



The New American Academy Charter School

TNAACS Board Meeting

Date and Time

Wednesday May 20, 2020 at 4:00 PM EDT

Agenda

	Purpose	Presenter	Time
I. Opening Items			4:00 PM
Opening Items			
A. Record Attendance and Guests			
B. Call the Meeting to Order		Lisa Parquette Silva	5 m
II. Finance			4:05 PM
A. Monthly Financials	Discuss	Jennifer Trani	20 m
<ul style="list-style-type: none">• Discuss April 2020 Financials• Discuss Salary and Promotion Freeze for 2020/2021			
III. Governance			4:25 PM
A. Headmaster Evaluation and Board Self Assessment	Discuss	Lisa Parquette Silva	15 m
<ul style="list-style-type: none">• In order to plan for next year the TNAACS Board needs to complete the annual evaluation of the Headmaster• In addition in order to plan for next year the TNAACS Board needs to complete their annual Self Evaluation• Ideally these two assessments should be completed by our June Board Meeting• These evaluations are the same as last year and will be conducted using Survey Monkey			
IV. Education			4:40 PM
A. Update on TNAACS Staffing	FYI	Lisa Parquette Silva	15 m
Several Staff members are not being offered a contract for the 2020/2021 school year:			
<ul style="list-style-type: none">• Najuma Dunn - Lower Loop<ul style="list-style-type: none">• Najuma has several letters to file for violating the TNAACS hands off policy• Najuma has been on an action plan for several months• Najuma has received several verbal warning for appearing to "nod off" during classroom and zoom instruction• Her most recent observation was an ineffective; has not delivered an effective lesson this school year• We have received parent complaints about her instruction not being developmentally appropriate			

- Erik Bonadonna - Computer teacher
 - Over the psst year and a half he has been with us, formal observation ratings were developing, developing with ineffective features, an effective and one observation that was not officially rated but was ineffective
 - Teacher struggles with classroom management, resulting in the need for a second adult to be in the room during lessons
 - Erik has received extensive coaching fro two master teachers
 - At of today Erik has not enrolled in any programs to move toward his teacher certification, a requirement of his contract

Several Staff members are leaving:

- Fatima Toure - Lower Loop - is moving to Houston
- Tia Edwards - Lower Loop- has expressed an interest in working for the DOE
- Krystal Blackwood - Dean - This was am interim acting position. Our regular dean was deployed to aftganisistan and is returning

Based on enrollment we will be hiring for 2 lower loop teachers
Based on enrollment we will not need to replace Erik or Najuma

Posted Ad. May 9th
in the following 10 days we have received 156 resumes from Indeed plus 6 from our website and 1 referred by staff.

TOTAL RESUMES: 163
Hiring Managers Reviewed: 71
Requested Interviews:19
Scheduled so far: 10

Phone Interviews started Tuesday, May 19th

B. TNAACS Staff Cultural Initiatives Discuss Lisa Parquette Silva 10 m

- Leadership at the School has been working on support staff social emotional wellness during the COVID 19 crisis:
- Daily use of the RULER Mood Meter with staff plotting how they are feeling
- Staff activities and contests to support wellness and foster community
- Headmaster/Assistant Headmaster office hours twice a week so staff can have questions & concerns addressed one on one
- Weekly Headmaster/Assistant Headmaster Coffee Talk meeting to provide a forum to have informal conversations and share suggestions, ideas ask questions etc.
- Looking into the Headspace meditation app for teachers.

V. Other Business 5:05 PM

A. Student Lottery and Recruitment Update FYI Lisa Parquette Silva 15 m

The TNAACS Lottery took place on April 6, 2020:
20/21 enrollment as of of May 19th:

K- 53
1 - 47
2 - 48
3 - 64
4 - 69
5 - 61

Total: 342

In light of the current pandemic we are distributing a survey to assess the needs of families as well as about acceptable conditions under which they would send their student to school

[TNAACS COVID 19 Family Survey](#)

VI. Closing Items

5:20 PM

A. Adjourn Meeting

Vote

5 m