

Special Board Meeting of the Organization November 29, 2021 5:30p.m.	Northland Preparatory Academy 3300 East Sparrow Avenue Flagstaff, AZ 86004
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APPROVED Minutes

- I. Call to Order** Nihal Sarikaya
5:36pm
- II. Pledge of Allegiance** Nihal Sarikaya

III. Mission Statement

Northland Preparatory academy provides a collaborative, well-rounded education through academics, arts, and athletics, and provides educational opportunities for a successful future, while fostering a diverse and inclusive community.

- IV. Roll Call of Members** Nihal Sarikaya, Vice President

	Officers*		Members*
X	Nihal Sarikaya (President)		Scott Keller
	Ian Cribbs (Vice President)		Bonnie Baker
	Susan McCullough (Treasurer)	X	Priscilla Rost
X	Jessica Gabrys (Secretary)	X	Brian Van Meerten
		X	Alicia Vaughan

*Quorum requirement met (6 members present)

	Administrators in Attendance	Others in Attendance
X	David Lykins (Superintendent)	Beth LaCour
X	Jay Litwicki (Principal)	
	Vada Visockis (Assistant Principal)	
	Steve Danner (Business Manager)	

- V. Statement of Welcome** Nihal Sarikaya
-5 Board members
-Superintendent, Lykins
-Principal, Litwicki

Superintendent Lykins and Board President Nihal Sarikaya welcomed the board members and admin that were present.

- VI. Call to the Public (Public Comment)** Nihal Sarikaya
(30 minute time allotment)

There were no calls to the public this evening.

VII. DEI Presentation for Board Subcommittees

- A. June 19, 2020 – November 17, 2021 in review Lykins/Litwicki
Superintendent Lykins presented NPA’s Strategic Priorities, beginning with Diversity, Equity, and Inclusion. He reviewed the series of events that set NPA on

its path, starting with the open letter from ARC in June 2020. Superintendent Lykins presented an extensive list of steps that NPA took to address issues and concerns regarding DEI, such as hiring a trainer, implementing a 21-day challenge and 6-week DEI course for the entire staff, creating SMART goals for admin and a new Mission/Vision Statement for the staff, introducing a new mentoring program for new staff, and more. Each initiative is complete with a sustainment plan, to supplement NPA's mission and vision statement.

The second Strategic Priority is Student Services. Superintendent Lykins explained that in 45 days, an official COGNIA report will be provided to address personnel challenges (SPED director), 4-year ADE Monitoring Cycle including self-assessment monitoring, temporary coordinator/consultant for SPED, and additional department-specific training.

The third Strategic Priority addresses learning loss, which will be addressed through benchmark testing, formative assessments, summer school programs, afterschool enrichment, and SEL-based advisory. Each initiative has follow-up actions, along with additional initiatives, pending results.

Finally, Superintendent Lykins shared COGNIA-provided information that included highlights (NPA's strengths), the impact of NPA's work (NPA supports the individual needs of all learners.), and the catch-all statement (NPA: commitment to addressing DEI concerns). He then posted the six original subcommittee groups within the DEI initiative to realign on needs and maximize progress.

- B. Review 6 subcommittees (discussion on subcommittee realignment to maximize where we are currently and how we proceed forward)

Gabrys/Sarikaya

Board President Nihal Sarikaya provided an overview of each of the subcommittees, what they worked on, and who each committee was led by. She then requested that each board member select a committee with which they will be involved, and ultimately meet in two separate groups to remain in compliance with the Open Meeting Law. The proposal is that NPA will move to two DEI groups of board committees, DEI PAR (Policy, Accessibility, Recruitment) and DEI ATA (Anti-racist Curriculum Development, Training, and Accountability).

Action Item: Discussion and possible action to form 2 Board subcommittees for realignment for diversity, equity, and inclusion efforts.

After a brief discussion, a motion was made by Brian Van Meerten to form two board subcommittees for realignment for Diversity, Equity, and Inclusion efforts. Priscilla Rost seconded the motion which passed unanimously.

- C. Next steps (potential meeting dates)

Gabrys/Sarikaya

NPA will move to two DEI groups of board committees, DEI PAR (Policy, Accessibility, Recruitment) and DEI ATA (Anti-racist Curriculum Development,

Training, and Accountability). The dates and members of each committee will be decided at the upcoming December 13 board meeting.

- D. Open Meeting Law Training update (Dec. 8) Lykins/Sarikaya
Superintendent Lykins provided an update on the Open Meeting Law Training.
The training has been moved to December 8, in person and via Zoom.

XI. Adjournment

A motion to adjourn was made by Jessica Gabrys and seconded by Alicia Vaughan. The motion passed unanimously at 7:06pm.