



## **BOARD MEETING**

### **MINUTES**

**MEETING 8/17/2022 4:05PM**

**Present:** Brett Parrott, President  
Shubham Pandey, Superintendent  
Victoria White, Board Member  
Mansoureh Tehrani, Board Member  
Brian Hogan, Board Member  
Mrs. Estrada, Principal Greenville  
Betty Hastings, Principal Royse City  
Dr. Derrick Love, Regional Executive Director/District Curriculum Director  
Mansoureh Tehrani, Board Member

#### **Meeting called to order at 4:05pm**

1. Ms. Hastings volunteered to take minutes for the meeting.

#### **II. Approval of last Board Meeting minutes.**

Mansoureh Tehrani, gave the 1<sup>st</sup> motion, Victoria White 2<sup>nd</sup> the motion, the board as a whole approved the minutes.

#### **III. Executive Session Superintendent**

#### **IV. Discussion Items**

##### **1. Construction (Mr. Pandey)**

- a. Fate is complete. It will hold 750 students. Single story building.
- b. Greenville complete, there are a few things that we will be still working on. The building has been built for about 1,200 + students. It will take about the next three years for Greenville to reach its capacity.
- c. Three constructions sites are: North Dallas. The only campus that does not have a swimming pool. It will be half size Olympic pool with diving. It will host swim meets. It will be a

standalone. We have a pre-development meeting with the City of Dallas, which will refine some of things which we are to do based on the requirements. It will be behind the building and we will lose about 100 parking spots. North Dallas has 550+ parking spots. All we needed was about 300 parking spots. Earlier we talked about building across the street where the football stadium is. We realized that the access to the new pool would present a problem as well as having no fire lanes. One thing we have to do right now is a PD Amendment filing and development process which can take up to 6 months in the city of Dallas. The reason for the PD change is the HOA around us, they have the exact square footage of the building listed in the PD. We have a good relationship with the HOA. I don't see any issues. There is a certain timing in which we have to get this done.

- d. Royse City – we are very excited about this construction. They will get a gymnasium in the back and about 16 classrooms will be added. We do have a pre-development request with Royse City. They do not require a storm shelter. As of right now our plan is for December to break ground. This will allow us to get all the permits and any changes the city requires us to do.
- e. Beltline campus – For about three years now they have not been able to take more kids. We are tearing down building number two which is in the middle. It's a one story building. We will be making it a three story building. We had issues with that building with the amount of space we had. The new building will be mainly classroom. They have a gymnasium and there is access to a pool. This new building will add an additional 20 new classrooms. They will have a computer and stem lab. This construction will be a little different because it will require us to demo the building. We will start the fire lanes as soon as March and demo the building when school is out at the end of May. We should still have enough coverage to start the school year up in August. They will lose some classrooms for one year. It is going to be very tight. The following May is when construction will be done.

## 2. Enrollment Update (Mr. Pandey)

- a. All the campus set themselves a target and it looks like they will meet it. We should have about 3000+ students enrolled between all our campuses this year. We are collecting the

data today, being the first day of school it looks like everyone is on target. All of our target number will be met. Mr. Parrot asked the question, "Is all of our teacher hired" Mr. Shubham, responded "All of our teachers are hired, however we do have a couple of positions open, like aids, and educational aids," staffing has been tough this year. Principles and HR have been doing an amazing job in hiring. We are pretty much all positions hired, a lot of shifting to make things work. All our campuses pretty much have all their staff. Have about 300+ staff this year.

### 3. Curriculum Update (Dr. Love)

- a. We received a B rating on our Student and Academic accountability. We received a post-secondary Distinction that we mentioned as well too. As we are preparing to close this gap from the B and move toward the A. Mr. Pandey already covered some of the learning losses. Here is our district goal: To increase 40% in our Math. Math is an area of focus for us based upon our state assessments. We are looking to increase in our Domain 2 with student achievement and overall Domain 1. with student progress and progress for economic disadvantaged students. By us obtaining to the district goal we can meet and succeed to move to the A rating for 2023 accountability. We covered the Royse City. Plan of action so far when we found out we have low scores in Math. We started a summer professional development best practices program for teachers to increase their knowledge in foundational skills in mathematics, Algebra, and resources. This was our area of focus for us. Grades 3-5, 6-8, and Algebra 1. We had great reviews from teacher who attended these training. We provided training in all four content areas as well as how to deliver the content, deliver instruction, to the students. Teachers learned how to deliver quality assessments, tracking and progress through success, to help students master content areas. This year we are offering office hours which is a new touch point for us. These office hours, for our six campuses, trying to disburse throughout, we are trying to hold office hours for each curriculum coordinator in their respective content area we hold these office hours randomly, in the morning, afternoon, and afterschool hours. The curriculum coordinator provides addition support in planning lessons, unit planning, instructional best practices, looking at the data/assessments,

