

# Paradigm Board Meeting Agenda

APR 25, 2018

6:30 p.m.

11577 S. 3600 W. South Jordan, UT 84095

In Attendance: Board-Martha Bybee, Beverli Haroldsen, Jason Hall, Kirk Graves, Celia Johnson; Director-Fernando Seminario; Consultant-Lincoln Fillmore

Agenda Item	Presenter	Questions to answer	Time
<b>Welcome/Call to Order</b> <b>Prayer Invitation</b> <b>Welcome</b>	Chair	Called to order at 6:40 pm	2 min
<b>Public Comment</b>	Any Public	None	10 min
<b>This meeting is to consider the performance, salary, and continued employment of the School Director.</b>			
<b>Director's Report</b> <b>Director to report on his performance based on goals set for the year and his interpretation of goals needed and successes yet to be achieved</b>	Director Reports	Review of Goals set last year with Fernando  Fernando's Report: <ol style="list-style-type: none"> <li>1. Turnaround               <ul style="list-style-type: none"> <li>• Turnaround committee &amp; plan followed; Fernando attended all meetings req'd for turnaround; Improved testing participation; Staff training;</li> <li>• Communicated openly w/ board, attended calls &amp; mtgs.,</li> <li>• Celia asked, How do you see turnaround going? Next year will be different,</li> </ul> </li> </ol>	30 min

		<p>requirements have already changed for next year, testing is changing, so it's always changing but we'll keep trying to meet the requirements at the time</p> <p>2. Enrollment</p> <ul style="list-style-type: none"><li>• Created marketing and advertising committee; redesigned website; more tours; increase social media presence; arranged visits to other nearby "feeder" schools; South Valley Journal about events; joining Utah High School Music Association; Marching Band Created; New Dress Code Hoodies that will be popular;</li><li>• Kirk asked "What's causing us to lose enrollment and what can be done?" Response and Discussion: We don't lose students once we gain them, word of mouth has been our best new student attraction, Decline in TJED homeschoolers, small class sizes attracting IEP students (we have 20% which is very high), also attracting students who have had problems in other schools; School is "growing up" many families aging out so we need to</li><li>• Long term plan? Continue with what we've started doing &amp; look at data to see effects, and continue to strategize new things; possibly hire a marketing professional</li></ul> <p>3. Improve Culture of Respect between students and students and mentors.</p>	
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<p><b>Board Governance</b></p> <ul style="list-style-type: none"> <li>· <b>Discussion of assessments of goals and school progress</b></li> <li>· <b>Closed session to discuss the character, competence, or physical or mental health of an individual</b></li> <li>· <b>Employment/Salary agreement vote</b></li> </ul>	<p>Board discuss and vote Director may present</p>	<p>Kirk moved to go into closed session; Celia seconded Jason-Aye Beverli-Aye Kirk-Aye Celia-Aye Martha-Aye 7:30pm closed session</p> <p>Kirk moved to go into open session, Jason seconded, Aye were Unanimous</p> <p>8:05 Open Session</p> <p>Martha presented Board decision to retain Fernando as director and give him a 3% increase based on his current annual salary.</p>	<p>45 min</p>
<p><b>Adjourn</b> <b>Next Meeting Time/Date</b></p>		<p>Kirk moved to adjourn</p>	