

Academy of Accelerated Learning, Inc.

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REGULAR BOARD MEETING MINUTES

DATE: Saturday, September 27, 2025 BOARD MEETING

**VENUE: ACADEMY OF ACCELERATED LEARNING DISTRICT OFFICE
5300 N. Braeswood, Suite 8 Houston, Texas 77096**

President Brooks called the meeting to order at 10:14 am. A quorum was established and in attendance were

Board members: Tommy Brooks, Isaac Ledesma, and Percy Creuzot

Absent: James Douglas, Veda Brown

Also present were Staff: Brandon Chandler (Superintendent), Julian Rhyne, Miranda Bonton, Miranda Bonton

Counsel:

Other: Vikas Mittal (Stratonomics K12), Ankur Dayal (Stratonomics K12)

President Brooks called for a moment of silence.

Reading of the Mission, Vision, and Goals suspended for this meeting

Board Minutes: Percy Creuzot moved and Isaac Ledesma seconded the motion to approve the minutes of the August 12th board meeting. The motion to approve the August 12th minutes carried unanimously.

No Parent or Community Resident appeared at the meeting to comment.

BOARD WORKSHOP:

- i. Presentation and Training by Stratonomics K12

Presentations:

The Stratonomics team made a presentation to the Board outlining the science of strategy leading to priorities set to create value for organizations. The Stratonomics team used examples from the private sector, public service sector, and K-12 institutions to show how the scientific strategies can strengthen outcomes and drive improvements within an organization. Board members were provided with case studies and strategy gap explanations and how they apply to the Academy of Accelerated Learning, Inc. The six Strategy Gaps were explained to the Board and the tools that would be used to gather data to create a strategy for AAL to follow that would increase outcomes, create value for

customers, and find time for frontline employees to do the work they were hired to do. Using this strategy will help enlighten the Superintendent/CEO on how people are using their time. The Stratonomics team would meet weekly with Superintendent Chandler and the Principals either weekly or biweekly to help them implement the strategy across the AAL system effectively. Mr. Brooks asked how the plan would be implemented and was given the above explanation of working with the superintendent and the campus level administrators. Mr. Creuzot asked what the district could expect to see as a result. The Stratonomics team outlined the plan timeline and that results would vary.

The Stratonomics team explained that the strategies will need to be differentiated by campus and the Superintendent must meet with campus principals weekly to help differentiate and implement the strategy. This creates accountability and ensures front line employees are not burdened allowing them to do their work. Mr. Creuzot asked if this is a function of hiring. It was explained that 15% of people hired will not be right for the organization, but may need more accountability and training. If there is no improvement in the 15% of those employees, the district must move to exit those individuals instead of assigning a new training to all employees due to the faults of the 15% of employees. Mr. Creuzot feels that we should go out and get the best talent to work for us. He further stated that if we get the best talent from the beginning, then the 15% improvement of staff would not be necessary. Mr. Creuzot wants AAL to hire people in that understand our mission and can execute it. Stratonomics explained that we must hire people that understands what they need to do and what they must do to be excellent at their jobs. AAL must have a system in place to ensure each person hired understands what is needed to be excellent and ensure alignment to the position. AAL must be able to help people blossom at AAL to accelerate the organization. Having this system in place will attract people to the organization and high performing employees will help bring other high performing candidates to the organization.

The six strategy gaps were explained as well as helping AAL create the graph of the 2 high performing statements for AAL to attract customers to AAL. AAL must be excellent in those 2 areas as they don't differentiate organizations that are similarly performing, ie. If we perform at 82% or 2% better than another school, parents will not see us any different from the other school, so AAL would need to perform at least at 92% or better to be differentiated from mediocre schools. Examples of organizations were provided that showed how the organizations were able to improve and become excellent. The basis is understanding who the customer is and what they value. To gain this information, AAL will survey various stakeholders to understand what they value and then AAL develop the strategy around those elements of value.

