

Paideia Academies Inc. Corporate Board Meeting Notes
January 23, 2023

Meeting held in-person at the Paideia Corporate Headquarter
Corporate Conference Room
1535 E Baseline Rd.
Phoenix AZ 85042

5:02 pm Called to Order by Ms. Garrison

I. Call to Order/Verifying Quorum

Members Present in person:

Dr. Winsor
Ms. Garrison
Dr. Tietgen
Mrs. Pena
Mrs. Baker
Mrs. Schmaltz

Absent:

Mrs. Mendonca

Guests:

Mrs. Krystal Hobeiche – Guest of Dr. Winsor for nomination to board membership
Dr. Michael Horning and Gretchen Restino of PLS 3rd Learning

II. Discussion/Vote to approve previous minutes – October 24, 2022

Motion by Dr. Tietgen to approve the Paideia Corporate Board meeting minutes from October 24, 2022

Second by Mrs. Schmaltz

Voice Vote-

Yes: Unanimous
No: none
Abstentions: none
Absent: Mrs. Mendonca

Motion passes unanimously

III. Introduction/Nomination/Vote any individuals considered for board membership.

- Dr. Winsor introduced Mrs. Krystal Hobeiche. Mrs. Hobeiche gave a brief account of her professional career in interior design and her experience at Paideia with her daughter as well as her activity with the Paideia Family Lighthouse Team at the elementary campus.
- Dr. Winsor nominated Mrs. Hobeiche as a Corporate Board Member of Paideia Academies Inc.
- Ms. Garrison second the nomination
- Mrs. Hobeiche accepted the nomination
- Roll Call Vote to approve Mrs. Hobeiche as a member of the Paideia Corporate Board
 - Dr. Winsor - yes
 - Ms. Garrison - yes
 - Dr. Tietgen - yes
 - Dr. Pena - yes
 - Mrs. Baker - yes
 - Mrs. Schmaltz - yes
 - No: none
 - Abstentions: none
 - Absent: Mrs. Mendonca

- IV. Discussion/Orientation/Training – Executive Director Evaluation System – SuperEval – Guest Dr. Michael Horning
- Dr. Winsor introduced Dr. Horning as the consultant behind the SuperEval system.
 - Dr. Horning presented the purpose behind a hybrid system of Goal/Competency evaluation. This system combines the two approaches to evaluation along with systematic check-ins and creating artifacts/portfolio to support the evaluation.
 - Suggested that the board condense the time-line this year to get familiar with the process in preparation of a full launch in July for FY 2024.
 - Dr. Winsor suggested we spend personal time over the next month to
 - Define the goals that are important for the corporation in the coming year
 - Choose the competencies we want to evaluate for this year
 - Mrs. Baker suggested the following as a starting point for a draft calendar for the performance review process that we discussed.

Performance Process Draft Calendar

Performance Period: July 1- June 30

** Need to align to Board Meetings & Assumes Board Meets in the Summer

- Finalize Goals/Instrument by August 30
- Submit Self Evaluations by May 31
- Submit Board Evaluations by June 15
- Consolidate Board Evaluations by June 30
- Compensation Review - July 15
- Retreat/Planning Meeting for Next Fiscal year (to finalize goals by August 30)

Bridge Year (School Year 2022-2023)

Performance Period: Jan- June 30

** Need to align to Board Meetings & Assumes Board Meets in the Summer

- III. Finalize Goals/Instrument by February Board Meeting
- IV. Submit Self Evaluations by May 31
- V. Submit Board Evaluations by June 15
- VI. Consolidate Board Evaluations by June 30
- VII. Compensation Review- July 15
- VIII. Retreat/Planning Meeting for Next Fiscal year (to finalize goals by August 30)

- These suggestions will be added to the coming corporate board meeting for further discussion for implementation.

V. Introduction to Board Self-Evaluation Systems – Guest Dr. Michael Horning

- Dr. Horning presented the purpose of self-evaluation:
 - i. Boards often don't know their role and purpose
 - ii. Boards often don't know what a high functioning board looks like
 - iii. An evidence-based self-evaluation system will focus the board on what matters most to them and help move the board to higher levels of achievement
- Dr. Horning explained that the board self-evaluation is much the same system as the Executive Director evaluation system.
- He explained that there are many evidence-based competencies and we can choose which we determine are most relevant to our purposes. Dr. Winsor noted that two such competency systems were attached for review to the meeting notice.
- The board will place this topic on the summer board agenda for discussion and implementation.

VI. Executive Director Report

- Dr. Winsor gave an update on the PLA building construction. A video was presented showing the progress.
- Dr. Winsor presented Paideia Academies Inc [Sustainable Infrastructure Award](#)

- i. The Metis Center for Infrastructure and Sustainable Engineering at Arizona State University is pleased to announce the awardees of the Sustainable Infrastructure Awards. The award highlights cutting edge infrastructure practices that drive sustainability including those that address environmental, social, or emerging technology challenges, or the growing complex environments where infrastructure is expected to operate. Arizona infrastructure professionals from public, private, non-profit and academic organizations are invited to submit their nominations.



In 2019, Paideia Academies ambitiously set out to address the challenges of schoolyard exposures to heat and air pollution, and to manage stormwater through revitalization of their playspaces as natural play and learning environments (NPLE). In 2021, after data collection, co-creation of designs with the

community, funding challenges, and various iterations of plans, the school broke ground to create an NPLE. The schoolyard is now a more naturalized landscape full of compelling nature-based play and learning opportunities, ready to be discovered by children. In these spaces, children are surrounded by hills, gardens, bioswales, native trees and plants, trees, orchards, climbing vines, rocks, and streams that help them discover nature while they play and build social cognitive, and motor skills. Importantly, the infrastructure provides abundant shade, growing more each year, hedges for protection from heat, traffic pollution, and noise, and bioswales to manage stormwater runoff from South Mountain. A new school garden sanctuary provides food and additional learning experiences. These outdoor environments are also part of the school's environmental and sustainability curriculum. Overall, Paideia has provided a prominent example of sustainable infrastructure implementation that yields educational and ecological benefits on their schoolyards among complex environmental, social, and infrastructural challenges. They are grateful for support from the Healthy Urban Environments Initiative and Knowledge Exchange for Resilience at ASU that has helped foster the discovery of new knowledge surrounding NPLEs.

VII. Public Comment – none.

VIII. Adjournment

- Dr. Winsor moved to adjourn the meeting at 6:35 pm
- Second by Mrs. Schmaltz
- Voice vote
 - Yes – Unanimous
 - No – none
 - Abstentions – none
 - Absent – Mrs. Mendonca
 - Motion passes unanimously

Meeting adjourned at 6:35 pm

Approved by

Date