

**MINUTES**  
**of the meeting of the**  
**BOARD OF DIRECTORS of PINECREST ACADEMY OF NEVADA**  
**June 12, 2019**

The Board of Directors of Pinecrest Academy of Nevada held a public meeting on June 12, 2019, at 8:00 a.m. at 1385 East Cactus Ave, Henderson, NV 89183.

**1. Call to Order and Roll Call**

Board Chair Kacey Thomas called the meeting to order at 8:00 a.m. with a quorum present. In attendance were Board Members Marni Watkins, Kacey Thomas, Randall Walker, and Craig Seiden.

Members Travis Keys, Kevin Smoot, and Jeff Cahill were not present.

Also present were Lead Principal Lisa Satory and Principal Jessica LeNeave; as well as Academica representative Trevor Goodsell.

**2 and 3. Public Comment and Discussion**

There was no request for public comment.

**4. Approval of Dawn of Education LLC Pre-K Program at Horizon Campus**

Mr. Trevor Goodsell addressed the Board and stated that Horizon wanted to establish the Dawn of Education LLC Pre-K program at their campus; adding that approval was needed to be able to rent out the room where the Pre-K program would be housed. Member Thomas asked how much the rent would be, to which Principal Jessica LeNeave addressed the Board and replied that the rent would be \$15,000.00 for the year, paid directly to Horizon. Member Watkins asked whether the Pre-K students would have priority seating for Kindergarten, to which Principal LeNeave replied in the negative. Member Walker stated that, since the risk of adding the program was low due to the 30-day clause in the contract, he recommended approval.

**Member Walker moved to approve the Dawn of Education LLC Pre-K program at the Horizon campus. Member Watkins seconded the motion, and the Board voted unanimously to approve.**

**5. Approval of Acceptance of Grant Funds from the City of Henderson**

Principal LeNeave stated that the Cadence, Horizon, and Sloan Canyon campuses had been awarded grant funding from the City of Henderson, which would fully fund their iReady programs for the next school year; adding that Cadence had been awarded around \$92,000, Horizon around \$45,000, and

Sloan Canyon around \$57,000. Member Walker asked what the grant conditions would consist of, to which Principal LeNeave replied that the City of Henderson would require a mid-year report explaining how the money was spent, and then a second report would be required at the end of the year explaining the impact and data growth for the program(s) that had been funded. Principal LeNeave stated that the City of Henderson was the only area in Nevada that was currently distributing their marijuana money as was intended; adding that it was a unique and great opportunity that a charter school had been granted the funds.

**Member Walker moved to approve the acceptance of grant funds from the City of Henderson. Member Seiden seconded the motion, and the Board voted unanimously to approve.**

## **6. Interview of Pinecrest St. Rose Principal Candidates Jonathon Haskel and Terrence Simmons**

Lead Principal Lisa Satory addressed the Board and reviewed the process that the search committee had taken for narrowing the applicant pool from twenty-three to two; adding that they were recommending Mr. Jonathon Haskel as their first choice and Mr. Terrence Simmons as their second choice.

The Board interviewed both Mr. Haskel and Mr. Simmons for the Pinecrest Academy of Nevada St. Rose principal position. Résumés, cover letters, and reference recommendations for both candidates were contained in the support materials. The Board asked a series of questions, as well as some additional questions of each candidate from among the following:

### **Focus Areas & Sample Questions for Principal Interviews**

1. **Parent Engagement and Communication/Management/Addressing and Resolving Conflicts and Concerns** (*Member Watkins*)
  - a. Outline the role that parents should play in the school.
  - b. How would you handle parent complaints regarding the school, teachers, and other students? How would you investigate those complaints?
  - c. What roll do teachers play in a student's education?
  - d. How do teacher evaluations correspond to student achievement?
  - e. What is your philosophy as an administrator?
  - f. What is your teaching philosophy? How does that differ from your philosophy as an administrator?
  - g. What classroom management strategies have been most effective in the classroom? How would you see these strategies implemented?
  - h. Teachers look to their admin to coach them. How would you coach your current teachers? How will you coach new teachers?
  - i. What steps will you take to build good relationships with staff, administration, and parents?
  - j. How would you encourage the enhancement of communication between your teachers and the parents?
  - k. How would you handle gun/bullying/threats on campus?
  - l. How would you show parents that you are responsive to their concerns regarding the purchases of iPads, IT equipment, and affording Wi-Fi etc.?
  - m. Describe a mistake you have made before and how you addressed it.
  - n. What would be your top priorities in this position?
2. **Financial Knowledge & Background** (*Member Seiden*)
  - a. What steps would you take to bring in additional funding?
  - b. What is the one thing you would have liked to have known before transitioning from a teacher to an administrator?
3. **Student Recruitment** (*Member Walker*)
  - a. Why should a parent choose to place their child at Pinecrest Academy of Nevada St. Rose campus?
  - b. Explain the Pinecrest academic strategy.

