

P.E.A.K. Academy Board Meeting Minutes  
3/22/20 3:00-4:00  
Location: Zoom Conference Video

Present: Libby Kyles

Catherine Lordi  
Mychal Bacote  
Gene Bell  
Joe Lordi  
David Robinson  
Tiffany Iheanacho

Opening: The regular meeting was called to order by T Iheanacho at 3:03. Reviewed and approved agenda.

**Old Business:**

School Leader Search Committee (Joe Lordi, Mychal Bacote, Libby Kyles)

\*Joe Lordi provided a general school leader search update. Job posted beginning of Feb., open 30 days on a number of job site platforms. Had 55 total applicants from all over the country – geographically diverse group.

Applicant Demographics:

15 African American (26%)  
2 Latino/Hispanic (4%)  
38 White (70%);  
27 female /22 male

SL Search Committee has met 4 times and narrowed field. The group had 12 1-hr phone interviews with competitive candidates that met our qualifications.

Of those 12, they have narrowed the group down to 6.

Next Steps: The Search Committee will give final 6 a real-life project – 2 phases – 1 they will address a press release or APA scheduled to open 2020. 2<sup>nd</sup> part – create a power point presentation for prospective parents. Will narrow those 6 down to 2 or 3 for our final part of the interview process (an 1-2 hour interview with the entire board).

\*Libby Kyles adds that they had the same 4 people in their top 4, so the process clearly worked to identify the top candidates. The next step in the process will require candidates to do some research on the Asheville community.

At the final interview (with the whole board), candidates will be given a copy of the application budget and ask them budgetary questions.

\*Mychal Bacote adds that this process has been exhaustive. Questions really helped them separate the weak from the strong. The likelihood of our SL being black is not there. You cannot create the applicant pool, they stuck by the process, and picked the best of what was out there.

We identified some candidates of color who are local who could be utilized as a resource and could move into a leadership role down the line with some mentoring/training. We as a board will have to stand by the person we ultimately choose and make no apologies.

NEXT STEPS: Joe is putting together the project phase; they will send it to candidates as soon as possible, provide a week and a half to complete the project; next round of interviews will be 2<sup>nd</sup> week in April.

Tiffany Iheanacho asks if board members can join the 2<sup>nd</sup> phase to watch the power points – Committee agrees other board members can be included in that part of the process and share the candidates with the whole board. Committee also notes possibility of allowing community members to help sit in final interviews and provide feedback. Tiffany notes if we do decide to have people participate, we need to have nondisclosure statements to not discuss hiring process with anyone.

LKyles – rubric will be available and will write down strengths and weaknesses – may be exhausting to have them all in one day since they could be up to 2 hours. Joe - We will try to have them within a 1-week period.

Gene – suggests we be prepared to share the numbers, what efforts were made to try to bring in an African American leader, with the community, because people will question our decision. We will need to display how we were intentional with it.

### **Fundraising**

C Lordi provides update. We have gotten fiscal agency with CFWNC, papers signed, they gave a 5,000 generous donation in our fund.

501c3 paperwork is rolling. CL has talked with IRS and they have what they need to process our request. Should receive it in the next few months.

The plan was to begin seeking individual donations locally, but given the climate right now with COVID, it probably isn't the best plan moving forward (as people aren't wanting to meet and are also holding onto money).

Catherine has applied for 2 grants: Issac Coleman Grant and the ACCESS Grant (find out in June). TKing has discussed conflict of interest with the county regarding IC grant. 1<sup>st</sup> review committee was supposed to make recommendations April 24. Recommendations would be shared May 5. Tiffany will look up timeline for IC and share with board.

Catherine is also working on the Louis Calder Foundation grant.

Libby suggests keeping an eye on Z Smith Reynolds & Catherine is reminded to look at Dogwood for potential fundraising.

### **Facility Update**

Gene Bell updates on facility search: he has contacted 2 realtors that are looking for him and providing possibilities. Old Toys R Us on Brevard Rd and Kmart have been brought to his attention. The last property brought forth is out Leister Hwy. It is in the City – behind the

Family Dollar Store (property, not facility). Can't really consider properties as we don't have any construction funds. Need to stick to existing facilities that would be relatively easy to update. Also need to try to stick to properties within Asheville City Schools footprint. That is what our budget is based off of and if we were in the county and not city we would reduce funds by 2-3k per student. We also want to be accessible and visible to our families.

Housing Authority negotiations – 2 factors impacting the wait until July strategy.

(1) David has business he needs to get out of the way before bringing this back up to the board.

(2) He is trying to avoid having anyone object. They are currently looking for an additional board member. Bruce Kennedy has resigned.

\*The challenge is making an attempt to not displace anyone. So need to wait to see if space becomes available.

Next Steps for Facilities – someone start meeting with Gene as he looks at properties; David, Libby, and Tiffany all able and willing.

-Gene asks about the “property in front of the church” – asked Libby what she thought about it, where New City started. LK agrees it is worth exploring.

### **Community Engagement**

Joe suggests waiting until we have a school leader in place so there is a face and message beyond the board, which buys us time to let the COVID situation play out. Social media lends itself to opportunities to get messaging out there – small videos or posts without having bodies in the same space.

Libby recommends Tiffany, Gene, David, and Libby could have Facebook Chats – find 1 or 2 college students who are tech savvy that can start putting together and building up our website.

Joe – we're calling it community engagement – general marketing plan over the next few months. Putting something on paper would be a good starting point. General marketing plan would be a good approach – could do a lot of different things.

We need to form a communications committee. Board members will recruit people to help out. Putting posts up and expecting people to engage is really hard – people are more apt to join a FB conversation that is real time (Facebook Live). If we have a communications team – they can meet and come up with a plan. Moving forward, if there are other people we know to get to join our team, we should recruit them. Who else can we get on board to set up virtual meetings? We could do some partnering with other organizations and could provide a small stipend.

Gene requests that we move the meetings back to 7-8:00. All agree that is fine!

Adjournment: Meeting was adjourned at 4:05 by Tiffany Iheanacho.