



LA ACADEMIA BOARD OF TRUSTEES

MONTHLY MEETING (In-Person & VIRTUAL)

October 27, 2021

OUR MISSION

A dynamic learning community sustained by partnerships, La Academia transforms today's learners into tomorrow's leaders through innovative instruction, comprehensive student supports, cultural competency, and work-based learning.

OUR VISION

Our students will be critical thinkers and global citizens, recognized by their commitment to lifelong learning and meaningful contributions to the world.

AGENDA:

Call to Order / Roll Call

Voting Members:

Chris Boyd (officer)
Ted Darcus (officer)
Jessica Gehman
Kenneth Hammel
Guy Kingree III
Colleen Wagner (officer)
Leonel Silva

Voting Members Absent:

Jessica Edonick
Carlos Graupera
James Rovito
Victor Ramos

Non-Voting Members:

Emily Atwood, Director of Student Services
Amy Ferg, Principal
Tracy Jones, Operations
Aidalis Lopez, Parent Representative to the Board
Steve Rally, HS Staff Representative/Secretary to the Board
Brittany Smith, MS Staff Representative to the Board (Absent)

Meeting Recorder: Steve Rally

I. Call to Order / Roll Call

4:02pm Call to order by C. Wagner.

II. Approval of September Minutes

C. Wagner called for a motion to approve October minutes T. Darcus motioned and K. Hammel seconded. Motion approved unanimously.

III. Reports and Action Items

School Management (Mrs. Amy Ferg, Principal/CEO & Mr. Tracy Jones, CFOO)

- Jeo Ramos is the featured employee and A. Ferg and T. Jones explained his role as digital and social media specialist.
- E. Marks provided data on the school improvement plan and explained that lexile levels were scored last week, in order to monitor growth. Emphasized how we are meeting the needs of our scholars with our texts.

First Quarter Report (A. Ferg)

- Attendance - 78% Average Daily Attendance
 - Attendance during Virtual - 62%
 - Attendance since Virtual - 80%
- Grades - 90% pass rate
 - Meeting with scholars and parents
 - Improvement Plans

Comments:

- L. Silva andked about the Senior and Junior pass rate and A. Ferg stated that she will look.
- A. Lopez: please challenge scholars who are ahead so they progress. A. Ferg responded that we are working with our teachers on that.

Personnel

- According to a June survey of 2,690 members of the National Education Association, 32% said the pandemic drove them to plan to leave the profession earlier than expected.
- Current studies suggest that 1 in 4 teachers are considering leaving their position.
- Enrollment in Teacher Preparation Programs in PA has dropped from over 40,000 in 2009-2010 to under 15,000 in 2015-2016
- The number of teachers with Emergency Certification in PA has increased from 571 in 2011-2012 to 2956 in 2017-2018, a 417.7% increase.

- 3 Resignations in October
 - ELD, 6th Grade, MS Science
- 2 Hires
 - Health/PE (11/8), MS Science (11/1)
- LAPCS Recruiting/Retention Efforts
 - Recruiting Incentives
 - Staff Rewards

Comments

- C. Boyd asked about the vacancies and A. Ferg replied with the list.
- C. Wagner asked about concerns and A. Ferg said that she was shocked with one. C. Wagner asked if exit interviews are conducted and T. Jones explained that 3 of the 6 were related to opportunities close to home, 2 for personal family balance, 1 not sure yet. C. Wagner: asked for specifics on what balance means and T. Jones replied that teachers wanted change due to being closer to home, more money and other opportunities.
- J. Gehman stated that there is likely high resignation, due to stress from the pandemic. Things that can be done for the stress and well-being for staff.
- C. Wagner asked for an explanation and T. Jones explained that teachers are carrying the weight of getting scholars back into the classroom. Stabilizing will happen but we are dealing with many behaviors not seen before. The structure and learning environment is difficult. Teacher burnout is a concern. Added the EAP to the benefits package as an external service for support and to recharge. Current state of the industry, economy and the community.
- A. Lopez stated as a parent this is shocking and asked if there is an avenue that teachers can go to for support and the answer is instructional leaders, administration, Board (whistleblower) and the teacher representatives of The Board.
- C. Boyd stated that The Board should have more of a presence in the school.
- J. Gehman: EAP question. T. Jones: We had a presentation to the staff with information. Is also on the staff ADP portal.
- S. Almanzar said to be careful to follow the guidelines for following the chain of command.