The Stratonomics team had each member of the Board and administrative staff come up with the 3 biggest challenges facing AAL and those items were discussed. Financial, Enrollment, and Academics were the 3 biggest challenges facing the district as stated by members of the Board and district. It was further discussed that these 3 items are internally focused and don't add any value to what our customers want. As part of the strategy, AAL will need to shift its thinking to be customer focused and less internally focused. The customer value equation was discussed as it relates to Walmart and how AAL can begin to shift its strategy to add value based on data and science. We must be clear on the 3 things that AAL wants to be excellent at and decide what we can be mediocre at to create overall value for our customers and set ourselves apart from others. Mr. Brooks asked about how we do this when we are heavily regulated versus companies like Walmart and HEB. It was explained that these companies are also heavily regulated as well, if not more regulated. Walmart is one of the most regulated companies due to its size – EEOC regulations, municipality regulations, EPA regulations, etc. The Stratonomics team explained that school districts usually use regulatory frameworks as an excuse to not change, but it is required that schools remain compliant with regulations. Stratonomics gave a school example that could improve under regulations using its strategy.

Mr. Brooks asked about the survey and how we ensure the data is not skewed and we are using the best data. The Stratonomics team explained how the data is collected versus gathering data via a town hall meeting. Using the data that is collected from the surveys it is placed on a scatter plot and the information is used to show where there is lift that adds value. Superintendent explained that we have surveyed staff and got about 75% of participation from staff and the parent survey launched this week and we are working to get as much participation as possible so we have a clear understanding what families value. This creates commonality of specific purpose and unites people, which helps unite AAL and create a clear strategy based on data and science. This eliminates the vagueness in an organization. This allows AAL to offer specific value and allows the organization to assign officers to focus on the 2-3 items that

add value. Mr. Creuzot asked what could be expected if Stratonomics was hired by AAL after the survey results come back. It was explained that the Stratonomics team would work directly with the Superintendent each week to ensure strategy is the focus. Principals would also receive direct coaching from Stratonomics each week or bi-weekly to ensure strategy is being effectively implemented at each campus. The Superintendent would be responsible for holding others accountable with the value-added focus. Stratonomics will assist with execution, but has found the biggest challenge in execution is with Principals and Senior management. Mr. Creuzot asked for more clarity with this. An example was provided. Mr. Brooks also asked about the execution as well, and it was clarified that the entire engagement is for approximately 18-months and it is all inclusive. There are no additional fees that arise. Stratonomics stays engaged to keep the focus on the bigger picture and offer guidance to leaders. Stratonomics would not engage in going to others in the organization to make decisions. They will work directly with the Superintendent and make recommendations based on the observations made.

A lunch break was taken from 11:50AM-12:11PM.

The presentation continued after the lunch break. Discussion continued with how frontline employees would be impacted by the implementation of the Stratonomics strategy. Mr. Brooks gave an example in AAL that illustrated the fear of change when Superintendent Chandler was hired because he was new. Staff was initially fearful, because staff was concerned that new leader may not see the value that is brought to the organization by the employees already in place. Stratonomics explained how they would help with the change facilitation. Twenty percent of time would need to be spent on the change implementation to give more clarity on what each individual needs to do over the next 2 weeks to drive improvement and facilitate change needed to implement the strategy. Support facilitators/coaches would be used to reinforce and provide support to leaders to implement the change. Mr. Brooks asked if Stratonomics has the opportunity to choose who they work with based on the results they help organizations achieve. It was explained by Superintendent Chandler that we were selected by Stratonomics along with one other school (River Oaks Baptist Schools) after AAL expressed interest in working with them to improve our strategy. Stratonomics is here to be fully engaged with AAL to effectively implement the strategy to achieve the desired results. Stratonomics will make a presentation to the absent Board members so there is full understanding by all.

The Stratonomics team had individuals of AAL rate the organization on strategy. There was discussion by the Board how to rate AAL using the strategy gaps. The Stratonomics team explained the rating system of 1-10 based on each statement.

Mr. Ledesma asked Superintendent Chandler how the AAL Board is, and Chandler explained that the Board is supportive, but does ask questions and the Superintendent is expected to get those questions answered. It was explained that the AAL Board is not meddlesome or apathetic. At times the Board does push back on ideas but usually requires additional information to make an informed decision.

