



WESLEY
INTERNATIONAL ACADEMY

Wesley International Academy

January 2023 Governance Committee Meeting

Date and Time

Monday January 23, 2023 at 4:30 PM EST

Wesley Academy is inviting you to a scheduled Zoom meeting.

Topic: Governance Committee

Time: This is a recurring meeting Meet anytime

Join Zoom Meeting

[https://us02web.zoom.us/j/84999022607?](https://us02web.zoom.us/j/84999022607?pwd=QkhVZlJnUVFtYnNqai8vbFR1MWJNUT09)

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Meeting ID: [849 9902](#) 2607

Passcode: governance

One tap mobile

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Meeting ID: [849 9902](#) 2607

Passcode: 622562

Agenda

Purpose Presenter Time

I. Opening Items

4:30 PM

	Purpose	Presenter	Time
A. Record Attendance		Kwende Jones	5 m
B. Call the Meeting to Order		Kwende Jones	1 m
C. Approve Agenda	Vote	Kwende Jones	2 m
D. Approve Minutes	Approve Minutes	Kwende Jones	5 m

Approve minutes for November Governance Meeting on November 14, 2022

II. Governance **4:43 PM**

A. Divisive Concepts Policy for WIA	Discuss	Jason Marshall	20 m
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Discuss Divisive Concepts Policy for WIA. Vote on which policy to adopt.

B. Enrollment Data Discussion	Discuss	Donica Johnson	20 m
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Update on Enrollment Data Discussion

C. Harassment Policy	Discuss	Kwende Jones	30 m
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Discuss Harassment Policy for WIA Teachers and Staff. We need to discuss training for teachers and staff as well.

III. Other Business

IV. Closing Items **5:53 PM**

A. Adjourn Meeting	Vote	Kwende Jones	1 m
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Coversheet

Approve Minutes

Section: I. Opening Items
Item: D. Approve Minutes
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for November Governance Meeting on November 14, 2022

APPROVED



WESLEY
INTERNATIONAL ACADEMY

Wesley International Academy

Minutes

November Governance Meeting

Date and Time

Monday November 14, 2022 at 4:30 PM

Location

The Wesley House
314 Kelly Street
Atlanta, Georgia 30312

Wesley Academy is inviting you to a scheduled Zoom meeting.

Topic: Governance Committee

Time: This is a recurring meeting Meet anytime

Join Zoom Meeting

<https://us02web.zoom.us/j/84999022607?pwd=QkhVZlJnUVFtYnNqai8vbFR1MWJNUT09>

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Committee Members Present

D. Hrabe (remote), D. Johnson, E. Cater, J. Marshall, K. Boyer (remote), K. Jones, L. Price (remote), M. Guertin (remote), R. Goodman (remote)

Committee Members Absent

None

Guests Present

Crystal Hudson (remote), Richard Pavone

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

K. Jones called a meeting of the Governance Committee of Wesley International Academy to order on Monday Nov 14, 2022 at 4:34 PM.

C. Approve Minutes

D. Hrabe made a motion to approve the minutes from September Governance Meeting on 09-19-22.

E. Cater seconded the motion.

The committee **VOTED** unanimously to approve the motion.

II. Governance

A. Divisive Concepts Policy for WIA

Divisive Concepts Policy. APS has developed a policy. All Charter Schools are asked to come up with own policy. This comes out of change implemented by State Government.

The Policy is APS's attempt to limit the affect of the State involvement. Example was provided from Westside Charter School. Our legal counsel also provided an example policy. No timeline established but this committee will need to prepare a policy. WIA's deadline to provide policy will be February Meeting. Review Policy in January Meeting.

The policy drafted by WIA's counsel is a mixture of the APS policy with additional language. WIA's policy would trump APS's policy if WIA has a policy. January Committee Meeting we will make determination of what Policy we will use for WIA. Action Item: Put on January Agenda

B. Enrollment Data Discussion

Enrollment Data Discussion with Jarod Apperson. Deals with weighted lottery for enrollment. Provides board with the tools to make an informed decision as to how to weigh the factors for the lottery. Mr. Apperson has looked at the data and will provide some insights regarding any possible trends that he sees. Takeways: (1) APS enrollment declining; (2) Competition from local charter schools has stabilized; (3) Competition from SCSC has grown and will continue to grow; (4) WIA saw a big drop in applicants with prior attachment (i.e., sibling at WIA); (5) Applicants without a prior attachment also fell; (6) Potential strategy to significantly over offer at time of lottery (correlation between time of offer and acceptance).

