



James and Rosemary Phalen Leadership Academy • 4352 Mitthoeffer Road •
Indianapolis, IN 46235

I. Preliminary

- Meeting called to order Earl at 5:35PM, Tuesday, December 16, 2019

Board Member	Present	Absent
Terra Gaillard	X	
Marlin Jackson	X	
Kris Kingery	X	
Earl Martin Phalen	X	
Jim Phalen	X	
Dr. Fernando Reimers	X	
Don Stinson		X

II. Action Item: Board Meeting Minutes

- July board minutes were unanimously approved.

III. Action Item: PLA Network Title IX Policy & Procedure

- The board voted unanimously to approve the PLA Network Title IX and Procedure.

IV. Action Item: Wellness Policy on Physical Activity & Nutrition

- The board voted unanimously to approve the Wellness Policy on Physical Activity & Nutrition.

V. Operations: Balanced Scorecard

- Balanced scorecard was created by the SLT to set key goals for the organization and each member of the senior leadership team for the year. SLT reviewed the strengths and areas for growth against goals. Board recommended adding a few metrics to the scorecard.
- The board was enthusiastic about the tool and its ability to capture the progress of the team's key areas at a high level.

VI. Academic

- The academic team worked together with school leadership to identify five annual SMART goals. School leaders were pushed to align school improvement plans and goals with best practices that will truly drive instruction and improve our overall student performance and school quality.
- Academic team reviews the goals every month so that it is a living and breathing tool.
- The academic team developed a rating system to rate the schools in multiple

categories. The goal is to have all of our schools rated 8 or above (out of 10) by the end of the year.

VII. Cultural Center

- Construction of the Cultural Center has started. The Center will be completed in March.
- SLT shared some of the exciting daily content for students, and regular Saturday performances for the community.

VIII. Financial Report.

- Current revenue is reflecting slightly lower than projected mainly due to the fact that state funds are properly accounted for in November. So the second quarter will reflect revenues more accurately.
- We are under in expenses.
- We are on track to complete our audit with no findings by December 31.
- Board members expressed excitement regarding PLA's increase in enrollment.

IX. Development Report

- Development team created efficient tools to monitor grants by size and type. They have seen a lot of success in securing state and federal funding for our scholars.

X. Oral Communication

- Kris thanked the PLA team for all of their work; Marlin commented on the incredibly exciting progress being made by the PLA team.
- Earl and board thanked Terra for her years of service with PLA!

XI. Meeting Adjourned

- The meeting was adjourned at 6:08PM.