

**Public Academy for Performing Arts
Governing Council Minutes
Minutes of June 21, 2010**

Voting Members Present: Randy Costales, Amy Anderson, Kerry Morris, Steven Quezada

Quorum Achieved: Yes. There are 4 voting members present.

Non-Voting Members Present: Scott Gullett and Virginia Wilmerding

Members Absent: Joseph A. Wasson, Jr.

Guests: Tamara Henderson, Valerie Scott, Sheryl Garcia, Emily Anderson, Dan Humphreys, Aldie Alfaro, Sherry Allen, Kristen Sallies, Elisabeth Sallies, Joanne Carter, Sara Mazzie, Daphne Benavides, Su Hudson, Stella Lavis

Agenda Item 1 – Convene Meeting Roll Call for Quorum

Four voting members present. Quorum achieved.

**Agenda Item 2 – Approval of Agenda
Suspension of Open Forum
Reinstatement of Monthly Community Meetings**

Motion to approve Agenda: Kerry Morris

Seconded: Amy Anderson

Unanimously passed

Randy Costales stated that the open forum has become quite disruptive and non-constructive. There will be discussion to reinstate the semi-annual town hall meetings as stated in the Charter.

Motion to terminate and suspend the Open Forum indefinitely: Kerry Morris

Seconded: Steven Quezada

Unanimously passed

Kerry Morris stated that the board will discuss possibly reinstating the town hall meetings quarterly or semi-annually. The town hall meeting should be a more informal atmosphere with community members, students, staff and GC members represented at each meeting. He would like to see more of a social atmosphere with more positive interaction.

Steven Quezada agrees that the open forum statements are very destructive. Individuals should not be allowed to state that they represent a group.

Amy Anderson stated that the open forum was being used to attack the administrative staff and the board members. The open forum comments should have been limited to comments on specific agenda items.

Randy Costales introduced Ramon Vigil, attorney representing the PAPA GC. He was the Superintendent of the Gallup School District and has a very strong background in school matters. Ramon Vigil has agreed to attend today's meeting to support and assist the GC with items that are on the agenda.

Randy stated that he, in good conscience, could not allow things to continue as they were in Open Forum. It has become hostile and non-constructive. He would like to move in a more positive direction.

Scott Gullett agreed that the items discussed in Open Forum should have incorporated comments on pending agenda items only.

Agenda Item 3 – Approval of Minutes for May 17, 2010 and June 14, 2010 GC Meetings

Motion to approve May 17, 2010 Minutes: Amy Anderson
Seconded: Kerry Morris
Unanimously passed

Motion to approve June 14, 2010 Minutes: Amy Anderson
Seconded: Steven Quezada
Unanimously passed

Agenda Item 4 – Finance Report

The finance committee met with Rhonda Lovato. Randy Costales informed the GC that there is a nice size carry over balance for the 2010-2011 school year. Randy stated that it is a credit to Tamara Henderson and her staff.

Agenda Item 5 – Principal Report

Amy Anderson read the Principal report written and submitted by Tamara Henderson.

See attached report

Agenda Item 6 – GC Faculty Representative Discussion – Faculty Comments Regarding Principal Position

Virginia Wilmerding presented a letter written to the board which is signed by 18 faculty members and approved by 4 additional staff members via e-mail and/or telephone. Virginia read the letter to the GC. She asked the GC if Mrs. Henderson has already submitted her resignation and if so, is there anything that the board can do to persuade her to stay.

See attached letter

She also distributed a Principal Evaluation Spreadsheet to the board for review. She stated that 23 staff members turned in a principal evaluation. Most of the evaluations included a rating of mostly 2s and 3s (2=meets standards, 3=exceeds standards)

Virginia stated that is so important for the board to help change the negative tone and help control the hostile work environment for the principal.

Randy Costales stated that he wished the GC would have been a better protector of the principal. The GC is trying to take steps to make sure that this does not happen again. The GC needs to step up to the plate and protect our principal. If you look at the history of PAPA, there is a definite pattern that has been established. Every two years we experience a change in leadership because of a hostile work environment. This must change.

Steven Quezada stated that it is very obvious that parents are inciting students against the administrative staff. There are only a handful of parents involved in the abuse. In his experience, these negative parents are never positive and they will never be positive. You can't satisfy them. These parents use their kids to spread rumors. There are so many children that really want to attend PAPA. Can we get rid of these students who are so unhappy and whose parents cause so many problems and replace them with students who really want to be here? The intimidation toward the principal has to be stopped.

Amy Anderson stated that because we are a public school we are only allowed to remove students because of specific disciplinary issues.

Steven Quezada – What are we allowed to do to help?

Scott Gullett – There needs to be an internal investigation to identify the problems of the school. There should be internal law established to correct the problems to ensure the school's survival. The more turn over the school has the less likely it is to survive.

Steven Quezada – PAPA teachers are the success of this school. We cannot afford to start losing teachers. He is very frustrated as a GC member.

Scott Gullett– There are a lot of talented and amazing teachers who are dedicated and want to be here.

Steven Quezada – Old administration should not be allowed to return. PAPA needs to move forward. The principal needs to feel safe at work.