Other schools are mimicking WIA so WIA has to do things differently to attract families. WIA is planning to overhaul our marketing scheme. WIA can accommodate 824 students. Each student equals \$15,000 of funding.

C. Board Meeting Options

In Person vs. Virtual Meetings. Emergency stay has been lifted so Open Meetings Act requires in-person meetings. Question is how do we handle. Governance Committee must set the tone and make sure that we are complying with all relevant statutes. For the school community multiple options are beneficial to encourage participation. Question posed: Can we have additional virtual attendances for committee meetings and general board meeting.

By-laws are strict regarding virtual appearances. One suggestion is to adjust by-laws to not punish board members for virtual appearances. How do we go backwards. Now that we know that we can handle business virtually for the last couple of years how do we force people to go back to in-person meetings.

During Board Training Board was told to have meetings in-person.

Worse case scenario for not making change is challenging a decision by the full board.

Suggestion: Keep Committee Meetings virtual. Full Board Meetings would be in-person with a minimum of in-person board members to make a quorum.

We would need to change the by-laws to make the necessary changes.

Proposal: Bring changes to virtual/in-person meetings in December Board Meeting.

KBJ will review By-laws and make necessary changes.

Need to change date of December Meeting December 13th.

E. Cater made a motion to to reinstate In-person board meetings as of the December 2022 Full Board Meeting and continue committee meetings virtually.

K. Jones seconded the motion.

The committee **VOTED** unanimously to approve the motion.

III. Other Business

A. ED Sub Evaluation Committee

Doug, Ewa and Kwende will get together regarding ED Sub-Evaluation Committee

IV. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 6:07 PM.

Respectfully Submitted,
K. Jones

Documents used during the meeting

- WACS Divisive Concepts Complaint Resolution Process (Policy Review Committee September 2022).pdf
- Protect Students First Policy - Incorporating APS Policy (KH733324-2x9D7F4).docx

Coversheet

Divisive Concepts Policy for WIA

Section: II. Governance

Item: A. Divisive Concepts Policy for WIA

Purpose: Discuss

Submitted by:

Related Material:

WACS Divisive Concepts Complaint Resolution Process (Policy Review Committee September 2022).pdf

Protect_Students_First_Policy_-_Incorporating_APS_Policy__KH733324-2x9D7F4_.docx



Westside Atlanta Charter School: Divisive Concepts Complaint Resolution Process

The Westside Atlanta Charter School (“WACS”) supports and encourages an environment that fosters independent and critical thought, including the studying and teaching of issues which may be considered controversial or divisive. WACS students and teachers have the following rights:

1. To study and teach any controversial or divisive issue that has political, economic, or social significance in an age- and developmentally- appropriate manner.
2. To have free access to all relevant information, including the materials that circulate freely in the community.
3. To study under competent instruction in an atmosphere of freedom from actions based on bias or prejudice. To provide competent instruction, using sound professional judgment designed to support standards-based instruction, in an atmosphere free from actions based on bias and prejudice.
4. To form and express opinions on controversial or divisive issues without fear of retaliation.

Curricula and training programs implemented in our school shall encourage employees and students to practice tolerance and mutual respect and to refrain from judging or discriminating against others based on race, color, religion, sex, citizenship, ethnic or national origin, age, disability, medical status, military status, veteran status, marital status, sexual orientation, gender identity or expression, genetic information, ancestry or any legally protected status.

Nothing in this policy shall be construed or applied to:

1. Inhibit or violate the rights protected by the Constitutions of Georgia and the United States of America or undermine intellectual freedom and free expression;
2. Infringe upon the intellectual vitality of students and employees;
3. Prohibit the Board, system or a school from promoting concepts such as tolerance, mutual respect, cultural sensitivity, or cultural competency; provided, however, that such efforts do not conflict with the requirements of this policy and applicable laws;
4. Prohibit a school administrator, teacher, other school personnel, or an individual facilitating a training program from responding in a professionally and academically appropriate manner and without espousing personal political beliefs to questions regarding specific controversial issues or concepts raised by students, school community members, or participants in a training program;

