

APPROVED



## Athlos Jefferson Parish

### Minutes

#### AAJP Board Meeting

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##### **Date and Time**

Wednesday January 10, 2024 at 6:00 PM

##### **Location**

Athlos Academy of Jefferson Parish

[979 Behrman Hwy](#)

[Terrytown, LA 70056](#)

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Athlos Jefferson Parish

AAJP Board Meeting

January 10, 2024

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##### **Directors Present**

H. Wier, J. Holmes, N. Berg, T. Burns

##### **Directors Absent**

E. Ketchens, J. Wright, K. Chambers

##### **Guests Present**

B. Bressler (remote), C. Brooks (remote), C. Martin, K. Murray (remote), M. Galatas, Michael Jennings (remote), T. Tate, Teresa Tate (remote)

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#### **I. Opening Items**

**A.**

### **Call the Meeting to Order**

J. Holmes called the meeting of the board of AAJP to order on Wednesday January 10th at 6:10 p.m.

J. Holmes called a meeting of the board of directors of Athlos Jefferson Parish to order on Wednesday Jan 10, 2024 at 6:10 PM.

### **B. Pledge of Allegiance**

Four students from Athlos Academy of Jefferson Parish recited the Pledge of Allegiance.

### **C. Record Attendance**

### **D. Call for Conflict of Interest**

None

### **E. Athlos Mission & Vision**

J. Holmes recited the Athlos Mission & Vision statement.

### **F. Board Member Resignation**

Harvey Wier announced his resignation due to a move out of state.

## **II. Consent Agenda**

### **A. Approve Agenda**

N. Berg made a motion to approve the consent agenda as presented.

T. Burns seconded the motion.

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

#### **Roll Call**

K. Chambers Absent

N. Berg Aye

J. Holmes Aye

H. Wier Aye

E. Ketchens Absent

J. Wright Absent

T. Burns Aye

### **B. Approve November 1, 2023 Regular Board Meeting Minutes**

N. Berg made a motion to approve the minutes from November 1, 2023. AAJP Board Meeting on 11-01-23.

T. Burns seconded the motion.

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

#### **Roll Call**

H. Wier	Aye
T. Burns	Aye
E. Ketchens	Absent
N. Berg	Aye
K. Chambers	Absent
J. Wright	Absent
J. Holmes	Aye

### **C. Approve New Hires & Stipends**

Recent signed offers through December were shared with the Board for review.

N. Berg made a motion to approve the new hires.

T. Burns seconded the motion.

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

## **III. Administrative Reports**

### **A. Executive Director's Report**

Cheryl Martin excitement about recent and upcoming school events. She provided an update on the re-enrollment process that launched on January 5th. She reported student successes in the recent basketball season and robotics and quiz bowl championship.

Ms. Martin also provided an update of the team's attendance at the LAPCS charter conference in December.

Chris Brooks shared a summary of the recent audit findings along with the corrective actions taking place on each item. All were minor items that are already corrected or in the process of being corrected.

Chris Brooks provided an update on the bond process and timeline. He shared hope to have pricing around February 1st and the bond wrapped up in mid-to-late February. Dr. Holmes asked about a contingency plan if this round was unsuccessful, and Mr. Brooks explained it is too early in the process to determine that, but he will update the board if that becomes a reality.

Teresa Tate shared a hiring update that all offers have been signed for all general education teachers which would give us a complete gen ed staff for the first time this year. She also shared the increased level of experience and licensure in the recent candidates.

Dr. Holmes shared an overview of the LEAP results that were included in the data dashboard. She reviewed the categories and scores in comparison to last year. Our

letter grade stayed the same at a D, but we increased in our growth with the Progress Index increasing from 72.7 to 78.9. The School Performance Score dropped slightly from 51.5 to 50.6, with the largest drop in the Interest & Opportunity Index that dropped from 139.3 to 112.5, which may have been due to changes in state criteria for this category.

## **B. Fall 2023 Survey Results**

Michael Jennings shared the survey methodology for the parent, student and staff surveys that were conducted this fall. He also provided a year-over-year comparison of the summary data.

Kia Murray and Cheryl Martin shared the strengths and opportunity areas of the survey results. They also shared their mid-year goals based on the survey feedback and the communication plan to accompany the results.

J. Holmes shared her reflection on the differences in responses for new staff vs. long term staff and wondered if there was more we could do to onboard the new staff. T. Burns asked for clarification on the coaching & training offered to new teachers. Ms. Martin the new leadership team structure that provides for 3 levels of support to the new teachers. J. Holmes asked if there had been follow up discussions regarding school safety due to the feedback from the Junior High students. C. Martin shared that the Leadership Team has been having ongoing discussion on this topic and is working to create a student focused group to dive into the topic further. H. Wier shared that he feels Middle School will always be challenging.

