



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

HOPE Community Academy

March 27, 2025

Conference Room – 5:30 pm

Present: D. Lorr, Xiong Vang, Shaw, Ahrens, M. Lor
Absent: Wildebuer
Staff: Vu, Damon, Lindsay, Lydia, Sam Seely, HOPE students
Others: Danielle Miller, GaoSheng Lee, Naw Wah, Mai Doua Chang, Mimi Palen-Clare

- I. Call to Order 5:30 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 move to approve the agenda. M. Lor seconded.
No discussion.
Approved.
- IV. Approval of February 27, 2025 Minutes (1 minute)

D. Lorr moved to approve the February 27, 2025 minutes. M. Lor seconded.
No discussion
Approved.
- V. Community Comments (15 minutes)
 - a. Student Spotlight - HOPE Students
*see handout
 - b. Principal's Report – Dr. Damon
*see handout
- VI. Board Self Eval (20 minutes) – Mimi Palen-Clare Report

Discussion items:

Ratings have increase from last year's to this year's. Board members' input include conscious decisions and effort to make sure areas of improvements from last year does improve this year; conscious engagement into board development plan, beyond the board meeting, engagement with policies – familiar with location of policies/questions asked are more focused on statutes; approach job with humility – willing to come together and look at in another way/try different/ asking questions and details about things unsure about/greater conversations; commitment – very strong/preparation before meetings to ensure motions passes/board development plans taking tractions/works in progress; board consistency and stability in the last few years; board chair and ED leadership creates culture that encourages participation; rules of engagement paying off

Aggregate rating of all three areas of duty:

- overall averages very favorable, two areas are higher
- duty of obedience – progress in recent years; board ongoing required training is still in place; Operations Committee focused on this area and item #2 deadlines
- data sheet from 2021 to present put together by Shaw to share with the board

Mimi will send each board members' report to them. Mimi will compile all board evaluation reports from past years to Shaw, who will distribute to the board members

VII. Executive Director's Report (10 minutes)

a. ED's Report

PTO Request for April, May, June 2025

D. Lorr moved to approve first two PTO requests (March 31 – April 4, 2025 and April 25 – May 7, 2025). M. Lor seconded.

No discussion.

Approved.

June 9-20, 2025 PTO Request

D. Lorr moved. M. Lor seconded.

Vote: Yay – Lorr, Lor, Xiong Vang

Nay – Ahrens, Shaw

Shaw to have a 5-minute recess 8:02 pm
Xiong Vang moved. Ahrens seconded.

Meeting resume: 8:07 pm

VIII. Consent Agenda (1 minute)

Special Education Bothum, Rachel - Speech & Language Pathologist

Ahrens moved. M. Lor seconded.

No discussion,

Approve.

IX. Committee Reports (30 minutes)

1) Executive Committee

- UST March 12, 2025 Letter -
- Leadership Development Plan Check In – discussion on how to integrate into the evaluation process, moving to portfolio to align with evaluation process
- MS Retention Plan from UST request – January letter was about HS recruitment and March letter was requesting for MS retention plans/marketing plan
- Lead water testing
- Job descriptions – not finalized at this time
- Website compliance – completed
- Board training ongoing – supervision (online)
- ST absence plan –
- Evaluation rubric – due March 28, 2025 (4 board, 4/5 direct reports, no ED)
- ED Evaluation Date – April 7 at 4:30 pm – need to post on website (closed meeting)

2) Board Operations Committee

Met March 18, 2025

- Election and recruitment, deadlines around annual meeting – clarity of timelines per Bylaws; 2 parents, 2 teachers, 1 potential community; scenario if no community member and if one person put name on

nomination – will consult with MSBA to provide guidance on potential situation; ballots send out by April 14; need bios and photos of candidates to ED

- Election Day – past agenda to reference; board members not on the ballot to be here to assist with event; closing voting time is 5:30 pm, agenda start at 5:45/6:00 pm
- Policy updates, public participation language
- Continue to engage with school events and recruit potential board members

3) Finance Committee

- February 2025 Summary Report
- February 2025 Summary Income Statement
- February 2025 Balance Sheet
- February 2025 Payment Register

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

X. Existing Business (30 minutes)

a. Check-in clarifying questions

ED clarified each question and will follow up with the written responses to the board.

b. HCA Building Company board seats

c. Oversight Infrastructure

*projects and implementation plan including deadlines in one place

*Executive Committee piloted Google Chat, encourages other committees to try it; Chat feature includes creating a space to add members, tied to HOPE email addresses;

*actionable items is to create a space to add everyone

d. Public Participation clock approval

Clock to track time for community comments – pre-approval request cost \$25.49

Xiong Vang moved to approve the purchase of the clock. D. Lor seconded.

No discussion.

Approved.

XI. New Business (5 minutes)

a. [Vajhuam Sib Cuag Summit](#)



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Open to public, MNZej Zog hosts, get in touch with the Hmong community to inform board's practices

Great to have students presented, great staff and teachers supporting the school;

XII. Adjournment 9:06 pm

M. Lor moved. Xiong Vang seconded.

Next Board Meeting: Thursday, April 24, 2025 5:30 pm Conference Room