5. Prohibit the discussion of controversial issues or concepts, as part of a larger course of instruction, in a professionally and academically appropriate manner and without espousing personal political beliefs;
6. Prohibit the full and rigorous implementation of curricula, or elements of a curriculum, that are required as part of advanced placement, international baccalaureate, or dual enrollment coursework; provided, however, that such implementation is done in a professionally and academically appropriate manner and without espousing personal political beliefs;
7. Prohibit the use of curricula that addresses the topics of slavery, racial oppression, racial segregation, or racial discrimination, including topics relating to the enactment and enforcement of laws resulting in racial oppression, segregation, and discrimination in a professionally and academically appropriate manner and without espousing personal political beliefs;
8. Create any right or benefit, substantive or procedural, enforceable at law or in equity, by any party against the District, Board or the WACS, departments, agencies, entities, officers, employees, agents, or any other personnel affiliated with the District or the Board.

Complaint Resolution Process

The Westside Atlanta Charter School hereby adopts this complaint resolution policy to address complaints alleging violations of this policy.

A. A response will be provided to a complaint made by:

1. The parent or guardian of the WACS student;
2. A student who has reached the age of majority or is a lawfully emancipated minor and who is enrolled at WACS where the alleged violation occurred; or
3. An individual employed as a school administrator, teacher, or other school personnel at the WACS where the alleged violation occurred;

B. The complaint shall first be submitted in writing to the Administration at the WACS where the alleged violation occurred;

C. The complaint shall provide a reasonably detailed description of the alleged violation;

D. Timetable for complaint resolution

1. Within five school days of receiving such written complaint, the school

- Executive Director or a designee of the WACS school administration will review the complaint and take reasonable steps to investigate the allegations in the complaint;
2. Within ten school days of receiving the complaint, unless another schedule is mutually agreed to by the complainant and the school Executive Director or WACS school administration designee, the school Executive Director or such designee will confer with the complainant and inform the complainant whether a violation occurred, in whole or in part, and, if such a violation was found to have occurred, what remedial steps have been or will be taken; provided, however, that the confidentiality of student or personnel information shall not be violated; and,
 3. Following such conference, within three school days of a request by the complainant, the school Executive Director or WACS administration designee will provide to the complainant a written summary of the findings of the investigation and a statement of remedial measures, if any; provided, however, that such written response shall not disclose any confidential student or personnel information.
 4. The determinations shall be reviewed by the Superintendent or his or her designee within ten school days of receiving a written request for such review by the complainant addressed to the Superintendent, provided, however, that confidential student or personnel matters shall not be subject to review
 - a. In reviewing the decision, the Superintendent shall review the original complaint filed by the complainant, any communication between the complainant and the Executive Director or WACS designee from the time the complaint is filed until the time of the review that is related to the complaint, and any statement in writing submitted to the Superintendent in connection with the review by either the complainant or the Executive Director or WACS designee by a date set by the Superintendent. The Superintendent shall have the right, but not the obligation, to hear from the complainant and the Executive Director or WACS designee or to request further information from either.
 - b. The Superintendent's decision shall be subject to review by the Board of Education as provided in Code Section 20-2-1160; provided, however, that confidential student or personnel matters shall not be subject to review;
 5. When the Board has made a decision, it shall be binding on the parties; provided, however, that the parties shall be notified in writing of the decision and of their right to appeal the decision to the State Board of Education and of the procedures and requirements for such an appeal as set forth in Georgia law.
 6. Any individual described in (A) above, shall have the right at any time, including prior to filing a complaint, to request, in writing, from the Superintendent or the WACS administration nonconfidential records which he or she reasonably believes may substantiate a complaint under this policy. Such records shall be produced for inspection

within a reasonable amount of time not to exceed three school days of receipt of the request. If some, but not all, of the records are available within three school days, the records that are available shall be made available, and the requester shall be provided a description of the records which are unavailable and a timeline for when those records will be available. These records shall be provided as soon as practicable, but in no case later than thirty (30) days after receipt of the request.

7. If a parent's request described in subsection (6) is denied or the records not produced within thirty (30) days, the parent may appeal the denial or failure to the Board which must place the appeal on the agenda for the next public meeting. If it is too late for such appeal to appear on the next meeting's agenda, the appeal must be included on the agenda for the subsequent meeting.

