

**DuBois Integrity Academy
Governance Board Meeting
Tuesday, November 16, 2021**

**749 Main Street
Riverdale, Georgia 30274
Multi-purpose Room**

6:30PM

Minutes

- + Roll Call- S. Lewis, Col. Morris, Mr. Merritt, Mr. Culver**
- + Meeting Called to Order 6:53pm**
- + Approval of Agenda: Mr. Culver motioned to approve; seconded by Ms. Lewis. (carried unanimously)**
- + Approval of Previous Minutes: Mr. Culver motioned to approve minutes from Oct. 19th; seconded by Mr. Merritt. (carried unanimously)**
- + Special Report/Board Assessment Survey Results/Board-On-Track- Charter Growth Fund paid for Board-on Track assessment. Board on Track is a platform that can be used to house documents, by laws, tools, etc. There are also resources available to help us grow. Rachel (Facilitator) went over the results of the survey. Organization designed to help charter schools be successful. The assessment evaluates how we are as a team/school. Ratings from 1 to 5, from inconsistency to sustainable with systems in place. We came in at a level 5, only 2 out of 19 charter schools this year came in at this level.**
- + Financial Report: Board was presented with YTD Financials. As of Oct 31, 2021, we meet or exceed in all categories on the CPF.**
- + Executive Director/Principal Report**
 - 1. Academic Plan- "Closing The Gaps"- Dr. Payne shared the GMAS data from last year (100% virtual). The reading was easier for teachers to teach and students did well, Math was the challenge. We did outperform Clayton County district. We had enough students to test and use our scores for the CCRPI scores. Our school is among those who are meeting the academic standards.**
 - 2. School Operations Update- We had our monitoring visit on Zoom with the leadership team and Ms. Ware. We will get a report in January, there were a couple of things to correct in our handbook. We met the FTE date and requirements.**

3. **Teacher/Staff Retention Discussions & Plan:** We want to have tools to retain teachers. We are in competition with other districts who have signing bonuses and other incentives. We plan to pay for the criminal background check and eliminate the drug test component. We want to look at our current staff of offering a retention bonus when they sign their contract for next year. New teachers will be offered a signing bonus.

4. **Open House:** Parents were able to come see the Main Street Campus building. They were also able to meet the new teachers that have joined us. The Open House was very successful.

S.T.E.M. Day- Scholars were very excited, they had to build the most innovative and tallest middle school. The virtual students were able to participate as well. It was very successful, everyone had a lot of fun.

Holiday Celebrations- The Music/Arts program is being recorded and will be put together to show virtually. On Dec. 4th, the 6th grade students will be participating in the Riverdale Town Center Parade.

The counselors spoke on Red Ribbon Week, and explained how the students were able to dress up and participate in knowing the importance of being drug free. We incorporated SEL with No Bullying, and different steps to take when you are being bullied.

6th Grade Intramural Basketball & Cheerleading- We just started, we had 56 participants. A team will be selected to compete with rec teams and hopefully Clayton County middle schools. They have to keep their academics up in order to play on Saturdays. Every staff member will have CPR training, and those in 6th grade students have had the deliberator training.

5. **COVID UPDATE:** We have been doing COVID testing since August. By testing every week, we are able to keep our bubble. The parents and students are participating. It helps us identify, we have gone from having 30 cases per week to 2 cases per week. It has been very effective. After Thanksgiving break, we will start back having students eat in the cafeteria with the dividers.

 **Old Business:** Col. Morris spoke about Governance Board training for this year.

 **Action Items**

1. **Board Authorization For Return To 100% “In-Person” Learning in January.** Mr. Culver motioned; seconded by Mr. Merritt. (carried unanimously after discussion)

 **Executive Session (If Needed)**

 **Public Comments (3 minutes)** none

 **Board Questions & Comments:** Good work by all; Keep pushing!

 **Meeting Adjourned:** 8:38pm