Covid-19 Updates

- Confirmed Positive Cases
 - 3 Positive Cases in October
- On-Going Efforts
 - Scholar Self-Screenings at Home / Advisory Periods
 - Encouraging staff to stay home if experiencing symptoms
- School Procedures

- Mask and Eating
- Monitoring class sizes
- Contract tracing families and scholars have helped (A. Ferg).

Operations/Finance

Finance

- 6/30/20 Audit
 - Draft for Nov BOD Meeting
 - Issue Dec BOD Meeting

Technology

- ESSER II Funding
 - Classroom audio
 - Staff devices
 - Virtual Instruction

Comments

- None

Second Quarter Enrollment

- Enrollment- 21-22 Goal 225
- Enrollment as of 10/4 - 197
- Scholar Additions - 8
- Scholar Withdrawals - 5
- Enrollment as of 10/25 - 200

Comments

- C. Boyd asked if exit interviews are conducted when scholars leave and T. Jones and that we do if they have an IEP.

Finance Committee (Ted Darcus, Treasurer)

Finance Report

- October 19 meeting
 - Discussed new business and strategies for raising money.
 - Finances are balanced but raising money is important.
 - Each board member should send T. Jones an email to state their pledge.

Planning and Development Committee (Kenneth Hammel)

ExtraGive:

- Provides scholars an opportunity to be kids in a safe and healthy environment.

Comments:

- C. Wagner the money will be incorporated into the 25,000 goal. ExtraGive is very important for the school.
- K. Hammel stated that new donors are needed and we need to keep old ones.

- C. Boyd: please provide templates and information so they can be distributed.
- K. Hammel: reach out to personal and family donations
- L. Silva asked how much was earned last year (\$8000) and asked to see the breakdown.
- Breakdown from last year was shown on screen shows 111 donors with \$500 being the highest.
- A. Lopez encouraged us to send send out information now.
- L. Silva suggested that donors could pledge amounts earlier, with a more intentional focus.
- Junkyard drummers will be included as the community really enjoys them and encourages parents to send kids to LAPCS.
- Interaction between Board and school is important.

Basketball Booster Beef and Beer

- A. Lopez asked about a flyer and it was promised it would be sent out. It was.
- C. Wagner expressed appreciation for being present at various events.
- LAPCS was recognized at the dinner event for Jerry Johnson.

Governance Committee (Colleen Wagner, President)

- Resignation of Dr. Ceara: Motion by T. Darcus, seconded by C. Boyd; motion approved unanimously.
- Resignations of staff: Motion: L. Silva, seconded by K. Hammel; motion approved unanimously.
- New hires: Motion by C. Boyd, seconded by J. Gehman ; motion approved unanimously.
- Attendance Policy revised with A. Ferg explaining the details. Motion by C. Wagner, K. Hammel seconded with the correction of the wording to scholars (from student).
- PA Charter school conference: A. Ferg explained how the services and connections made that could be an opportunity for LAPCS.
- Strategic Planning: each committee should set an agenda for each draft to fill in gaps.

IV. New Business - None

V. Public Comments

- E. Marks
 - Explained LAPCS's involvement at the Leadership Conference at NTN where there was positive feedback for our teachers. Our own Latisha Latisha Barnes on the panel did a great job both presenting and representing LAPCS.
 - Our scholars' work (school-wide story project and 11th grade Civil War Game Project) will be displayed at ExtraGive.

- Board members were invited to the Civil War Board Game presentations on Monday November 8th.
- Any recognition is to be shared on social media.

Executive session

VI. Adjournment

5:47pm Meeting adjourned by C. Wagner

Next Meeting: November 17, 2021