Randy Costales – Most students are happy to be here – there are only a handful of parents and students that make this a very hostile environment. They can't be allowed to be so destructive. We need to gain control of the GC meetings. We need to be more constructive and positive and stop the unacceptable behavior from community members. GC members get beat up and worn out. Randy has a vested stake in the school and he will continue to work hard. The faculty letter that was read by Ginny Wilmerding – point well taken. Thank you.

Agenda Item #7 – Discussion Regarding Principal Search – Possible Action Item

Randy Costales introduced Mack Mitchell.

Mack Mitchell – He is willing to work with PAPA to carry out a principal search. We need to break this pattern of bullying someone out. The longer the problem is allowed, the harder it is to eliminate. It is difficult to find a great principal. In order to find and keep a great principal, is to become a great governing board that supports that person. GC turnover is also very destructive. It is difficult to generate consistency when you have new GC members constantly. Thank you for your consideration.

A letter of proposal and resume from Mack Mitchell was distributed to the GC for review (\$2500.00).

Motion to approve the principal search proposal and expenditure (Mack Mitchell): Kerry Morris
Seconded: Amy Anderson
Unanimously passed

Kerry Morris has spent a couple of hours discussing a principal search with Mr. Mitchell. Mr. Mitchell will need to speak with members of the public and faculty. The board will supply a list of specific individuals for Mack to interview in order to help prepare a principal job description.

Principal Search:

1. Develop a job description
2. Advertise the position
3. Screen the resumes (Ramon Vigil: all applications are public record but certain portions of the resume are not public record.)

4. GC has final hiring authority.

Mack –Mack will contact Mrs. Henderson, faculty, staff and community members as soon as possible. The PAPA Charter and Policy have to be incorporated into the job description. The principal job description process should be finished in about 2 weeks.

Scott Gullett - Will the GC make the list of individuals that should be contacted for input into the language of the job description?

Ramon Vigil – Submit your requests to Randy and he will then communicate with Mr. Mitchell.

Randy Costales – He likes the idea of an ad hoc committee to identify problems, address them and, possibly, make policy changes. The PTSO is a good resource for student, staff, community member and GC involvement. We will continue to have Special GC Meetings throughout the principal search process.

Kerry Morris – Schedule a Special GC meeting for Wednesday, July 7th at 5:00 pm.

Agenda Item 8 – Policy Committee Report

Amy Anderson read the policy changes aloud.

Section A: Foundations and Governing Council Government
A.13 Council Committees – Page 10
(See attached)

Section A: Foundations and Governing Council Government
A.17 Addressing the Council – page 12
(See attached)

Amy stated that the GC cannot vote on the proposed policy changes because they have not been on the PAPA website for public comment for 10 days.

Motion for A.13 Council Committees proposed policy change to be posted on website for public comment: Kerry Morris

Seconded: Amy Anderson

Unanimously passed

Kerry Morris – Proposes to table the vote on A.17 Addressing the Council in order to amend the language in order to be more specific.

Virginia Wilmerding – There is a danger in being too specific.

Steven Quezada – The language is fine in the proposed policy change.

Motion for A.17 Addressing the Council proposed policy change to be posted on website for public comment: Kerry Morris

Seconded: Steven Quezada

Unanimously passed

Agenda Item 9 – Discussion Regarding Letter to Albuquerque Public School Administration in Response to Actions of Community member

Randy provided a letter addressed to Superintendent Winston Brooks to the GC for review. Randy read the letter aloud. (See attached letter)

Motion to authorize Randy Costales to send letter to APS: Amy Anderson

Seconded: Steven Quezada

Unanimously passed

**Agenda Item 10 – Closed Session under NMSA 1978 10-15-1(H)
Pending or Threatened Litigation Against Individual
Misrepresenting Self as Official of PAPA
Principal Evaluation**

Motion to go into closed session: Kerry Morris

Seconded: Amy Anderson

Roll Call – Unanimously Passed

No notes, votes or actions were taken during closed session, and that only the items stated on the agenda were discussed.

Agenda Item 11 – Discuss Closed Session Item

Motion authorizing legal council to issue a legal warning to an individual in hopes of averting future legal action: Amy Anderson

Seconded: Kerry Morris

Unanimously passed

Conducted principal evaluation

Signed the principal evaluation

Agenda Item 12 – Adjourn

Motion to Adjourn: Kerry Morris

Seconded: Amy Anderson

Unanimously passed

Minutes respectfully submitted by Jackie Danfelser

June 21, 2010

Randy Costales
Governing Council President
Public Academy for Performing Arts

Dear Mr. Costales and Members of the Governing Council,

Once again we grieve the loss of another principal and are saddened to hear the news about the resignation from outside sources. As veteran teachers and established members of the PAPA community, we are extremely frustrated with the frequent turnover of leadership. We need *consistency*! It seems as if every two years PAPA has a new principal. As a result, our work environment has been negatively impacted and we find ourselves demoralized.

Can the Governing Council DO something to alter the tone of the workplace and implore Ms. Henderson to stay? She is not the first Principal to have identified difficulties maneuvering the hostile environment that PAPA became by the end of this school year.