K. Murray shared that the school survey data is not the only feedback that is considered, there are several other data points that are considered when setting goals for improvement. She shared that the Leadership Team has already started on goals for this spring and has held the first meeting of a staff focus group to further the understanding on how to improve.

## **C. 2024-2025 Staff Recruiting Plan**

T. Tate shared the high-level steps involved in the staff recruitment plan for the 3 phases of this year. She shared examples of the updated pieces that have been done to date including research, stakeholder feedback, a compensation analysis, salary schedules for all positions and a new job description template. She also shared an overview of the upcoming project to give us a strong baseline for recruitment.

J. Holmes suggested that we create a committee to look into the details of the recruitment plan and offer feedback.

## **D. ESP Evaluation Process**

Dr. Bressler shared the ESP Evaluation Tool and asked for any questions from the Board. There were none.

#### IV. Discussion Items

##### A. Refined Strategic Goals for 2023-2024

J. Holmes discussed the need to add further clarity and metrics to the Board's Goals for 2023-2024. Through discussion the Board determined for goal #2 to aim for 75% teacher retention. For goal #3, they decided on a deadline of May 31st.

##### B. Mid-Year Conversation to discuss progress

J. Holmes asked a series of questions of C. Martin to understand the current challenges she feels exist at Athlos and clarified any areas of need or training that she has.

#### V. Action Items (public comment must be had immediately before each action item vote)

##### A. Management Agreement Addendum - Personnel

J. Holmes shared a clause in the existing management agreement that allows for the Executive Director to move from a Athlos Academies employee to an Athlos Academy of Jefferson Parish employee after the first year of the agreement. She proposed to school exercise this option.

N. Berg made a motion to Exercise option 3.a of the management agreement to make the Executive Director an employee of Athlos Academy of Jefferson Parish effective at the end of this month.

T. Burns seconded the motion.

The board **VOTED** to approve the motion.

##### Roll Call

J. Holmes	Aye
H. Wier	No
T. Burns	Aye
N. Berg	Aye
K. Chambers	Absent
J. Wright	Absent
E. Ketchens	Absent

##### B. Bank Closure

H. Wier shared that we have an old bank account from the first few years of opening that has a small balance left in it. He recommended closing the First NBC banking account and moving the funds over to the main school account.

H. Wier made a motion to Close the First NBC bank account and move the funds to the main school bank account.

N. Berg seconded the motion.

The board **VOTED** to approve the motion.

**Roll Call**

T. Burns	Aye
N. Berg	Aye
J. Wright	Absent
J. Holmes	Aye
K. Chambers	Absent
H. Wier	Aye
E. Ketchens	Absent

**C. Board Member Removal**

J. Holmes explained the board member attendance requirements as listed in the bylaws and that member K. Chambers has not met requirements and was recommended for removal from the board.

H. Wier made a motion to remove K. Chambers from the Board.

T. Burns seconded the motion.

The board **VOTED** to approve the motion.

**Roll Call**

K. Chambers	Absent
N. Berg	Aye
H. Wier	Aye
J. Wright	Absent
E. Ketchens	Absent
J. Holmes	Aye
T. Burns	Aye

**D. New Board Members - Committee Recommendations**

T. Tate shared our recent process for recruiting new board members including a meeting with each candidate and an interview with the Board Recruitment Committee. The following candidates were recommended by the committee:

Vasy Mccoy

Nakeveya M. Anthony

Tenisha Thompson

Each candidate introduced themselves to the Board and shared a brief overview of their background.

N. Berg made a motion to approve the new board member Nakeveya M. Anthony.

H. Wier seconded the motion.

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

**Roll Call**

J. Holmes	Aye
N. Berg	Aye
T. Burns	Aye

**Roll Call**

H. Wier        Aye

E. Ketchens   Absent

K. Chambers   Absent

J. Wright       Absent

N. Berg made a motion to approve the new board member Tenisha Thompson.

H. Wier seconded the motion.

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

**Roll Call**

E. Ketchens   Absent

H. Wier        Aye

T. Burns       Aye

K. Chambers   Absent

J. Wright       Absent

J. Holmes      Aye

N. Berg        Aye

N. Berg made a motion to approve new board member Vasy Mccoy.

H. Wier seconded the motion.

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

**Roll Call**

K. Chambers   Absent

H. Wier        Aye

E. Ketchens   Absent

T. Burns       Aye

N. Berg        Aye

J. Holmes      Aye

J. Wright       Absent

**VI. 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 8:20 PM.

Respectfully Submitted,

M. Galatas

N. Berg made a motion to adjourn the meeting at 8:20 pm.

H. Wier seconded the motion.

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