and helping teacher drive that data for student improvement. We believe by adding those office hours will really help us building capacity within our teachers, building support for our teachers, and making sure our students are progressing well on their assessment, and bench mark assessment. Doing the campus site visits will provide that real time coaching and training for teachers, and administrators too. Making sure that we are following our scope and sequences, addressing teacher questions as it relates to curriculum, that learning is happening in the classrooms effectively, multiple touch point to ensure our academic success. In order to move from that B to that A is very critical for us in making sure to get to that point by the time of our accountability in 2023.

- b. We have added another component, our teacher academy. This takes place on Saturdays from 8am to 12 noon. We are doing one every month. One month will be East of the bridge and the other month will be West of the bridge. This will provide less drive time for our teachers. Our first one is on August 27<sup>th</sup>. This will provide addition support for our new teachers and hired knowledgeable teachers for our new teachers. This is also for other teachers who are struggling with content, classroom management, and instructional best practices. We are wanted to make sure we are building capacity through teach, training, inspiring, and motivating our teachers to be successful in the classrooms. We have done accelerating learning has been built into the master schedule flex time. Flex time means that any student that has not successful in Math, ELAR, Social Studies, and Science. During this time student will get targeted remediation and tutorials time to make sure students are progressing well with Scope and sequence, students are mastering skills with 80% and above, If the student is not mastering in those skills they will go to a targeted intervention. We are increasing our Telpas and our social language group with their reading and writing. These students in Domain 3 we need to increase and enrich in this area. This will help our students to be successful in Telpas.
- c. House Bill 4545, we have a functional tutorial plan. Which is our afterschool plan. What's good about this plan is that our students get to be tutored with one teacher to three students. That is a smaller intergraded time to make sure

that students are progress and tracking toward academic success. We believe as we are doing all these things our campus will increase by 20% in STAAR, reading, math, Science, and Social Studies. We see academic growth goals with 12% more or higher in reading, and math. Our K-2 students will score 80% or better on their earlier literary assessment and STAAR math as well. Mrs. Tehrani, asked a question, “The office hours is that a push from the curriculum coordinators or can teachers request those office hours as well?” Dr. Love responded, “It’s both, they can request those office hours and also the push out by the curriculum coordinators” Dr. Love, went on to say that at every step we do a feedback survey. Like in our new teacher academy, we ask what areas of need are they needing help in. Based on how they provide feedback on those surveys is how we cater those sessions. Mr. Parrot asked if Dr. Love’s presentation was available online. Dr. Love said he would make it available online. Mr. Parrot went on to say he would appreciate it because it would be good to show parents the work that we are doing. In making sure our teachers are successful and showing that we are doing everything possible to make sure that the students are successful. If they know what we are putting our teacher through to succeed I think they would appreciate it.

#### 4. Community Event and Greenville Update (Mrs. Estrada)

a. We had a really exciting day today, we opened up our campus here in Greenville. We have had a great amount of support from our community. July 26<sup>th</sup> we had a ribbon cutting ceremony with the Greenville Chamber of Commerce. Attendance in over 200+ people. We had two senators speak and presented with plaques. It was a great success. As a result of this we had an influx of applications. Which is what we were hoping for. We have 160 more students than last year. Mr. Pandey asked Mrs. Estrada to talk about what you will be doing this school year, what is your plan, your PTECH plan work here? Mrs. Estrada said that she has a speaking engagement at the Chamber of Commerce for their yearly business luncheon in a couple of weeks. I will also be speaking at the Aquatics Club letting them know this is our school. This is what we are doing, talk about PTECH. We have community events, fall festival in October which is open to everyone. This also helps us stand out. This is why we are