Apart from the general disrespect noted at any point in time by anyone standing in the front office (i.e., parents & children yelling at the office staff), Ms. Henderson has had her car keyed, has had dead birds left on the roof of it, has had threatening notes placed on her windshield, and has had concrete parking blocks dragged to the back of her car to impede her ability to leave at the end of the day.

Is Ms. Henderson's resignation final? This is such a sensitive time to lose such a key person, in regards to both the school's stability AND the rapport she has developed with APS people who can help place us in a real performing arts facility.

The faculty is excited about the permanent facility proposal presented by the APS purchase of the First Baptist Church. Ms. Henderson has worked closely with APS to secure this facility and we need someone who can continue that relationship. In addition, we are concerned that former PAPA staff and/or GC members are speaking on our behalf in these matters on television newscasts and in the newspaper.

Due to the lack of communication regarding the recent resignation of our principal, we are very apprehensive as to what the procedure will be in selecting PAPA's next principal. Please understand that we have a vested interest in finding the most suitable candidate for this position and are willing to assist in the search and selection process.

The administration of the school needs to be stabilized with a Highly Qualified Principal (one with previous Principal experience). If Ms.

Henderson cannot be persuaded to return, PAPA needs a leader who can support the mission and vision of the school and who has personal ethical standards, professionalism, and an amicable rapport with staff and students. In addition, this individual should have a background in the performing arts or performing arts management.

Given how similar this resignation is to Katy Harvey's two years ago, it would be imperative for the Governing Council to find a principal with no previous association with PAPA and with a vested interest in the needs of our performing arts students. Naturally, we would expect our highest administrator to insist on maintaining the academic standards set forth by our rigorous curriculum. Furthermore, our new Principal will need support from his/her second tier administration and from the Governing Council. In past years this support has not been provided.

Our collective yet personal commitment to PAPA's success has carried us through many difficult transitions, yet we still believe that PAPA's vision and mission is attainable under the right leadership. That leadership must be supported by the actions of the Governing Council.

Sincerely,

Ginny Wilmerding

Scott Gullett

Aldie Alfaro

Joanne Carter

Sherry Allen

Sara Mazzie

Naomi Montoya

Jacqueline M. García

Karen Price

Daphne Benavides

Amy James

Jerry Brown

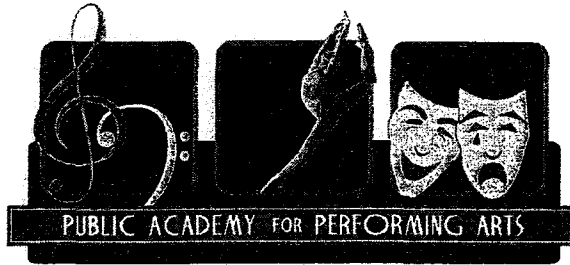
Dan Humphreys

Casey McDowell

Brian McKeever

Evan Rosenberger

Leslye Padilla



Memo: Principal Report

To: Governing Council

From: T. Henderson

Date: June 21, 2010

Facilities (current): work orders for repairs to the portable campus, are being submitted on "school dude", to get the classrooms ready for the new school year. APS continues to provide janitorial services throughout the summer on a more limited basis, and the district continues to provide trouble-shooting for tech, phone and utilities concerns and incidences. They also continue to provide security services and trash removal. The M and O (maintenance and operations dept.) is very responsive and reliable.

There are several work repair orders from staff that will have to be done by PAPA employees and/or subcontractors. Or, PTO may have a plan or suggestion for volunteers to do these tasks. Some examples of work needed are: repair to furniture legs, hanging of white boards, painting walls, etc.

Facilities (future): I have had numerous conversations with APS officials in the last several days. There is articulated concern for the communication our authorizing agent is receiving from community members and/or former employees. It is essential that the Governing Council maintain a solid, cooperative relationship with the district, as the latest developments do not instill confidence in the leadership of PAPA. The officials with whom I have talked, worry that PAPA has not been able to "keep a principal for any length of time", and that partnering with the school at the newly purchased Baptist church building, is now looking less attractive to the district. I encourage the GC to delegate one GC member to communicate with APS, to consider "damage control" to deal with negative PR and for the board to work as a united team (with no members working w/o authority from the GC).

PAPA is encouraged to consider new buildings for a future facility.

The GC's designee and the new Principal will need to negotiate a 2010/11 school year MOU with APS, to continue to use the temporary transitional campus.

Students:

- Current enrollment is 333, with anticipated enrollment during the months of July and August.
- Two more seniors receiving summer school, have completed the work with Dean Shimada, to meet the requirements for summer graduation.
- Our graduation rate, as computed through the state department is ranked with the top three secondary charter schools in the Albuquerque area. AIMS and East Mountain High were the top two (graduating) charter schools.

Staff:

- Contracts are in place for the new school year. Due to special education needs, the school has had to contract more support staff.
- We have one faculty member who has an administrative license, and also presents secondary school administrative experience. Additionally, we have an administrative intern with fifteen years of performing arts teaching experience, who is eligible for a provisional 3B license.
- We will benefit from the services of a Registered Nurse this next school year.