



720 Payne Ave
Saint Paul, MN 55130
Phone: (651) 796-4500
Email: contact@hope-school.org
Website: www.hope-school.com

MISSION

To inspire students to achieve high academic success while embracing Hmong language and culture.

VISION

To be a public school of excellence, with high quality staff, diverse programs, and successful students.

**HOPE Community Academy
AGENDA
DECEMBER 18, 2025
Conference Room – 5:00 pm**

Agenda Item & Order	Meeting Minutes	Allotted Time	Responsible Person
I. Call to Order (Action) Roll-call	Call to Order at 5:25pm Present: D. Lorr, R. Vang, L. Xiong, M. Lor Guest: Dr. K. Xiong, Dr. M. Damon, D. Miller, J. Rademaker, T. Moffat	1 minute	Don Lorr – Board Chair
II. Rules of Engagement <ul style="list-style-type: none">• Be here now• Be a leader and a team player• Be a good steward		1 minute	Don Lorr – Board Chair
III. Approval of Agenda (Action)	Motion to approve agenda <ul style="list-style-type: none">• M. Lor motioned, L. Xiong seconded Amend motion to approve meeting with moving Board Training from Existing Business to Committee Report under Executive Committee <ul style="list-style-type: none">• Vote: 4-0, Passed unanimously	1 minute	Don Lorr – Board Chair

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IV. Consent Agenda (Action) <ul style="list-style-type: none"> ○ November 2025 Board Meeting Minutes ○ New Hire Report ○ Enrollment Policy 	Motion to approve consent agenda <ul style="list-style-type: none"> ● M. Lor motioned, L. Xiong seconded <p>Amend motion to approve November board minutes with changes to D. Lorr's last name under committee report and enrollment policy, but to postpone the new hire report until the next board meeting.</p> <ul style="list-style-type: none"> ● Vote: 4-0, Passed unanimously 	5 minutes	Don Lorr – Board Chair
V. Community Comments		5 minutes	Don Lorr – Board Chair
VI. Interim Director's & Executive Director's Report <ul style="list-style-type: none"> ● UST Evaluation ● Academic Turnaround Plan (Action) ● Strategic Planning Update ● Standing Agenda Items <ul style="list-style-type: none"> ○ ADM Update - Parent Cultivation and Engagement ○ Academic Updates ○ Hmong Language and Culture ○ Operations Plan 	<p>UST Evaluation:</p> <ul style="list-style-type: none"> ● HOPE status has been changed to Level Three: Notice of Probationary Status with UST ● HOPE need to increase performance in the following: <ul style="list-style-type: none"> ○ Academic Plan ○ Hmong/Karen Program ○ Marketing/Enrollment Plan ○ Special Education Services/Plan <p>Academic Turnaround Plan (Action)</p> <ul style="list-style-type: none"> ● Proposing \$300K form budget for Turnaround plan - people, systems, and work that needs to be done ● Budget is already in a deficit and this will add to the deficit but it is urgent and needs immediate attention ● If additional budget is needed, ED will bring to the next board meeting ● Motion to approve Turnaround plan along with budget for the Turnaround plan. <ul style="list-style-type: none"> ○ M. Lor motioned, R. Vang seconded ○ R. Vang - yes, L. Xiong - yes, M. Lor - yes, D. Lorr - yes ○ Vote: 4-0, Motion passed unanimously 	30 minutes	Melissa Damon – Interim Kevin Xiong - ED Danielle Miller - UST Terry Moffatt - UST

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	<p>ADM/Enrollement:</p> <ul style="list-style-type: none"> ADM went up 1 point to 740 Enrollment is 753 today, a new enrollment today <p>Academic Updates:</p> <ul style="list-style-type: none"> Looking into data and putting into place interventions needed Implementing targeted tutoring Looking to do small group pull out throughout the day for K-5 6-12 plugging students into courses that they need support with throughout the day <p>Hmong Language and Culture</p> <ul style="list-style-type: none"> Bilingual manager has a proposal draft, but is working with MN ZejZog to create the standard curriculum Possibly working with another school to get a grant and work together Hmong and Karen EAs will be put into place to help the classrooms and instruction <p>Operations</p> <ul style="list-style-type: none"> Roof is finished New AC units will be installed during winter break, HOPE may be getting some money back (about \$50k) - D.K. Xiong will work with Jenny to see where that money goes 		
<ul style="list-style-type: none"> Committee Reports <ul style="list-style-type: none"> Executive Committee <ul style="list-style-type: none"> ED Board Evaluation Update Board Training Board Operations Committee 	<p>Executive Committee</p> <ul style="list-style-type: none"> Meeting held on Dec. 4th, 2025 Started discussing ED evaluation and working with Dr. K. Xiong on what would make sense May need to customize the evaluation for who is responding 	30 minutes	Don Lor - Executive Committee Chair

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<ul style="list-style-type: none"> ○ Teacher Board Position Appointment (Action) ○ 2026 Election Process ● Finance Committee <ul style="list-style-type: none"> ○ November 2025 Financial Report ○ November 2025 Supplemental Report 	<ul style="list-style-type: none"> ● Board Training <ul style="list-style-type: none"> ○ MSBA - 2 day training (Free for us) ○ Required board training to seat new board member ● Next Meeting is on Jan 8th, 2025 <p>Operation Committee</p> <ul style="list-style-type: none"> ● Meeting held on Dec. 9th, 2025 ● Annual Meeting will be held on May 14, 2025. <ul style="list-style-type: none"> ○ Will keep board updated on support that's needed ● Board Engagement <ul style="list-style-type: none"> ○ Required to attend 3 events by the end of the year ● Board Training Trackers <ul style="list-style-type: none"> ○ Update as completion ● Motion to appoint Jody Rademaker to the teacher board vacancy position until June 30th, 2025 after training is completed. <ul style="list-style-type: none"> ○ M. Lor motioned, L. Xiong seconded ○ Vote: 4-0, passed unanimously ○ Don will work with Jody on the training ● Next Meeting on Jan 13th, 2025 <p>Finance Committee</p> <ul style="list-style-type: none"> ● Meeting held on Dec. 16th, 2025 ● ADM needs to be adjusted to 739 ● Cash on hand is good (need 45 day but have enough for 134 days) ● ABC Building Meeting will meet in Feb. ● AP has been hired, ED will bring proposal to next board meeting ● Next meeting is on Jan 20th, 2025 		Mai Nhia Lor - Operations Committee Chair Reona Vang - Finance Committee Chair
<ul style="list-style-type: none"> ● Existing Business <ul style="list-style-type: none"> ○ Board Training 		10 minutes	Don Lorr – Board Chair
<ul style="list-style-type: none"> ● New Business 		20 minutes	Don Lorr – Board Chair

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- **Adjournment**

Motioned to adjourn at 7:40pm

- M. Lor motioned, R. Vang seconded
- Vote: 4-0, passed unanimously

1 minute

Don Lorr –
Board Chair

Next Board Meeting: January 22, 2025 @ 5pm

Office Hours: Monday - Friday 7:00 am - 4:00 pm

Summer Office Hours: Monday - Friday 8:00 am - 3:00 pm