

The Palmas Academy Board of Trustees Annual Forum

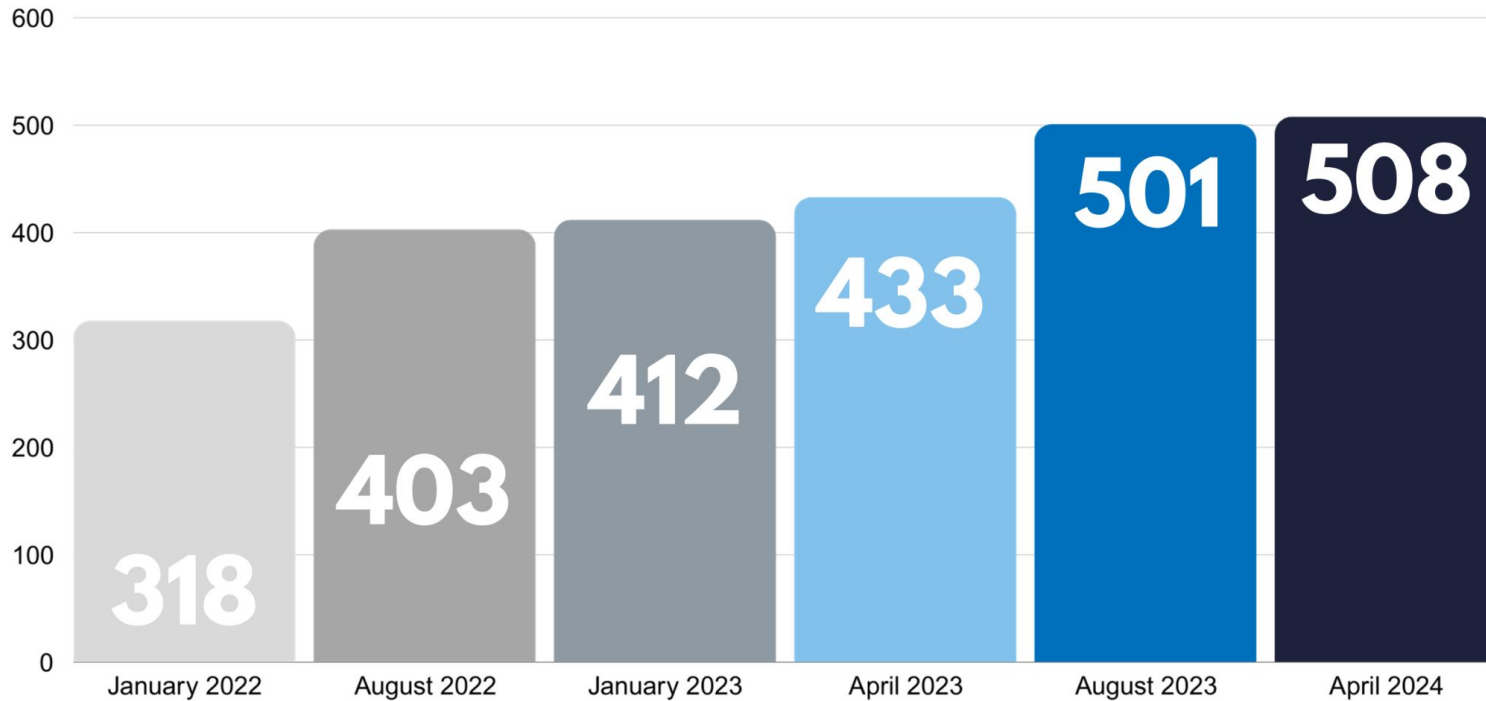
April 16, 2024



Enrollment: Growth, Projections and More...



Enrollment Growth January 2022- April 2023



Enrollment Projections for 2024-25

- The rising senior class is the largest class, it has 56 students.
- All other grades are maxed at approximately 51 students, with four (4) grades close to reaching maximum capacity.
- Projected total enrollment for the start of 2024-25: approximately 550 students.



Additional Staff & Faculty



Added Positions in Administration and Faculty

Added in 2023-24:

- Associate Head of School for Teaching and Learning (3-12) - Mr. Greg Schmitt
- Early Childhood Division Coordinator (K-2) - Mrs. Nicole Rivera
- Dean of Students - Dr. Erin Chamblin
- School Psychologist - Mrs. Nicolle Perez Cortes
- Library & Media Specialist - Dr. Maria De Jesus
- Communications and Public Relations Specialist - Mrs. Carolina Arroyo Lisboa
- IT Specialist - *pending*
- College Counselor - Dr. Isabel Borrás Marin
- College Counselor - Mrs. Vivian Gonzalez
- Two (2) additional, full-time security guards to be on campus.
- Two (2) additional maintenance staff positions.



