

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



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

Board of Directors

June 8, 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 1:22 p.m.

Roll Call was taken at this time, Board Directors Ken Lin, Matt O'Connor, Denny Ko, David Hwang, Eric Chang, Monica Yang, and Tony Shien were present. Cory Pavicich was present electronically. Incoming Director Susana Yeh was present as an observer.

2. APPROVAL OF AGENDA

Chair Ken

Tony 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 March 20, 2020 (Enclosure)

Eric moved, Denny second, the Board approved the consent agenda items as presented for March 20, 2020.

5. SUPERINTENDENT'S REPORT

Superintendent Dr. Ploeger

Dr. Ploeger reported that this is the year we celebrate our 30th anniversary. Although COVID-19 meant we didn't always feel like celebrating, we still accomplished great and unexpected things this school year. The ACAMIS volleyball tournament held at KAS, one of our students had already been invited by the United Nation to present a song he wrote at a United Nations conference in Europe, and many other things. Although those feel like decades ago, they actually happened at the entire half of a school year before we'd even heard of COVID-19. Although this is the year we are facing global challenges and feelings of grief, with the environment changing, our identity, the value and beliefs, skills and capabilities, and behaviors stays the same. We proved that our school's community, character, and resilience cannot be broken even by a world-wide pandemic.

Dr. Ploeger reported the current total student number is 788 (including 24 faculty dependent). 317 in ES, 198 in MS, and 273 in HS. Applications for 2020-21 are already over 255. Pre-K applications already at 27 for next year. We received incredible college acceptances this year. Seniors are headed to world-class places next year, with acceptances at top universities like Brown, Wellesley, Purdue, Johns Hopkins, the UC system schools, and many others. Most important to us is that most students are going to their top 3 choices.

Through the hiring process, there are over 100 applicants for each opening. We have 1 new college counselor, 1 new librarian, 11 new teachers (9 filling existing positions and 2 new positions). We still keep a lower turnover than other International schools.

We are currently in a stronger situation than many other schools in the world, thanks to the Board's leadership and every one in the KAS community's effort.

6. PRINCIPALS' REPORTS

HS, MS, and ES Principals

Ms. Rock reported the School Wide Action Plan will be the guiding document as we go through the next generation of school improvement, and it drive improvement activities for the duration of the plan. There are four main goals in it. Mr. Payne reported the first goal is about our curriculum development. We want to articulate the PK-12 curriculum. Map out what student is learning on every single subject. We want to be able to have published unit plans and daily lesson plans. English proficiency is our number one instructional challenge for English language learners. Ms. Rock reported the second goal is to address social emotional learning. To revise and review our structure and services at the Counseling office. Develop and implement a written and taught curriculum for social-emotional learning and

wellness to support student growth. Ms. Rock is working with our counseling department to discuss what better supports our students. Mr. Coyle reported the third goal is about the child protection. Superintendent will appoint a Child Protection Lead. Mr. Coyle will be the lead next school year. We also form a Child Protection Committee, and now have 7 volunteer staff members. We want to establish a process to review and update the handbook annually to ensure it is in alignment with Taiwanese law. Dr. Ploeger reported the fourth goal is about Staffing and Compensation. To adjust faculty compensation and salary to be competitive. Connects resources to student needs including English Language acquisition and support, reading and literacy learning support, and student emotional and physical health.

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

- a. Dr. Ploeger will present Monitoring Report 1.3 – Board Global Goal 3 - Facilities. (Separate Enclosure and Paper Copy Provided)

Recommended motion: “Move to accept the Board Global Goal 3 – Facilities report as conveying reasonable interpretation of the goal as presented.”

Ken moved, Matt second, item a. was approved unanimously.

- b. Dr. Ploeger will present Monitoring Report 3.E – Asset Protection (Separate Enclosure and Paper Copy Provided)

Recommended motion: “Move to accept the Expectations of the Board Report through 3.E Asset Protection as conveying reasonable interpretation of the executive limitations as presented.”

David moved, Ken second, item b. was approved unanimously.

- c. Dr. Ploeger will present Monitoring Report 3.F – Financial Planning & Budgeting. (Separate Enclosure and Paper Copy Provided)

Recommended motion: “Move to accept the Expectation of the Board Report through 3.F Financial Planning & Budgeting as conveying reasonable interpretation of the executive limitations as presented.”

Matt moved, Ken second, item c. was approved unanimously.

8. GOVERNANCE PROCESS THAT SUPPORT OUR GOALS

Chair Ken

- a. Board Committees
i. Finance Committee – Treasurer Denny / Business Manager Candy

1. SY 1920 YTD Income Statement

Ms. Chiu reported that we have 25% of our budget remaining.

2. Asset Discard

Ms. Chiu reported there are 236 pieces of IT equipment and 81 pieces of chairs need to be discarded.

3. Auditor and schedule

Ms. Chiu reported KPMG will be our auditor, will in the second week of September.

Denny moved, Ken second, the above item was approved unanimously. (Revised: Sep. 16, 2020)

ii. Resource Committee – Director Tony

Update on fence: No response from the education bureau yet.

iii. Nominating Committee – Vice-Chair Matthew O’Connor

iv. Policy Committee – Dr. Ploeger

Policy 3.A - Matt moved, Ken second, Policy 3.A was approved unanimously.

Policy 3.F - Matt moved, Ken second, Policy 3.F was approved unanimously.

b. Board Development

c. Policy Work

d. Executive Session

The Board went into executive session at 2:15 p.m. by unanimous roll call.

10. SCHEDULE OF MEETINGS

Chair Ken

August 20, 2020	8:00 AM Board Retreat Vision 2030, goal setting Schoolwide Action Plan Governance training
September 16, 2020	12:30 PM Work Session 1:30 PM Board Business Meeting Monitoring Reports: 1.1, 3.A, 3.B, 3.C. 3.D Policy review: 3.F, 3.G, 3.H, 3.I

11. BOARD MEETING SELF EVALUATION

Chair Ken

12. CLOSING COMMENTS

Chair Ken

13. ADJOURNMENT

The Board Meeting was adjourned at 2:37 p.m. Matt moved, Ken second, the meeting was adjourned unanimously.