

Agenda for Meeting of the Board of Trustees
April 28, 2025 - 6:00 pm



515 FM 2325 Wimberley TX 78676	https://meet.google.com/ion-aeza-eug Board Meeting
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Mission Statement: We educate and empower our students with knowledge, skills, and practices to be successful and compassionate in school and life.

Campus Improvement Plan Goals for Alignment Purposes

(Goal 1): Increase the ADA from 84% to 88% or higher. Students in classrooms, not commons.

(Goal 2): All parents will be communicated with at least one time per week via newsletter from the campus and homeroom teacher. All parents will receive frequent communication with positive and negative feedback as needed. All parents will be notified prior to report cards, screener results, or intervention letters arriving home. All parents will have the opportunity to meet with their child's teacher during a face to face parent conference where KAPS staff uses a streamlined form to communicate glows and grows with parents. All parent communication will be documented in the Google Shared Drive.

(Goal 3): Objective 1: KAPS will have a teacher turnover rate less than the district/state average. Objective 2: KAPS will implement a mentor program. Objective 3: KAPS will implement Professional Learning Communities to build capacity campus wide for a curriculum, instruction, and assessment map.

(Goal 4): Objective 1: EAF grant and ACE grant via these programs funded by Federal grants we will increase the growth of students currently at 0% baseline to 25% for participation in after school clubs as well college and career readiness to provide real world learning experiences and opportunities to practice 21 st century learning skills such as collaboration, communication, critical thinking, and creativity.

1. Call to Order and Roll Call

2. Public Forum

- **Bethany Trentle, 8th grade teacher - In reference to the appointment of Nadine Pabst to the board. Staff members have relayed info about the appointee, to be shared anonymously by Ms. Trentle. Quotes by current staff: "I voted against this person being the head of the school. Not qualified. Disingenuous. Strategic power grab. I got the impression that she did not care about the school. Extremely hostile work environment. Negative. Board voted to not keep her on as head of school. When she applied for the superintendent position, many staff members threatened to quit."**
- **Seth (?) CTE, Garden - Speaking in support for agriculture program, "I came here with a mission. It's getting harder and harder." Devoting our school or methodologies toward agriculture, increasing our commitment to agriculture. Creating a plan for agriculture programming would increase our enrollment greater than anything else we could do.**

The KAPS Board of Trustees welcomes stakeholder and community engagement to our meetings! Public attendees may comment on any approved agenda item before or during the item's discussion subject to the procedural limits imposed by regulatory guidance. You may be limited to 3 minutes. Board members will listen to comments but only the presiding officer may respond to the speaker if required. Those responses are limited to:

- Correcting misstatements of fact presented by the speaker
- Clarifying board policy
- Placing the item on a future agenda for discussion

3. Approval of Past Meeting Minutes

- a. [04.14.2025](#)

4. Discussion Items (Climate+Culture+Curriculum+Cost)

- a. March Financials (Superintendent, DeAnna Clavell, CSS)

- Deanna: budget is resolving itself, we are not falling further behind but staying up to date. Program intent compliance, moving toward on target and above and beyond certain measures. Changes in SPED could impact the budget, and have to monitor those contracted services. Federal programs are on target, we are reserving a portion of the SAVE cycle grant. Where the charter first is sitting right now: 86. Above standards. Administrative cost ratio, losing points. Our 3 year average will show that our budget/actual is off. We are anticipating a loss of point on a 10% variance. Hoping to ultimately gain those points back. Enrollment is at 98. ADA took a dip, improving on that is key.

b. Marketing Vision (Joe Smith, Treasurer)

-Marketing vision:

Joe - Communicate kaps values, uniqueness, inclusiveness, guerrilla marketing tactics, community partnerships, discussion on history of Kaps and clarify messaging with storytelling. Videos for socials are in the folder, video assets and more testimonies. Ty: If there is community service, can they do that wraps into this project, so it helps us and helps them (80 hours to graduate). Yes, it can be used for community service. Approach local business, library, community center, art workshops, magazines. Development committee requests that next time he go through the committee first.

c. Board Committees:

- i. Finance
- ii. Academics
- iii. Governance
- iv. Development

- Updates: leads on foundational funding, discussion with production company about helping put on an event, and grants mentorship.