Additional Staff in 2024-25

Additional Positions - supported by increased enrollment:

- School Operations Manager
- Administrative Assistant - Main Office
- Research Specialist - Secondary School - (assigned to library)
- Additional Security Personnel (total of three full time positions).
- Multiple teaching positions (to maintain lower teacher:student ratios)



Improvements in Academics 2023-24

- Launch & implementation of a dynamic, student-centered teaching approach based on inquiry and elevating critical thinking skills.
- Learners' Profile - drafting and creating a community wide covenant by which all members of the TPA community are to abide
- Commitment to professional development, with multiple workshops taking place throughout the year and more scheduled for the summer.

How is this being implemented?

- Development of a new model for Educator Reflection for Growth (Professional Evaluation).
- Continuous observations of teachers with follow up sessions for feedback to teachers.
- Academic leaders working with an expert, independent consultant that is supporting in the process of inducting the teacher observation cycles and the development of the reflection for growth process for teachers.



TPA Employee Benefits



TPA Employee Benefits - Improvements for 2023-24 and beyond

- Salaries increased by 33% in 2022-23, and steady increases between 3%-7% in 2023-24 and 2024-25.
- TPA contributes 80% to medical insurance costs.
- In August 2023, for the first time in TPA history all teachers and employees were able to register and be part of a 401K plan.
- Continued commitment in budget allocation for professional development in 2024-25.



Other Improvements and Developments

Communications, Fundraising
and Alumni Relations



Other Improvements - Communications

- New communications policy created and published.
- Substantially enhanced school website with new features and regular updates.
- System for updating posts in social media (Facebook, Instagram, etc.).
- Multiple videos featuring students created, including five (5) segments featured in “On The Go PR” on CBS Puerto Rico (Cable TV).

Instagram

thepalmasacademy.pr Follow Message

1,065 posts 1,309 followers 26 following

The Palmas Academy Puerto Rico
Private School
10 Academy Drive, Humacao, Puerto Rico 00791
www.palmasacademy.org + 2

POSTS REELS TAGGED

EVENTS OF THE WEEK
For more details of our upcoming week, please visit our school calendar.
February Apr 12-20, 2024
careers@palmasacademy.org

JOIN OUR TEAM!
Q Job Openings at The Palmas Academy
Q Elementary School Teachers
Q Secondary School Teachers
Q Summer Program Teachers & Coaches
careers@palmasacademy.org

SHOP 4 TPA
Amazon Associates

TOURNAMENT
APRIL 17, 18, 19
TPA COVERED COURT FROM 2:00 PM
PEP RALLY WED 17 1PM
COLLABS
• Sushi
• Pinchos
• Hamburgers
• Hot Dogs
• Much Regal