Policy Reference Disclaimer:

These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

Protect Students First Act Complaint Resolution Policy

In accordance with the requirements found in Georgia House Bill 1084, the Protect Students First Act (the “Act”), and consistent with Atlanta Public Schools’ policy, WIA supports and encourages an environment that fosters independent and critical thought, including the studying and teaching of issues which may be considered controversial or divisive.

Consistent with APS policy, WIA students and teachers have the following rights:

1. To study and teach any controversial or divisive issue that has political, economic, or social significance in an age- and developmentally- appropriate manner.
2. To have free access to all relevant information, including the materials that circulate freely in the community.
3. To study under competent instruction in an atmosphere of freedom from actions based on bias or prejudice.
4. To provide competent instruction, using sound professional judgment designed to support standards-based instruction, in an atmosphere free from actions based on bias and prejudice.
5. To form and express opinions on controversial or divisive issues without fear of retaliation. Curricula and training programs implemented in our schools shall encourage employees and students to practice tolerance and mutual respect and to refrain from judging or discriminating against others based on race, color, religion, sex, citizenship, ethnic or national origin, age, disability, medical status, military status, veteran status, marital status, sexual orientation, gender identity or expression, genetic information, ancestry or any legally protected status.

Nothing in this policy shall be construed or applied to: (a) Inhibit or violate the rights protected by the Constitutions of Georgia and the United States of America or undermine intellectual freedom and free expression; (b) Infringe upon the intellectual vitality of students and employees; (c) Prohibit the Board, system or a school from promoting concepts such as tolerance, mutual respect, cultural sensitivity, or cultural competency; provided, however, that such efforts do not conflict with the requirements of this policy and applicable laws; (d) Prohibit a school administrator, teacher, other school personnel, or an individual facilitating a training program from responding in a professionally and academically appropriate manner and without espousing personal political beliefs to questions regarding specific controversial issues or concepts raised by students, school community members, or participants in a training program; (e) Prohibit the discussion of controversial issues or concepts, as part of a larger course of instruction, in a professionally and academically appropriate manner and without espousing personal political beliefs; (f) Prohibit the full and rigorous implementation of curricula, or elements of a curriculum, that are required as part of advanced placement, international baccalaureate, or dual enrollment coursework; provided, however, that such implementation is done in a professionally and academically appropriate manner and without espousing personal political beliefs; (g) Prohibit the use of curricula that addresses the topics of slavery, racial oppression, racial segregation, or racial discrimination, including topics relating to the enactment and enforcement of laws resulting in racial oppression, segregation, and discrimination in a professionally and academically appropriate manner and without espousing personal political beliefs; or (h) Create any right or benefit, substantive or procedural, enforceable at law or in equity, by any party against APS, its Board, WIA, or any departments, agencies, entities, officers, employees, agents, or any other personnel affiliated with APS, WIA, or the Board of either entity.

Complaint Resolution Process

WIA maintains the following Complaint Resolution Policy to set forth how eligible individuals may make complaints about WIA's adherence to the requirements of the Act.

SECTION 1. Summary of the Protect Students First Act

The Protect Students First Act, the full text of which is available at <https://www.legis.ga.gov/legislation/61477>, requires WIA to prohibit its employees from discriminating against students and other employees based on race. Further, WIA must ensure that its curricula and training programs encourage employees and students to practice tolerance and mutual respect and to refrain from judging others based on race. In doing so, it shall not advocate for "divisive concepts," a term further defined in the Act.

The Act is not intended to and shall not be construed or applied in practice to, among other things, inhibit or violate state and federal Constitutional rights, prohibit WIA from promoting tolerance, mutual respect, or cultural sensitivity or competence, or to ban the discussion of "divisive concepts" as part of a larger course of instruction in a professionally and academically appropriate manner without espousing personal political beliefs.

Further, the Act does not prohibit the use of curricula that addresses the topics of slavery, racial oppression, racial segregation, or racial discrimination, including topics relating to the enactment and enforcement of laws resulting in racial oppression, segregation, and discrimination in a professionally and academically appropriate manner and without espousing personal political beliefs.

