district results:

### Annual Goal 1

Complete Accreditation Candidacy Review by February 16, 2024



Paideia Academies Inc has begun the process of accreditation by Cognia. The first phase is to become a candidate for accreditation. The candidacy phase has two purposes. First, is for the Paideia leadership team to determine whether our schools has the capacity to meet the Cognia Performance Standards. Second, is so that Cognia can learn more about the Paideia system and help prepare for a successful Candidacy Review.

Candidacy review site visit is scheduled for January 16th, 2024.

After the Candidacy Review, Paideia will receive a report that provides us with "next steps" to make sure we are ready for the Accreditation Engagement Review.

 ANNUAL GOAL TEMPLATES

 LAST YEAR'S ANNUAL GOALS

 DELETE

### Annual Goal 2

Call 1-844-312-EVAL (1-844-312-3825) for help, 9 AM to 5 PM, EST.

 Help

Financial Dashboard - DSCR 1.25, DCOH 200, Net Inc \$1.5 million



The three crucial financial goals are Debt Service Coverage Ratio, Days Cash on Hand and Net Income.

1. DSCR: 2023 1.36; Goal 2024 1.25
2. DCOH: 2023 123 Days; Goal 2024 200 days
3. Net income: 2023 \$2,162,836; Goal 2024 \$1,500,000

By June 30 2024

 ANNUAL GOAL TEMPLATES

 LAST YEAR'S ANNUAL GOALS

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Annual Goal 3

Get out of Additional Targeted Support and Improvement (ATSI) - Special Education; English Language Learner



We were identified in FY2022 for ATSI in two subgroups: Students with Disabilities (SWD) score 13.41; and English Language Learners (ELFEP14) score of 19.58. To get out of ATSI we need a score above 21.99 on the FY2023 State Assessment.

ANNUAL GOAL TEMPLATES

LAST YEAR'S ANNUAL GOALS

DELETE

Annual Goal 4

Create a Facilities Management Plan



Facilities management plan in place, includes current status of buildings and the need to improve facilities in the future, with a projected plan to secure funding.

- Facilities PMS - Preventative Maintenance Schedule to include landscape maintenance
- Facilities Maintenance/Custodial HappyFox Ticket review system

By June 30 2024

ANNUAL GOAL TEMPLATES

LAST YEAR'S ANNUAL GOALS

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### Select Your Evaluation Competencies

- This step allows you to select or deselect the competencies which will comprise the evaluation.
- If you and your evaluator(s) agree to use all the competencies within the evaluation rubric, then no action is required as the default setting is having all the items included.
- If you and your evaluator(s) wish to remove some competencies and not have them as part of the evaluation process, please deselect the competencies by clicking on the check box to the left of the item. By removing the check mark to the left of the competencies, this item will not appear again in this evaluation cycle.

**A. Relationship with the Board**

**A.1 Information**

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**A.2 Materials and Background**

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**A.3 Board Questions**

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**A.4 Policy Involvement**

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**A.5 Board Development**

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**B. Community Relations**

**B.1 District Image**

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**B.2 Communication with Community**

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**B.3 Media Relations**

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**B.4 Approachability**

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**C. Staff Relationships**

C.2 Personnel Matters

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C.3 Delegation of Duties

[Show More](#)

C.4 Recruitment

[Show More](#)

C.5 Visibility

[Show More](#)

D. Business and Finance

D.1 Budget Development and Maintenance

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D.2 Budget Reports

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D.3 Facility Management

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D.4 Resource Allocation

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E. Instructional Leadership

E.1 Professional Knowledge

[Show More](#)

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E.3 Focus on Students

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E.4 Goal Development

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E.5 Staff Development

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E.6 Curriculum

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1.c WEIGHTS & RANGES

### Set Weighting & Ranges

- This step allows you to set desired weights for domains.
- We will initially determine the weighting for each domain based on the number of competencies.
- If you add or remove any evaluation competencies, we will suggest updated weights for each domain which you can accept, if desired.

#### Desired Weighting for Domains

Domain	Suggested Weight	Desired Weight
A. Relationship with the Board	18% 	10% <input type="text" value="10"/>
B. Community Relations	15% 	10% <input type="text" value="10"/>
C. Staff Relationships	18% 	10% <input type="text" value="10"/>
D. Business and Finance	14% 	10% <input type="text" value="10"/>
E. Instructional Leadership	21% 	10% <input type="text" value="10"/>
F. Annual Goals	14% 	50% <input type="text" value="50"/>
Total	<div style="background-color: #2e7d32; color: white; padding: 5px; display: inline-block;">USE SUGGESTED WEIGHTS</div>	100%

 Help

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#### CUT Score Ranges

Performance Rating	Earned Points
Ineffective	1.00 - 1.49
Developing	1.50 - 2.49
Effective	2.50 - 3.49
Highly Effective	3.50 - 4.00

