



*Mission: Educating all students to highest levels of academic and social standards with a focus on Hmong language and culture.*

HOPE Community Academy

September 26, 2024  
Conference Room – 5:30 pm

**Present:** M. Lor, Shaw, Ahrens, Ball, Xiong Vang, Wildebuer, D. Lorr

**Absent:** None

**Staff:** Katie Kruger, Melissa Damon, Maychy Vu, Mang Khang

**Others:** Hiyana Yang (HOPE parent)

- I. Call to Order 5:31 pm
- II. Rules of Engagement (1 minute)
  - Be here now
  - Be a leader and a team player
  - Be a good steward
- III. Approval of Agenda (1 minute)  
Ahrens moved. Lorr seconded. Motion passed.
- IV. Approval of August 24, 2024 Minutes (1 minute)  
Ahrens moved. Xiong Vang seconded.
  - Ahrens – under “Socialization Time” missing “g” in “meeting”  
Ahrens amended the motion to accept the change. Motion passed.
- V. Community Comments (5 minutes)  
No comments.
- VI. Executive Director’s Report (15 minutes)
  - SY2024-25 Staff Handbook – Katie Kruger, HR Manager (20 minutes)  
Discussion centered around clarifications in areas that were highlighted in the handbook
  - Principal’s Report - Dr. Damon (3 minutes)5:51  
Elementary Hub – historical FAST data 3 years; huge growth in 38% to 70% math; completed FAST data-didn’t see students slide, identify strengths and weaknesses; discussion on strategies to focus: literacy goals – added 5% in anticipated FAST

reading; sub-committee to focus on math FAST testing; focus is not only three times per year but yearlong progress; brainstorming on ways to keep students excited and growing

How are teachers embracing new reading curriculum?

Very different; incorporates phonics, reading and writing; 2 hours of language arts daily (focus on EL strategies, ability grouping – practice time; change/different to go deeper with academic support)

- UST Updates (2 minutes)  
Board Meeting Observation Dates: 10/24, 12/9, 2/27, & 4/24  
Fall Site Visit date – October 22, 2024  
SY2023-24 UST Evaluation Rubric – final
- Strategic Plans – Dashboard Year 2 Updates (2 minutes)  
See Dashboard updates
- 4MATIV Transportation (5 minutes)  
PM routes – 1.5 to 2 hour-long, loss of 30 plus students the very first weeks of school

VII. Consent Agenda (10 minutes)

- 1) SY2024-2025 Staff Handbook
- 2) SY2023-2024 Annual Report
- 3) Turf Tigers, Inc

Wildebuer moved.

M. Lor seconded.

Discussion:

2023-24 Annual Report – the science curriculum is not updated; the teacher evaluation is not reflective

Wildebuer amended the motion to include the aforementioned changes. Motion passed.

VIII. Committee Reports (25 minutes)

- 1) Executive Committee  
Sept. 12, 2024 meeting
  - \*Goals with action steps and timeline; prioritize 1-2 to ED Evaluation and 3 finalizing Succession Plan
  - \*Performance Policy – reviewed 2 rubrics presented, found commonalities, ongoing; mid-year review and flush out by end of year
  - \*Management Software – use Google Spaces for now; tasks that can be assigned, exclusive groups, Executive Committee will pilot and invite others to try it out
  - \*Next meeting: October 10, 2024

- 2) Board Operations Committee



Sept. 17, 2024 Meeting

\*Discussion of non-board member on the Operations Committee: role and tasks, access facility and Egnyte for documents

\*Reviewed Title IX policy – ED & HR have worked with school attorney presented draft; two policies include very in-depth policy and the second draft meets minimal requirements; recommended to approve the long version of the draft policy

\*Reviewed Board Charter Document

\*Reviewed Board Development Plan

\*Annual Meeting – to address low turnout/attendance, find ways to pair with another school event, suggested to combine with Hmong Day on May 14, 2025; board recruitment efforts to engage now

\*Board Recruitment – noted UST comments in the evaluation rubric

\*Policies: Title IX, Cell Phone and 522 Procurement are all incorporated in with the overall policy; Maintenance Policy needed to restart schedule

D. Lorr moved to approve Policy 218-Title – IX Sex Nondiscrimination Policy, Grievance Procedure and Process.

Xiong Vang seconded.

Discussion: None

Motion passed.

D. Lorr moved to approve the updated HOPE Community Policy Manual with the recent additions and updates.

Wildebuer seconded.

Discussion: None

Motion: Passed

D. Lorr moved to approve the updated HOPE Board of Directors Committee Charters and Board Roster document.

Ball seconded.

Discussion: None

Motion: Passed.

Next Meeting: October 15, at 5:30 pm.

### 3) Finance Committee

September 24 meeting

Reviewed July/August 2024 Financials - Supplementals are longer due to July and August

- August 2024 Summary Income Statement



- August 2024 Balance Sheet
- August 2024 Payment Register

The board reviewed, discussed, and filed the financial report subject to audit.

IX. Existing Business (0 minutes)  
None

X. New Business (25 minutes)  
a. Board Development Goals  
D. Lorr moved to table the Board Development Goals to the next meeting.  
Ahrens seconded.  
Discussion: None  
Motion: Passed.

XI. Adjournment 6:49 pm

**Next Board Meeting: Thursday, October 24, 2024 5:30 pm Conference Room**