difference and why you are going to want to come to our school of choice. We have a stem fair later on in the year. We have meet the teacher, open house last Monday. We had extremely great reviews. The Herald Banner, the editor and chief came out and viewed our building and I gave him a personal tour on Monday. He told me when we had anything please let him know he would love to come and get our campus out in paper and publically have more exposure for the campus. Mrs. Tehrani, asked a question; “Do you have a business partner interest survey that you share with them as you go to the Chamber, or go to any of these events, to have folks the opportunity to sign up to partner with your school or even join the board if they are interested?” Currently no I don’t reply Mrs. Estrada. Mrs. Tehrani volunteered to send her a copy of one. Mr. Parrot had a couple of questions. First, “Is this administration or PTO driven?” Mrs. Estrada, relied “This is team work. I am a Greenville native so it is easier for me to reach out to some of the people in the community. However it is a conjunction with our PTO. Our PTO has helped with meet the teacher, and they are just fabulous. We had moving days in June and again in July. Any time that we need anything our parents go above and beyond to support us.” Mr. Parrot asked, “Is there communication going on with the other campuses?” “Yes, sir, I think in our monthly principal meetings I could share with my counter parts to see if they would be interested in utilizing those resources in their area.” Mr. Parrott, “I think that would be great. With the success you had with this event tells us this is something all campuses need to look at.”

##### 5. Administration Update (Mr. Pandey)

a. Ms. Ford in North Dallas she is part of the admin team. Ms. Whitten, AP out of Oats. Regional Principal Debra Gossett, she oversees, Fate Campus and Royse City Campus. We have Ms. Laurie, AP in Greenville. Ms. Trammell on the district level. She comes to us with years of experience in ELAR. Business side I have hired a couple of folks on the financial side. Have grown to the point where each campus has a good solid administration team. As we continue to grow we will give you updates on administration team updates. Mr. Parrott asked “Do we know the number of administrators and the number of teachers?” Mr. Pandey, answered, “All together we

have 300 staff members, two admins per campuses, the district team we have eight.”

6. Budget Update (Mr. Pandey)

- a. What we approved last time for the current budget remains the same we have no updates at this time.

7. Safety and Security (Mr. Matthews)

- a. Mr. Matthews is showing the safety and security audit. TEA requires each Charter District to collect a safety and security audit at least once every three years. This is from the cycle 2019 – 2022 and the cycle end Aug 31<sup>st</sup>. TEA also requires each Charter District to report themselves to the Texas School Center which is an online feedback by September 15<sup>th</sup> on a report that needs to be submitted. Texas education code requires open Charter Districts to report their Safety and Security Audit to the district. The next cycle is November 2020 to August 2023. The next report needs to be submitted by September 15, 2023. We have formed safety teams on each campus. That consists of Campus Administration, teacher reps, Counselors, Special Education, any one dealing with behavior management, Campus Security, and Mental Health. It is very important we have inputs from different players in the system from the community, and students. Security is not just limited to one person. It is a collective responsibility. Each campus has established a Behavioral Threat Assessment Team. Behavioral Threat provides a proactive evidence based approach for identifying an individual who may pose a threat and interventions before a violent incident occurs. Statistics from all across the country says that a person always leaves some sort of mark or indication of behavior. Having a behavior team to watch very carefully day to day to see if there is any student who is disturbed or needs help. We have inspected all the facilities both external and internal. Review campus documents, evidence plans, parent survey, most pressing safety needs; staff safety training, school preparedness, active shoots, lock down this is what most campuses have asked for. Some of the campuses have multiply access point and entry. The doors have been fixed and we have access cards for staff. Active shooters and lock down training we are planning on scheduling. Royse City has asked for an intercom for outside the front door because they

don't have a corridor. That has been fixed. Many campuses have asked for additional cameras as well. School activities are done by the campuses. Most of the campuses are doing their safety drills. Fire and tornado drills. Many teachers are good at monitoring entry of the students into the buildings. Each campus is a closed campus. Restraint training, tornado drill training, lock down, intruder training is what the campuses have asked for. We will be coordinating with Region 10 and the Texas School center to help provide for these types of training. One concern is moving students from one building to another was Fate's concern. That has been taken care of by a fence around the property. Royse City has been asking for a security Guard. Traffic zones have been asked by Fate, Belt Line, and Royse City. Other safety issues will take time to build a safety plan. There is a deficit in our students with social emotional behaviors. This was brought up by the Oates Campus. One campus wanted to have a TV to watch the weather of upcoming news. Which will not be a problem. I think. Student comments: students feel safe a secure on their campuses. PTAA Greenville students do not like to walk across the parking lot. That has been solved. Teachers complained about controlled access. Parents complained about control access of the front door. North Dallas has a screen process in place. Royse City uses the Raptor system where all visitors must have a badge on. All campuses are making sure that no one can just walk into their campus. Each campus has reached out to the community for a police officer to be a part of their team as well as parents. The new building is safer and secure. The new buildings have a storm shelter room on the first floor and a room for students to go to if there is an active shooter. Trying to get signage of school zone, control access point on campuses, active shooter training, counselor on each campus or at least one for the district. We have contacted a couple agencies who will help us with any traumatic issues. We are documenting if our systems are secure each week, to make sure no one is just walking in, or we are leaving doors unlocked. Mr. Parrott suggested that Mr. Matthews put together a report for the parents on each campus know what the campuses have done to ensure that the students are safe. Mr. Parrott also suggested that there be a plan for internal dangers. Watching out for this or that.