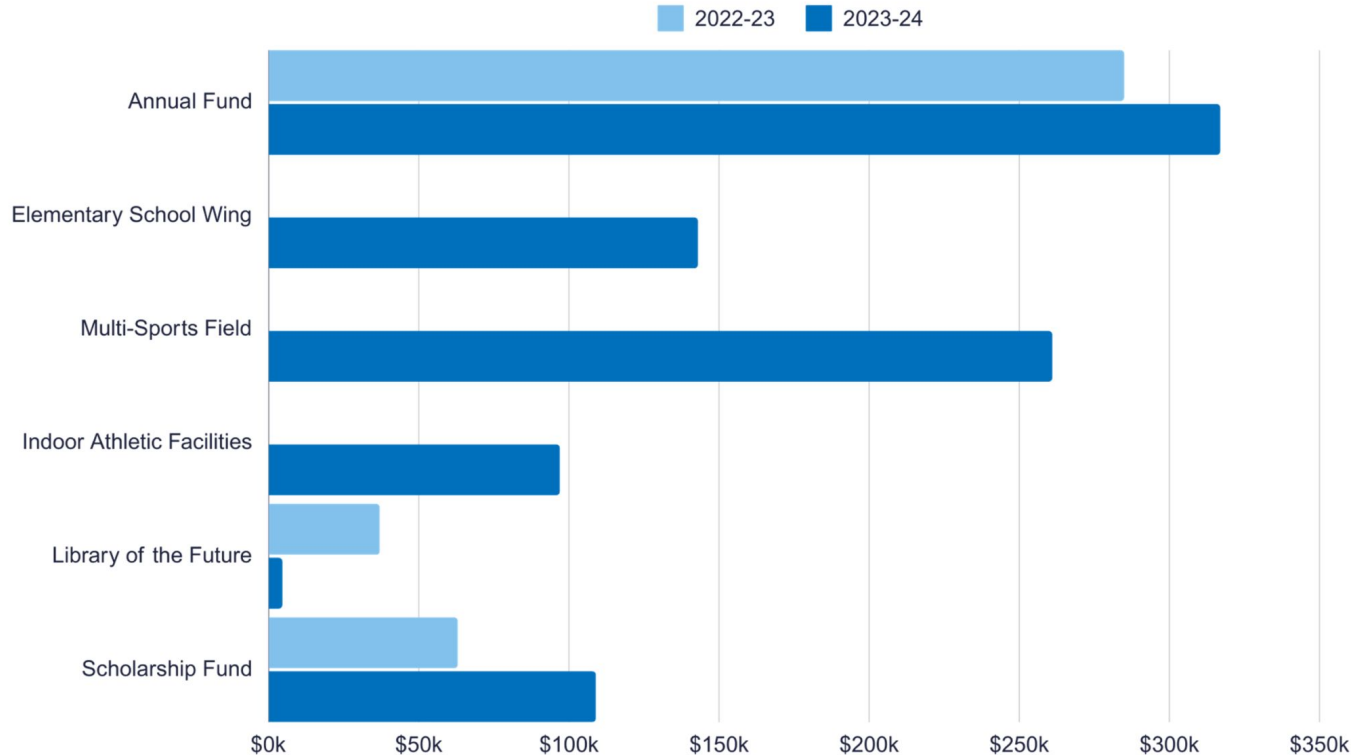
PTO MEETING

Fundraising 2024-25

Impact Snapshot

\$317,725.12	\$143,225.01	\$261,520.16	\$97,125.00	\$109,190.27	\$4,600
+11.2% Annual Fund	+100% Elementary School Wing Fund	+1,145% Multi-Sport Field Fund	+100% Indoor Athletic Facilities Fund	+71.1% Scholarship & Financial Aid Fund	Library of the Future

As of March 2024



From ongoing efforts from 2023 up to April 2024 funds raised sum

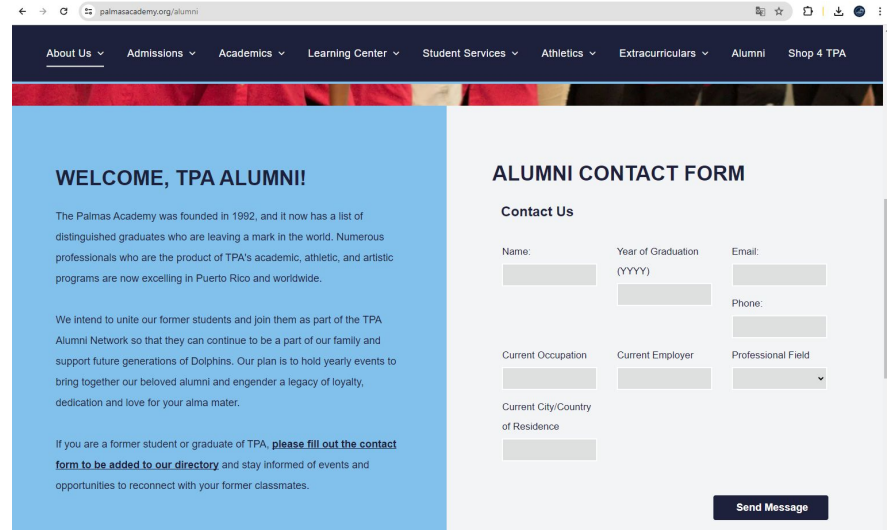
\$1,472,141.61



Alumni Relations 2023-24 and beyond...

