



OEI Board Meeting Minutes Template

School		The PATH School	
Board Members	<i>3.2 A. The Board is comprised of all essential skill sets and all members are contributing</i>	Present Andreia Alexander (Virtual) Christopher Anderson (Virtual) Bianca Baird (In-Person) Daventry Burroughs (In-Person) Todd Carpenter (Virtual) Eugene Dooley (In-Person) Alecia Hervey (In-Person) Brad Jacklin (In-Person) Melissa Mayogra (In-Person) Manuela Salazar (In-Person) Tia Taylor (In-Person) Aaron Teater (In-Person) Malybu White (In-Person) Nicole Woodson (In-Person)	Absent N/A
		Total Board Members Serving on Board: 9	
School Staff Present		Alicia Hervey, Head of School Tia Taylor, Elementary Assistant Principal Bianca Baird, Director of Operations	
Members of the Public/Guests Present		Christopher Anderson	
Date		January 18, 2022	
Call to Order		5:11 PM	
Meeting Items			
Discussion Topics		<ol style="list-style-type: none"> 1. Motion to approve January 2022 Board Minutes. (9 approved-0). 2. PATH School Financials. Baird stated they were going through a large auditing season. Financials will be sent by the end of the week. They are not 100% accurate because they are in the midst of switching bookkeepers. The Path School has not finalized the audit. This is not a Path School issue. Every grant program is running behind. So that CIES and their team is doing 	



		<p>this for numerous schools they support. The PATH School has to turn into IPS what is being done with referendum dollars. They hope to finish by the end of January, but it has been moved approximately 4 times.</p>
<p>Reporting</p>	<p><i>3.1 A. Relentless focus on student academic outcomes</i> <i>3.2 B. Evidence of progress monitoring systems in place</i></p>	<ul style="list-style-type: none"> ● Head of School Update <ul style="list-style-type: none"> ■ The dashboard is linked here: <ul style="list-style-type: none"> ● Head of School, Board Meeting Notes ■ Reviewed TPS Mission and Core Beliefs <hr/> <ul style="list-style-type: none"> ● Enrollment <ul style="list-style-type: none"> ○ Total Students: 532. Last month was 538. However, the school is sitting closer to 529. There were 3 new scholars today. ○ One of the challenges The PATH School has to face is negative comments on Google from 4 or 5 years ago when led by Stephen Foster. ○ Demographic data: no significant shifts. ○ There are numerous tests upcoming. ○ Scholar-led conferences are scheduled. ○ Teachers work 8am to 8pm. Then on Friday they work 8am to Noon. Report cards are being given out then. ○ Luna provides translation for Swahili and Spanish speaking families. ○ This year The Path School will be partnering with Believe Circle City. 70% of the scholars attended last year as part of their community service. ● Staff Updates <ul style="list-style-type: none"> ○ There has been a lot of turnover in the last month. 4 teachers between Thanksgiving and Christmas break. Lost: Director of Social Work; English Language Arts Teacher; Science Teacher; Music Teacher. Then post-winter break, the 2nd Social Worker resigned. This week, the 3rd social worker is resigning. That is about 6 or 7 staff that resigned in this window of time. ○ Keeping in mind 50 people were hired during the pandemic. Often time, when one gets into the work, SEL sounds good until you get into the work. Social Workers are being asked to think about this work before people get to the point where they need resources. ○ Christel House has a structure similar to The PATH School and the plan is to expose them to the work The PATH School is doing. ○ There are no candidates that speak Spanish. Board Member (Mayorga) offered to seek support from Marion College. ○ Starting salary is \$45,000. Would like to offer a 3% raise. ● OEI Visit <ul style="list-style-type: none"> ○ The PATH School has done a really good job with prioritizing OEI, as it was not in the past. ○ Teachers have access to a living document or tool created to assist with such things such as setting up effective classrooms.



		<ul style="list-style-type: none"> ○ Aaron Teeter, with the Office of Education Innovation: ● 3.1. MS: "Meeting Standard". Alecia brings a lot of data to the board. Exceed Standard: better academic connections. ● 3.1 b. AS. Clear charge of what they're operating against. Goals grounded in data. We've like to see committees are giving report outs. Progress made. ● 3.1 c & d: This falls under the board's purview. Progress against those goals are being tracked. There are 3 evaluations that the board needs to focus on. 1: the performance over the course of the year. Where they have been strong, areas of improvement. 2. Alecia will do a self-evaluation. Then the board will evaluate Alecia. ● 3.2 a: shifts focus on board composition. Add 5 high quality board members. Increase representation on the board considering students we serve. All members are contributing. Board engagement. Making sure you're asking questions. Meeting attendance is strong. Making sure the vast majority of board members attend. Board engagement: committees. Sharing out during meetings. ● 3.2 d: refers to dashboard. We want to see the dashboard used more in meetings. Red Green Yellow that shows what's on track, what's behind. Use the dashboard to identify where there are gaps and where interventions need to be made. General health of the school. Add committee goals within that dashboard, too. ● 3.3 Compliance: open door law. OEI communicating. Are you adhering to charter contract. There is a not meeting standard meeting. Then Alecia and her team worked to submit documents on time. In Q3 and Q4 will have a note and you'll get credit. But in 2022 in Q1, needs to be ● 3.4 Strong School Leadership. Data driven reports to the board. Alecia gives detailed presentations. Academic Committee; Finance Committee, etc. School leadership stability. Can we replace her, and not have a drop off in performance? ● 2 quick points: fresh start for The Path School. Being in a prime position to make improvements going forward. ● Nicole: what committees would you recommend? ● Aaron: academic committee. 3.1b: governance, academics, finance are the 3 main. There is also a community engagement committee. Building committee. ● Board will identify future board members. Parents. Other members of school leadership. Teachers. Pastors. Helpful and provide insight. ● Aaron: provides a report every quarter, providing feedback to Eugene and Alecia. The standard is bi-annually. But given the transitions, it will need to meet more frequently. ● KPIs: school culture. Governance. On track. Off track. In progress. Review at high level. ● 3.3a: due date spreadsheet and calendar. ● Alecia: every month, you get the next month. It tells you what's due next month. Since feedback from OEI. It helps her stay on track.
		<p>By Laws: there were not a lot of changes. These were created prior to the opening of where the organization existed largely on paper. Address was updated. Alecia is the registered agent for the organization.</p>
<p>Committees</p>	<p>3.1 B. Evidence of committees with clear goals</p>	<ul style="list-style-type: none"> ● Recommendations: Brad is living in Washington DC and came up to the end of his term with the Board. Wanted to stay on 6 months while the board is built out. He is more than willing to continue sitting as an interim on a 6-month term. (1st: Woodson. 2nd:



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		<ul style="list-style-type: none"> • Mayorga).
Community/ Stakeholder Engagement	<i>3.4 D. School Leader collaborates with the Board to handle school-level complaints and concerns</i>	<ul style="list-style-type: none"> • Strengths/gaps • N/A
		<ul style="list-style-type: none"> • Discussion • N/A
		<ul style="list-style-type: none"> • Recommendations • N/A
Additional Notes		<ul style="list-style-type: none"> • Board members asked to give 3 year terms of service instead of 2, to 2024. (1st: Woodson. 2nd: Mayorga) ○
Meeting Adjournment		Adjournment @ 6:42 PM
Executive Session		
Meeting Topics		<ul style="list-style-type: none"> ○ NONE