

Dr. Ben Ploeger *Superintendent of Schools*  
Dawn Rock *HS Principal*



Jessie Coyle *ES Principal*  
Barnaby Payne *MS Principal*

## Board of Directors

September 16, 2020 – 12:30 – 3:00 PM

Kaohsiung American School

No. 889, Cuei-Hua Rd., Zuoying District., Kaohsiung, Taiwan

### KAS MISSION STATEMENT

*KAS challenges students to achieve academic excellence and prepares them to be:*

***Balanced Individuals***

*Academics, arts, athletics*

***Independent Learners***

*Passionate, curious, critical thinkers*

***Global Citizens***

*Aware, ethical, cooperative*

### MINUTES

#### 1. CALL TO ORDER

Chair Ken

Board Chair Ken called the meeting to order at 1:40 p.m.

Roll Call was taken at this time, Board Directors Ken Lin, Denny Ko, David Hwang, Monica Yang, Tony Shien, Susana Yeh, and Julius Tsai were present. Eric Chang is absent at this time. Cory Pavicich was present electronically.

#### 2. APPROVAL OF AGENDA

Chair Ken

Ken moved, Denny second, the agenda was approved as amended unanimously.

#### 3. MATTERS OF PUBLIC COMMENT

Chair Ken

There were no comments from the public.

## 4. CONSENT AGENDA

Chair Ken

- a. Approval of Board of Directors minutes June 8, 2020 (Enclosure)

Ken moved, Denny second, the Board approved the consent agenda items as presented for September 16, 2020.

## 5. SUPERINTENDENT'S REPORT

Superintendent Dr. Ploeger

Dr. Ploeger reported that today he and Principals are going to give a joint report called the Leadership Report. The reason is because the School-wide action plan connects all of their efforts. The 4 main goals of it are Curriculum, Social-Emotional Learning, Child Protection, Staffing and Compensation.

In recent years, our college acceptances are among the best in the school's history. And, with our new college counselor, our students will have a bigger advantage than they have for years. While at the same time, in our ES, there are 44 students' reading below grade level, 23 students are reading well below grade level. And this is just reading – there are also other important subjects. A small number of the struggling students have a learning disability, but most of them do not. They just need to have the appropriate support and curriculum implemented. However, this situation has been the normal situation for decades. It's just that now we are assessing more effectively than ever before at KAS.

This is an opportunity to do better for our students. We have analyzed student data closer than ever before, and we know how to create a better future. For many years KAS has had top quality teachers, but they've been doing the best they can in an unaligned and unconnected system. Our students have also been doing the best they can, but could do even better with the proper support.

When we are strong as a school, it benefits every student. College admissions officers look at the performance of previous KAS students when a new KAS student applies. So, every single student at KAS matters, and we have a duty to ensure that we have the curriculum, and the staffing to meet their needs. This will not be an easy task, because it requires more resources, but the success of every student at KAS is connected to the success of each other.

There are two important elements to meet student needs, one is Program, and the other one is People. Our WASC Schoolwide Action Plan directly addresses our next steps, through four clear goals.

Goal 1 is about Curriculum, we want to ensure a written curriculum is current and accessible, which addresses the needs of a diverse student population and which is delivered through appropriate instructional practices. The Benefits of standardized, accessible Written KAS Curriculum is that more intentional teaching allows for better student outcomes, and better

implementation of an IB education. A written curriculum can be analyzed for gaps, overlaps, teaching methods, etc. and improved. More consistency for teachers at the same grade level. Curriculum for teachers new to KAS.

Goal 2 is to develop a program for Social-Emotional Learning and Wellness to support student growth. In the 2019-20 school year, we expanded the availability of our contracted therapists to better support our students with social-emotional health issues. ES and MS purchased the Second Step Social-Emotional Learning Curriculum. HS: the school counselor planned out lessons for all grades for 20 - 21. The HS counselor facilitated a workshop with the faculty in understanding social-emotional learning in the High School.

Goal 3 is about The Child Protection Policy. It is in its nascency; ensure that it is implemented consistently and accurately in the coming years. Create a process for its regular review, establish the Committee and regular meetings. In what ways we support all members of our community to be safe and feel safe physically, psychologically and emotionally. Goal 4 is that the Board adjusts faculty compensation and salary to be competitive with the regional average within 5 years, and strategically addresses additional staffing needs.

