
Ascend Leadership Academy

Wednesday, January 31, 2024

Location: In Person

Remote Option Link:

<https://us02web.zoom.us/j/89136421494?pwd=K0JVtFd3dNeVU0Ky9VZnA2ZTFxQT09>

Members Present: Jason Smith, Rex Scott, Monique Torrez, Dylan Howell, Kimberly Grice, Drew Goodson, Roger Linville

Members Absent: Melanie Jacobs, Candice Broadus-McDougald

Non-Members Present: Justin Smith (Director), Cory Draughon (CSP), Damien Perez, Robert Sims

Call to Order: Jason Smith called the meeting to order at 6:31pm.

School Mission:

The mission of Ascend Leadership Academy is to develop successful student leaders by growing their self-efficacy, intellectual understanding, and social competence. ALA will accomplish this by applying innovative teaching methods, incorporating student cultural realities and cultivating student ownership in the learning community.

Agenda

Open Session

- 1. Recitation of Mission:** Justin Smith recited the school's mission statement.
- 2. Approval of Consent Agenda:** R. Scott made a motion to approve the consent agenda. Seconded by D. Howell. Motion carried unanimously.







Consent Agenda

- [Approval of December 2023 Minutes](#)
 - Approval of January 2024 Agenda
- 3. Public Comment:** Public audience members were informed of the protocols in place for public comment by Managing Director Justin Smith. Each individual would be given 2 minutes to speak beginning with those who are in person followed by those who joined via Zoom. From there Board members were not required to respond.
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Two individuals chose to speak about concerns with the Athletics program. Public comment participants included Nicole Richards, Terri Young, and “Taco Cat”. Board members acknowledged the public comments and thanked the participants for sharing.

Public comment is a time for the community to provide feedback to the Board of Directors. For in-person meetings attendees must sign up at the start of the meeting in order to give public comment. Each community member is limited to 2 minutes of comment, with a total time allotted to public comment of 10 minutes. During remote meetings attendees may add their public comments to the chat feature which will be sent directly to the Board of Directors. Board members will then share the comments with the meeting attendees for up to 10 minutes.

Public comment is also a time for the Board of Directors to listen to the feedback of the community. Board members can not respond to public comments during the meeting. However, the Board recognizes that each stakeholder is a vital part of our community and will take comments into consideration when making decisions, planning, providing feedback to administration, and completing committee work.

4. **Administrative Report:** Managing Director Justin Smith shared the administrative report for the month of January. Ju. Smith highlighted the enrollment numbers related to the Open-Application period and other key events from the month. He also shared mid-year data related to High School Fall EOC courses with the Board.
 - a.  January 31st Admin Report
 - b.  1.31.24 ALA Marketing Report.pdf
 - c.  ALA Mid-Year Student Achievement Report 2024
5. **Finance Report:** C. Draughon reviewed the financial report for the month of January.
 - a.  03. Board Report - 2023.12 - ALA.pdf
6. **2024-25 & 2025-2026 ALA Instructional Calendars 1st Read:** Board members received a copy of the draft calendars for both the 24-25 and 25-26 school year prior to the meeting. Board members discussed specifics of the calendars including start dates, Spring Break, and semester/quarter end dates. R. Scott made a motion to approve the calendars for the 24-25 and 25-26 school years. Seconded by D. Goodson. Motion passed unanimously.
 - a.  24-25 ALA School Calendar.pdf
 - b.  25-26 ALA School Calendar.pdf
7. **Teacher Effectiveness Bonus Policy Discussion:** Ju. Smith proposed a policy to provide bonuses for EOC/EOG teachers who achieve a rating of “Exceeded Growth” according to the Teacher Effectiveness scale provided by EVAAS. The Board made some recommendations including identifying a specific payroll moth, including language of one bonus per course taught, and

matching the state bonus for similar initiatives. Mr. Smith will revise the policy to include the language suggested and present it at the February Board meeting.

- a.  **Teacher Effectiveness Bonus**
- b.  Teacher Value Added.pdf

8. Social Media Policy Discussion: Board members reviewed the social media policy and discussed how it related to specific social media sites. No changes were made to the policy.

Ja. Smith made a motion to go into closed session to discuss new employee recommendations and to discuss the grievances from public comment.

Closed Session (If Needed):

Purpose of Closed Session Discussion Item #3: 143-318.11. Closed sessions.(a) Permitted Purposes. - It is the policy of this State that closed sessions shall be held only when required to permit a public body to act in the public interest as permitted in this section. A public body may hold a closed session and exclude the public only when a closed session is required:

(6) To consider the qualifications, competence, performance, character, fitness, conditions of appointment, or conditions of initial employment of an individual public officer or employee or prospective public officer or employee; or to hear or investigate a complaint, charge, or grievance by or against an individual public officer or employee...

[K. Dresser Employee Approval](#)

[N. Kimble Employee Approval](#)

[D. Booker Employee Approval](#)

Ja. Smith made a motion to return to open session at 8:38am. Seconded by D. Howell. Motion carried unanimously.

D. Howell made a motion to accept the employment recommendations provided by Mr. Smith. Seconded by R. Scott. Motion passed unanimously.

Adjournment

Ja. Smith made a motion to adjourn the meeting at 8:40pm. Seconded by D. Howell. Motion carried unanimously.