Through the revamped website and public relations, we have increased the directory of alumni with the aim of gathering 500 alumni by August 2024. The goal is to bring together as many alumni as possible to:

- Learn of the progress and direction of their alma mater.
- Unify the alumni base by having a yearly holiday gathering (reunion) in Palmas Del Mar to celebrate their friendship and legacy with TPA
- Allow them to support TPA by participating as guest speakers in their areas of expertise, support and attend events, and promote the good will of TPA



The screenshot shows a web browser displaying the TPA Alumni Contact Form. The browser address bar shows "palmasacademy.org/alumni". The navigation menu includes: About Us, Admissions, Academics, Learning Center, Student Services, Athletics, Extracurriculars, Alumni, and Shop 4 TPA. The main content area is split into two columns. The left column has a blue background and contains a "WELCOME, TPA ALUMNI!" heading, a paragraph about the academy's history, a paragraph about the alumni network, and a note about adding former students to the directory. The right column has a white background and contains an "ALUMNI CONTACT FORM" heading, a "Contact Us" sub-heading, and a form with fields for Name, Year of Graduation (YYYY), Email, Phone, Current Occupation, Current Employer, Professional Field, and Current City/Country of Residence. A "Send Message" button is located at the bottom right of the form.



Special Programs Update



Special Programs Update

High Performance Interscholastic Athletics - for student-athletes who have demonstrated a high level of commitment and interest to a sport.

- The sports are tennis, golf, sailing and baseball.
- In August 2023, TPA launched a high performance program in baseball that is currently competing in the PRDR baseball academies league as well as the PRHSAA.
- The tennis, golf and sailing programs are currently being launched and expected to begin in the fall of 2024-25.
- Accommodations for students to be able to train, travel and dedicate more time to their growth and development in their sport

Scholarships and Financial Aid



Financial Aid 2023-24



- **Financial Aid or Financial Support is available for TPA families who demonstrate financial need to meet the family contribution to cover tuition costs.**
- **A third party evaluator system (TADS) is being contracted to objectively assess families who wish to apply.**
- **TPA allocated \$75,000 from the Annual Fund in 2023-24 to support the needs of families who qualify.**

Scholarships

- Awarded to students who demonstrate exceptional aptitude in academics, athletics and/or the arts.
- PHA generously allocated \$75,000 that were awarded in partial scholarships.
- All students must meet and demonstrate financial need (using TADS) in addition to special talents.



Master Plan Update



Improvements in Academics 2023-24



Master Plan Update

In progress:

- Renovated athletic fields, tripling the size of the original facility (now at 365,000 square feet of playable surfaces, including a new FIFA regulation size field, a surrounding 400 meter track, plus a multi use area for practices (baseball, soccer, open spaces).
- Remodeling of current gymnasium - air conditioning, new floors, new bleachers, added bathrooms, office space, storage and training space for strength and conditioning. Can be used for sports as well as assemblies, artistic performances, etc.

Next in line:

- New wing to house elementary and early childhood classrooms.
- Student Center - transform the current cafeteria into a state of the art, flexible use space that can serve as dining, assembly and performance facility.

TPA Board of Trustees



TPA Board of Trustees- Current Members

Mr. David Hurwitz (President)

Dr. Wendy Driscoll (Secretary)

Mrs. Mariel Figueroa
(Treasurer)

Mrs. Liz Colon

Mr. Raúl Cosculluela

Mrs. Mary Jo Espasas
(Emeritus)

Mr. Tyson Hendricksen

Mr. Jason Maddox

Dr. Lilliam C. Morales

Mr. Jaime Pales

Elected Member Composition

- 3 Parents
- 2 Community At-Large
- 1 Alumni

Who Votes

- TPA Parents
- PDM Homeowners

Terms

- 3 Years, staggered (*As recommended by RG175 to ensure continuity and stability*) 2 seats go up for election each year.

Roles & Responsibilities of BOT Members

According to the National Association of Independent Schools - Trustees:

1. Support the school's mission, vision, strategic goals, and policy positions.
2. Are informed about current operations and issues, attend meetings well prepared.
3. Help set policy and focuses on long-range and strategic issues.
4. DOES NOT become involved in management, personnel, or curricular issues.
5. Separates the interests of the school from their personal interests.
6. A trustee who learns of an issue of importance has the obligation to bring it to the head of school, or to the board chair, and must refrain from responding to the situation individually.
7. A trustee contributes to the development program of the school, including financial support, and active involvement in annual and capital giving.

Elections of New Trustees 2024

Suspense Dates for the 2024 Trustee Elections.

- **Document Submissions: May 13-19, 2024**
- **Interviews: May 20-24, 2024**
- **Voting Period: May 28-29, 2024**
- **Announcement of Elected Trustees: First week of June**





Questions?