SECTION 2. Individuals Who May Make Complaints Under This Policy

Only the following individuals shall be permitted to make a complaint under this Policy: the parent/guardian of a current WIA student; a WIA student who has reached the age of majority or is a lawfully emancipated minor; and any current WIA administrator, teacher, or other school personnel. An individual making a complaint under this Policy shall be referred to herein as a "Complainant".

SECTION 3. Request for Records

Any individual able to bring a complaint under this policy may also, before or in conjunction with bringing a complaint, make a written request to the Principal for access to nonconfidential records reasonably believed to substantiate a complaint made under the Act. The Principal shall produce such records for inspection within a reasonable amount of time not to exceed three school days from the date of the written request. In any instance where some or all of the requested documents are unavailable within three school days of receipt of the request, but such documents do exist, the Principal shall within three days provide the Complainant with a description of such records and a timeline for when they will be available shall provide the documents or access thereto as soon as practicable but in no case later than thirty days after receipt of the written request.

If the Principal denies a request for records or does not provide existing responsive records within thirty days, the requester may appeal such denial or failure to respond to the Board of Directors. The Board of Directors must place such appeal on the agenda for its next public meeting. If it is too late for such appeal to appear on the next meeting's agenda, the appeal must be included on the agenda for the subsequent meeting.

SECTION 4. Complaint Procedures

To initiate a complaint under this Policy, a Complainant shall submit to the Principal, in writing, a reasonably detailed description of the alleged violation of the Protect Students First Act.

By way of example, a reasonably detailed description would generally include the date on which the alleged violation occurred, in which course or during what school-sponsored event the alleged violation occurred, the individual(s) accused of committing the alleged violation, any witnesses to the alleged violation, and details of the substance of the alleged violation (i.e., what remarks were made or what materials were presented that are objectionable).

SECTION 5. Investigation of Complaints

Within five school days of receiving a written complaint, the Principal or his/her designee shall review the complaint and take reasonable steps to investigate its allegations. What is considered “reasonable” will vary based on the details of the Complaint, but generally will involve interviewing the Complainant, interviewing the individual(s) identified as having violated the Act, interviewing any witnesses to the alleged violation as needed, and/or reviewing the allegedly objectionable materials at issue, if any.

The Principal or his/her designee shall thereafter meet with the Complainant within ten days of receiving the written complaint—unless another schedule is mutually agreed to by the Complainant and the Principal—and inform the Complainant whether a violation occurred, in whole or in part, and, if such a violation was found to have occurred, what remedial steps have been or will be taken; provided, however, that the confidentiality of student or personnel information shall not be violated.

If the Complainant so requests, the Principal or his/her designee shall within three days of the above referenced meeting, provide to the Complainant a written summary of findings of the investigation and a statement of remedial measures, if any; provided, however, that such written response shall not disclose any confidential student or personnel information.

SECTION 6. Appeal of Principal's Decision

If Complainant disagrees with the Principal's or his/her designee's determination, Complainant may, within 5 business days of receipt of the written findings, submit a request in writing to the Chair of the Board of Directors to review the Principal's or his/her designee's decision. The Board of Directors or its designee shall, within ten school days of receiving a written request or as soon thereafter as is reasonably practicable, review the Principal's or his/her designee's determinations. Confidential student or personnel matters shall not be subject to review.

Complainant may skip this step if he/she so chooses, and appeal the Principal's decision directly to the Superintendent.

SECTION 7. Appeal to Superintendent

If Complainant disagrees with the Board of Directors' decision and/or if Complainant wishes to skip the appeal to the Board of Directors, Complainant may submit a request in writing to the local school district Superintendent. Confidential student or personnel matters shall not be subject to review. The Superintendent shall review such appeal within ten (10) school days of receiving a written request.

SECTION 8. Appeal to Local Board of Education

If Complainant disagrees with the Superintendent's decision, Complainant may appeal such decision to the Local Board of Education as provided in O.C.G.A. § 20-2-1160. Confidential student or personnel matters shall not be subject to review.

SECTION 9. Appeal to State Board of Education

Following a decision by a Local Board of Education, any party listed in the original complaint (Complainant or an employee who allegedly committed the violation) who is aggrieved by the decision of the Local Board of Education shall have the right to appeal such decision to the Georgia State Board of Education for a hearing as provided in O.C.G.A. § 20-2-1160. Confidential student or personnel matters shall not be subject to review.