EXECUTIVE SESSION:

No Executive Session was convened.

REPORTS/DISCUSSION ITEMS

a. Superintendent Reports:

- i. Multi-hazard Emergency Operating Plan Update
- ii. Safety Audit Update and Submission
- iii. Accountability Update

Discussion:

The Superintendent explained that the MEOP has been submitted to the state as required and the Safety Audit was submitted to the state by the deadline. All Board members were provided with the safety audit and had the opportunity to discuss the audit. Superintendent Chandler updated the Board that the official rating released by TEA shows AAL is a D-rated district due to AAL receiving 3 domain scores of 69, thus meaning that the highest rating that AAL can receive is a D-rating even though our actual rating is a C – 71% rating. The rating has been appealed by the District and we are further enhancing the District Improvement Plan that was developed 2 years ago. It was further explained that AAL is rated an “acceptable” district because this rating follows a “C” rating for the 2023-24 school year.

b. Governance – Board of Directors

- i. Board Training at Texas Public Charter Schools Association Conference: October 6-8, 2025, at Marriott Marquis in Houston, TX

Discussion:

Superintendent Chandler explained that the upcoming conference will take place on October 6th and he will assign each Board member to sessions to attend so that we divide and conquer to get information for the entire Board. Mr. Brooks said he liked that strategy so that we get as much information as possible. Information about the conference was provided to the Board members that will attend.

ACTION ITEMS

- a) Motion made by Mr. Creuzot to Approve the Resolution in support of certification of compliance with Texas Education Code Sections 11.005 and 28.0022; seconded by Mr. Ledesma. Motion passed unanimously.

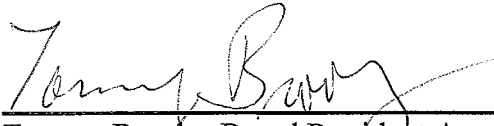
Discussion: Mr. Chandler explained that this is a new requirement by TEA to annually certify that the anti-DEI policies that were passed by the Board in August have been distributed to all staff and consultants electronically and in hard copy form so they are aware of the policies and can comply.

- b) Motion made to have discussion by Mr. Brooks and not approve the motion until the other 2 Board members hear the presentation although there is a quorum that could approve the contract today.

Discussion: Mr. Brooks shared that he is in support of moving forward with the Stratonomics contract as this offers best-in-class strategies, but wants to ensure that the two absent Board members hear the presentation along with the three district level administrators have the opportunity to hear it a second time for buy-in. Mr. Ledesma said the district has come very far and he is excited for this work because this offers AAL more tools to make us better. Mr. Creuzot said he believes now is the time because we will have to do something different because we will have financial difficulty ahead based on the information provided at the previous meeting and Stratonomics offers that plan. Further discussion on how this will help increase student enrollment and the impacts of current loss of student populations in the urban core and do to immigrant demographic shifts. Mr. Brooks explained that we must right-size the organization and double down on what we expect as an organization to increase our performance to attract students so as market dwindles, we stand out as a high performing

district that families want to send their students to.

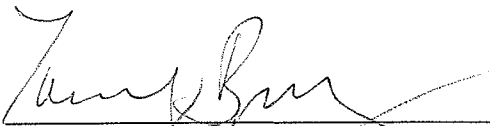
Motion by Mr. Creuzot and seconded by Mr. Ledesma to adjourn the meeting was unanimously approved and meeting adjourned at 3:17 p.m.



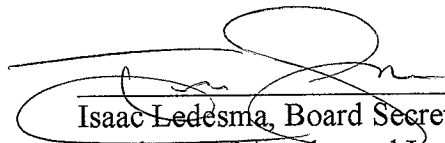
Tommy Brooks, Board President Academy
of Accelerated Learning, Inc.

CERTIFICATE

I certify that these minutes reflect the business of the Board of Directors of the Academy of Accelerated Learning, Inc. For the board meeting held on Saturday, September 27, 2025.



Tommy Brooks, President
Academy of Accelerated Learning, Inc.



Isaac Ledesma, Board Secretary
Academy of Accelerated Learning, Inc.