5. Action Items

a. Board Member Vacancy(ies)

- Nadine Pabst potential board member - Speaking to her experience and what is bringing her here: Fourth month interim Superintendent at KAPS. Pre-k through high school experience. What this school is doing for students who are a round peg in a square hole, meeting the needs of students individually is critical. Getting piano donations. Keep the mission of the school exactly the way it is. I am about kids, I am direct, and by the book, for TEA and grading. Director of curriculum instruction, reading, math and science, gifted and talented. Compact learning, doing things out of the box. Finding the resources, Carnegie math. Masters in education and administration. Adjunct at SFA. I left KAPS because I was offered a different position. If the adults are doing what's right for the student then they won't have a problem with me. And gotta keep it legal. In response to complaints from current staff: She doesn't know what they are talking about. TEA complaints had an agenda. There were a lot of things to fix, audit the 504, audit the SPED. I didn't know I upset people. It was a learning curve.
- Joe: We need all the help we can get. We are in need of anyone willing to actually do some work.
- Linda kay: I always like to hear all sides to the story. There's still dis-ease between teachers and the board. I wanna make sure that there's gonna be trust on the board. I would like more time, two weeks.
- Zane: Also wants more time to make sense of tensions.
- Paul - We are 3 weeks from the end of the school year. It takes effort.
- Linda: We are in a delicate position, it is extremely important that the staff is comfortable with the board, trusts the board, that they can and will be heard. I am not comfortable voting tonight to know more.
- Joseph: Paul and I went to dragon day, we spent time answering questions about how things work. I don't recall anyone putting out vibes that they had a problem with the board. We gave them various ways to contact us.
- Linda kay: There was a level of discomfort with how things went that morning. They don't feel that they can open up.
- Mariah: Having curriculum experience would be helpful.
- Seth - Staff and board members, admin and staff, everywhere here, there is distrust.
- Ty: What would time give us?
- Linda: I would like to go into this with both eyes open. Ensure it's the best decision for the school. Since we're going through a hard time, everyone is anxious.
- Paul: Staff are wallowing in drama. I have emotions, what do I do with those. I don't know anybody who has ever retaliated or experienced retaliation at KAPS.
- Zane: That could be because we don't conduct exit interviews or take employee concerns seriously.
- Mariah: As the captain of the ship, I can see with great clarity the vision to build up the areas of the school. I appreciate and respect that you're finding strength within our community to bring those things to us. You have to go through it to grow through it. Curriculum needs twice the amount of time as last year. I appreciate you bringing the strength to build a team of 8.
- Joe: I think that if this was the fall, I would still be in your camp. But we need help.

- Joe : Motion to elect a new board member
 - Paul: Second
 - Linda Kay and Zane abstain
 - Ty, Paul, and Joe vote yes. New board member established.
 - b. Budget Amendment 4: discussion confirming the nature of the amendment for marketing, motion affirmed.
- 6. Closed Session**
- a. Superintendent Evaluation Working Session 1

Only as needed to maintain confidentiality and protect sensitive information, the Board may call for a closed session. If, during the course of the meeting, discussion of any item on the agenda should be held in a closed session, the Board will conduct a closed meeting in accordance with Texas Open Meetings Act, Texas Government Code, Chapter 551, Subchapters D and E. Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the act authorizing the closed meeting. All final votes, actions, or decisions will be taken in the open meeting.

Closed Session Discussion Pursuant to Section(s)

Sec. 551.071 CONSULTATION WITH ATTORNEY
 Sec. 551.072 DELIBERATION ABOUT REAL PROPERTY
 Sec. 551.073 DELIBERATION REGARDING PROSPECTIVE GIFTS
 Sec. 551.074 PERSONNEL MATTER
 Sec. 551.076 DELIBERATION REGARDING SECURITY DEVICES OR SECURITY AUDITS
 Sec. 551.082 SCHOOL CHILDREN; SCHOOL DISTRICT EMPLOYEES; DISCIPLINARY MATTER OR COMPLAINT
 Sec. 551.082 SCHOOL BOARD: PERSONALLY IDENTIFIABLE INFORMATION ABOUT PUBLIC SCHOOL STUDENT

7. Adjournment

If, during the course of the meeting, discussion of any item on the agenda should be held in a closed session, the Board will conduct a closed meeting in accordance with Texas Open Meetings Act, Texas Government Code, Chapter 551, Subchapters D and E. Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the act authorizing the closed meeting. All final votes, actions, or decisions will be taken in the open meeting. This notice was posted in compliance with the Open Meetings Act by **6:00 pm on 06/21/2024**.

President, Board of Trustees