4. **Management/Campus Knowledge** (*Member Thomas*)

- a. How often do you feel it is necessary as the principal to observe students in the classroom?
- b. What do you know about Pinecrest?
- c. What is your experience with blended learning?
- d. What would you do if the system instructional model was not working for your campus? What would you do if the instructional model was not changed?
- e. How do you take constructive criticism and provide an example.

Mr. Jonathon Haskel addressed the Board and relayed the following during the interview session:

- Parents are an integral part of the community and the school.
- Direct communication with parents allows for conflict resolution.
- Teacher evaluations determine whether or not goals are being met in the classroom, which testing results will designate.
- Positive behavior incentives, positive classroom management, and consistent teacher to parent communication are the most effective management strategies in the classroom.
- Teacher mentoring programs are effective ways for growing and coaching new and current teachers.
- Focus on data points and growth targets will set a tone of continued growth for teachers and students.
- Immediately identifying the source and level of a threat on school grounds would determine the course of action to take ensuring all students and staff are safe and protected. Communicating with parents during and after threats will lead to continued trust and support between parents and school.
- Afterschool time will be available for those families who cannot afford electronic devices and Wi-Fi, as well as providing an electronic device for the school year to those students who qualify.
- Not addressing a concern quickly could lead to bigger issues and a lack of trust and support.
- Maintaining a strong enrollment, improving community involvement, strengthening middle school alignment with the high schools, and continuing a strong culture and climate for students, parents, and teachers would be a top priority for the position.
- Researching for and writing grants, as well as working with the community by fundraising and receiving product donation, would be ways of bringing additional funding to the school.
- Having a collaborative relationship with the teachers who taught in all grade levels would have been beneficial before transitioning as an administrator.
- The high academic expectations, as wells as being a STEM-centered school with strong parent communication and transparency of student data, were reasons a parent should consider choosing Pinecrest Academy of Nevada St. Rose campus.
- A principal should be visiting the students in their classrooms every day.

Mr. Haskel presented the Board with a PowerPoint presentation reflecting his strengths and educational philosophies.

Mr. Terrence Simmons addressed the Board and relayed the following during the interview session:

- Parent involvement was the foundational support to a school.
- Listening, investigating, and following up with the parent would be the steps taken to resolve a parent's complaint.
- Teachers play the number one roll in a student's education as their instructional leader.
- Implementing programs and activities that involve parents, students, and teachers will build good relationships for the school.
- Empowering teachers empowers the school, which in turn empowers the community.
- Aligning with the high schools, building foundational skills in the elementary, and helping teachers to grow in common core standards and best practices would be the top priorities of the position.
- Teaching financial literacy brought greater understanding to the students of how the world works financially and how to make responsible financial decisions.
- Grant writing, fund raising, and working with donors were strengths of Mr. Simmons.
- Pinecrest's academic strategy included the culture within the campus community and the level of academics.
- A parent should bring their child to Pinecrest to receive a quality education that would prepare them for success in their future.
- The STEM program, PLC structure, and a working alignment between middle school and high school were factors in pursuing the principal position at Pinecrest Academy of Nevada St. Rose campus.
- Blended learning was a way for students to interact more with the concept being taught and to experiment more in a lab-type setting.
- Student data results would indicate if a change was needed to the current instructional model. If the instructional model was not changed then a tier support would be developed to assist the students who needed it.
- When a mentor gave constructive criticism Mr. Simmons followed the advice which strengthened the working relationship between himself and the teacher involved.

Mr. Simmons presented the Board with a PowerPoint presentation reflecting his strengths and educational philosophies.

## **7. Discussion and Action to Appoint a St. Rose Principal**

Member Walker thanked the search committee and expressed his appreciation for their time and efforts in narrowing the search to two candidates out of twenty-three applicants. Member Walker continued that it was important to promote from within and to follow the recommendation of the committee, especially since there were no overwhelming issues presented. Member Walker concluded with his recommendation of Mr. Jonathon Haskel as principal for St. Rose.

Member Watkins expressed her appreciation to the search committee and stated that, although Mr. Simmons was an excellent candidate, Mr. Haskell was best suited for the principal position at St. Rose.

Member Seiden agreed with both the recommendations of members Walker and Watkins with no additions. Member Thomas also thanked the search committee and reiterated that both candidates were excellent; however, Mr. Haskel was the most qualified to advance as the principal of St. Rose.

**Member Walker moved to appoint Jonathon Haskel as principal of Pinecrest Academy of Nevada St. Rose campus. Member Watkins seconded the motion, and the Board voted unanimously to approve.**

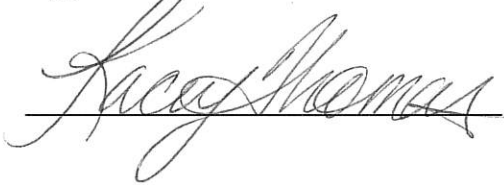
**8. Public Comments and Discussion**

There was no request for public comment.

**9. Adjournment**

**The meeting was adjourned at 9:37 a.m.**

**Approved on:**

A handwritten signature in blue ink, appearing to read "Lucy Thomas", is written over a horizontal line.

7/9/2019

**Secretary of the Board of Directors  
Pinecrest Academy of Nevada**