

**DuBois Integrity Academy
Governance Board Meeting**

Tuesday, December 12, 2023

**749 Main Street
Riverdale, Georgia
Multi-Purpose Room**

6:30PM

Minutes

- ✚ Roll Call Col. Morris, Mr. Culver, Mr. Merritt, Mr. Mitchell, Mrs. Ross**
- ✚ Meeting Called to Order at 6:41pm**
- ✚ Approval of Agenda- Motion to approve by Mr. Culver, seconded by Mr. Merritt (carried unanimously)**
- ✚ Approval of Previous Minutes- Motion to approve by Mr. Culver, seconded by Mr. Merritt (carried unanimously)**
- ✚ Special Recognition- Mr. Cason recognized Special Education Dept., Ms. Eaton and Ms. Spence-Settles. Dr. Payne spoke about their phenomenal job of getting this department in compliance. Challenges with novice teachers and finding enough certified staff. They both are helping to coach the self-contained and co-taught classes that we have.**
- ✚ Financial Report/CPF- Financials YTD Balance Sheet & P&L presented to board. Cash Flow analysis and Comprehensive Performance Framework indicators reviewed.**
- ✚ Superintendent/Deputy Superintendent Report**
 - 1. Academic Update- MAP testing is complete, Mr. Scott spoke about the student's stamina during testing period. We are seeing growth, but we still need them to reach the MAP score. Saturday school is needed to support them for remediation. Mr. Jones, the stamina and seriousness of the test is important as well. We noticed that they start off well, then they get frustrated. We are considering an aftercare tutorial but it may be better served in a Saturday school. Dr. Payne reiterated that work has been provided by Mrs. Howard and Mrs. Cook. In January the Building Leads and Coaches are charged with coming up with action plan of how to tackle the deficits. Mr. Scott spoke about the novice of teachers, the instructional coaches are modeling and working with students as well. We have work to do. Mrs. Howard spoke about modeling and**


inspecting what we expect. Mrs. Cook spoke about meeting with teachers to work on lesson plans. Counselors spoke on the career path they have. We are needing to increase gifted endorsed teachers.

2. **Blue Ribbon & Accreditation Update-** Dr. Payne reviewed the approval letter and documents for us to proceed with accreditation. Mr. Jones, Dr. Payne and Dr. Liddell went to the Blue Ribbon Conference Nov. 28-Dec. 1st. A lot was learned at the conference. What we are doing with Cognia/Accreditation mirrors what is required for Blue Ribbon School of Excellence. She reviewed the standards of Blue Ribbon and which standards of Cognia that align. The process of Blue Ribbon is when the \$7500 is paid they stay with us and it is an ongoing process. Every 6 years renew with Cognia and every 5 years for Blue Ribbon. Mr. Jones spoke on the highlight of the conference of calibrated clarity. It is not the success of data, it is the success of processes. How systematically are we with our systems and processes?
3. **Facilities Review-** Mr. Cason updated the Modular Village status. The Elementary School library is requiring a sprinkler system.
4. **8th Grade Washington D.C. trip** taking place in March. Includes museum tours, college tours, White House visit, etc.
5. **School Operations Update-** GaDOE accepted the FY23 Audit. DIA was in compliance.
6. **Academic Review:** We have to ensure novels are appropriate, a parent brought a particular novel to our attention. A team is in place to review books for the next semester. We plan to make recommendation to ban this novel at the next board meeting.
7. **Sports-** Boys & Girls Basketball, Cheerleading, Band & Majorettes in mid-season. Holiday Extravaganza being held at Light of Joy on 12/14.

 **Old Business- None**

 **Action Items**

1. **Adopt Investment Policy-** Mr. Culver motioned to accept policy, seconded by Mr. Mitchell (carried unanimously).

 **Public Comments (3 minutes)-** Mr. Scott highlighted the Leadership team and the hard work being done.

 **Board Questions & Comments**

 **Meeting Adjourned at 8:14pm**