## 6. PRINCIPALS' REPORTS

HS, MS, and ES Principals

Included in previous leadership report

## 7. EXPECTATIONS OF THE BOARD (Policy Ref 4.D) – Superintendent Dr. Ploeger

- a. Dr. Ploeger will present Monitoring Report 1.1 – Education. (Separate Enclosure and Paper Copy Provided)

Recommended motion: “Move to accept the Expectations of the Board Report through 3.A Treatment of Students/Public as conveying reasonable interpretation of the executive limitations as presented.”

- b. Dr. Ploeger will present Monitoring Report 3.A – Treatment of Students/Public. (Separate Enclosure and Paper Copy Provided)

Recommended motion: “Move to accept the Expectations of the Board Report through 3.A Treatment of Students/Public as conveying reasonable interpretation of the executive limitations as presented.”

- c. Dr. Ploeger will present Monitoring Report 3.B – Treatment of Parents/Guardians. (Separate Enclosure and Paper Copy Provided)

Recommended motion: “Move to accept the Expectations of the Board Report through 3.B

Treatment of Parents/Guardians as conveying reasonable interpretation of the executive limitations as presented.”

- d. Dr. Ploeger will present Monitoring Report 3.C – Faculty/Staff/Volunteers. (Separate Enclosure and Paper Copy Provided)

Recommended motion: “Move to accept the Expectations of the Board Report through 3.C Treatment of Faculty/Staff/Volunteers as conveying reasonable interpretation of the executive limitations as presented.”

- e. Dr. Ploeger will present Monitoring Report 3.D – Financial Condition & Activities. (Separate Enclosure and Paper Copy Provided)

Recommended motion: “Move to accept the Expectations of the Board Report through 3.D Financial Condition & Activities as conveying reasonable interpretation of the executive limitations as presented.”

Ken moved, David second, the above 5 items are approved unanimously.

## 8. GOVERNANCE PROCESS THAT SUPPORT OUR GOALS

Chair Ken

### a. Board Committees

#### i. Confirmation of committee members

The Board has appointed the following person to executive officers:

Chair - Ken Lin

Vice Chair - Julius Tsai

Treasurer - David Hwang

Secretary - Denny Ko

Committee Chairs as follow:

Resource Committee - Tony Shien

Nomination Committee - Eric Chang

Finance Committee - David Hwang

Policy Committee: Ken Lin and Dr. Ploeger

Tony moved, Susana second, the appointments were approved unanimously.

#### ii. Finance Committee – Treasurer Denny / Business Manager Candy

#### 1. SY 1920 YTD Income Statement

Ms. Chiu reported that we reached a 105% budget of Expendable Income and spent 90% of the Total Operating Expenses.

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PREPARING BALANCED INDIVIDUALS, INDEPENDENT LEARNERS, AND GLOBAL CITIZENS

## 2. SY 2021 YTD Income Statement

Ms. Chiu reported that we still have 92% of the budget remaining in the Total Operating Expenses.

## 3. SY2021 Budget Adjustment

Due to the unexpected costs of Taiwan's change in regulations about labor Insurance for foreign hires costs, and the added costs of travel, securing Visas and permission to enter Taiwan, COVID-19 testing, quarantine, flight changes, and other difficult logistics. The total amount requested is NTD 2,845,000. The Total Operating Expenses budget is changed from NTD 288,899,578 to NTD 291,744,578.

Denny moved, Ken second, the above items were approved unanimously.

Addition: Approval and ratification of the June, 2020 Finance Committee items. Denny moved, Ken second, the June Finance Committee items was approved unanimously.

iii. Resource Committee – No update

iv. Nominating Committee – No update

v. Policy Committee – No update

vi. Selection of Executive Officers – Chair, Vice Chair, Treasurer, Secretary

b. Board Development

c. Executive Session

The Board went into executive session at 2:53 by unanimous roll call. Ken made a motion to adjourned the executive session at 3:20 p.m., Susana second.

## 10. SCHEDULE OF MEETINGS

Chair Ken

November 17, 2020      12:30 PM Work Session  
   1:30 PM Board Business Meeting

January 19, 2021      12:30 PM Work Session  
   1:30 PM Board Business Meeting

## 11. BOARD MEETING SELF EVALUATION

Chair Ken

## 12. CLOSING COMMENTS

Chair Ken

## 13. ADJOURNMENT

The Board Meeting was adjourned at 3:21 p.m. Tony moved, Ken second, the meeting was adjourned unanimously.

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