#### 8. Board Member Resignation (Mr. Pandey)

a. Mr. Harley has resigned from the board. He helped start the board. Mr. Harley has done a fantastic job. He feels like he cannot give the time that he has always given. He is stepping down. We still have four solid board members. If we want to bring someone else on board we will make that decision.

## **V. Action Items**

- a. Board member resignation. First Motion, Victoria White with a very heavy heart, we will miss her. The 2<sup>nd</sup> motion, Bryan Hogan, the board gave a motion and it was unanimous
- b. Bond Financing Documents. First motion by Mrs. Tehrani and the second motion by Bryan Hogan. The board took a motion vote and it was unanimous. Victoria White is not going to be a part of the bond voting because her position at Ice Miller. She is abstaining from any voting. Our initial bond financing which we did in 2019, was connect to three and a half campuses. North Dallas, Fate, and Oates and half of Greenville. Now that the construction is done in Greenville we are doing the other half of Greenville, Beltline, and Royse City Campus. It is all going into one lump sum thing. Now every single item in Texas will be in one bond. It will be leased to the PTAA so there are no issues with looking for any financing for any other future campuses in Texas. It also allows us to expand further in Texas if we need to. We are shooting for closing on September 15<sup>th</sup>.

## **VI. General/Public Comment – Mrs. Trevino**

I am here today to talk about my son's enrollment. From April 19, to the end of the academic year 2022. My son was severely bullied on campus. The principal Mrs. Haddox did nothing about it. I reached out several times, called, and sent emails. It got to the point where my son lost a lot of his hair, loss of sleep, lots of stomach and gastrointestinal issues. We had to rush him to the pediatrician several times. I spend the entire summer paying for therapy, taking him to several types of therapy to recover the trauma he has gone through at PTAA North Dallas. I had informed Tonya Haddox about this on several occasions and she yelled at me or told me, "If you think your son is being harassed you can un-enroll him from this campus so do not bring him to school." I request for an in person meeting for several harassments from his teacher, Larry McGregor, who did not get his make-up in time due to a mini concussion he suffered the first week of May. I finally had to reach out to Hilda Garza who said my son should arrive to school 30 minutes early so he could complete his work because the teacher would not give me the work. After several modes of contacting him trying to retrieve his make-up work to

get it finished before his report card, he started harassing me in the pick-up line, calling me out of the line, shouting at me. I informed my work that I would have to cancel some of my client meetings so I could come earlier to avoid him harassing me and picking me out of the line. This started after I contacted him about retrieving his make-up work after his medical leave. I then brought a friend who was a faculty member at UNT, finishing up her PHD to come to the in person meeting due to Tonya Haddox aggressive and inappropriate speech to me on the phone. I do have recordings of both of those meetings and phone calls where she has been out of line. My son Aden told me this has been a traumatic experience, he is terrified of going to school and trying to find his place. He is a GT honor student and has a long standing relationship with his former teachers. He has never had an experience like that and neither have I as a parent being yelled at. The remark about my son, I have friend teachers in colleges, Collin county, I have never heard them speak to me about their students the way that Tonya Haddox spoke to me about my son especially on the phone. The lack inclusion, lack of actionable steps, any type of implementation to keep Aiden safe, which he had to miss the last six days of school. It was the most toughest things Aiden had to go through. Even I had to be in counseling, because of the informal behavior of her, her staff members, and the student body at PTAA North Dallas. He was not in school today because they were not able to give me any steps, I am going to keep him safe at this point. I have no way of insuring his safety from Mrs. Haddox and Mr. McGregor. The scariest thing is she said she spoke to my son without speaking to me. My son had lost his trust in adults. Says mom she never spoke to me, and that's really scary when one of my teacher said that and it never happened. His mental health has been greatly affected. Documented by the pediatrician, mental therapist, of his experience at PTAA North Dallas. There needs to be remediation of these personnel being at that campus. I have never seen behavior like that. I was an educator in the pass and never interacted like this and having to ask for basic human dignity and respect at school, I never expected to do for my son's educational experience.

## **VII. Meeting adjourned at 6:15pm**

Respectfully Submitted,  
Betty Hastings, M. ED