



**TTAO Board of Directors Meeting
January 23, 2021
1 p.m.-5 p.m.
Virtual Meeting**

Pre-Meeting Activity: Moment of silence for remembrance of C. Lee Turner and to honor his vast contributions to educational theatre in the state of Texas.

I. Call to Order

- ❖ ***Carrie Klypchak called the meeting to order at 1:11pm.***
- ❖ ***Board members present: Dr. Carrie Klypchak, Craig Hertel, Gary Cooper, Jill Ludington, Karen King, Yvonne Phillips-Dupree, Mandy Epley, Jim Mammarella, Paula Rodriguez, Scott Allen***
- ❖ ***Board members not present: Mark Pickell***

II. Changes to the Agenda

- ❖ ***No changes to the agenda were voiced.***
- ❖ ***Scott Allen moved to accept the agenda. Jim Mammarella seconded. Motion carried.***

III. Approval of Past Minutes - for review of minutes, go to <https://www.ttao.org/wp-content/uploads/2020/10/TTAO-Board-Meeting-09.24.2020.pdf>

- ❖ ***Yvonne Phillips-Dupree moved to approve the past minute. Mandy Epley seconded. Motion carried.***

IV. Officer Reports

A. Chair – Dr. Carrie Klypchak

**Chair Report, Texas Theatre Adjudicators and Officials – Carrie Klypchak, PhD
Board of Directors Meeting, January 23, 2021(Virtual)**

General Activities/Information – Since the September Board Meeting, I have:

- attended almost all of TTAO's workshops at TxETA. Special thanks to all of our wonderful members who presented on behalf of TTAO. They represented us professionally, knowledgeably, and graciously.
- met several times with the Executive Committee to plan adjudicator training, revise by-law wording, and develop a recommendation to the Board for submitting By-Law changes for membership voting again in the near future.
- worked with Jill Ludington regarding Election Buddy challenges and our proposed By-Law changes. Special thanks for Jill for all of her absolutely wonderful work in publicizing and running our elections this year.
- contacted all of the nominees for open positions, thanked them for their willingness to serve, and informed them of the results before formal announcement.
- had several phone meetings with the UIL State Theatre Directors regarding OAP 2021 planning arising from COVID complexities.
- communicated with our Virtual Assistant regarding the cancellation of Area Contests, TTAO Connect, etc.
- attended a UIL Advisory sub-committee meeting as TTAO's representative to offer feedback to the State Theatre Director regarding proposed adjustments to OAP during 2021 due to COVID complexities.
- attended an additional UIL Advisory committee meeting as TTAO's representative and offered feedback to the State Theatre Director on a number of points regarding OAP considerations.
- communicated with the Chair of the Core Value Action Committee and approved TTAO representation at Texas Thespians via a workshop on diversity.
- offered my support at the request of one of TTAO's Standards and Practices Committee members on a letter from the Texas Cultural Trust opposing the proposal of the removal of the fine arts credit requirement for high school graduation on HB 434.
- fielded questions from members regarding plans for Spring 2021 OAP, TTAO Connect, etc.
- located materials regarding history of in-depth studios in the organization addressing Middle School teachers as adjudicators.

Respectfully Submitted,
Carrie Klypchak
Chair, TTAO

B. Chair Elect – Craig Hertel

Chair-Elect Report – Craig Hertel

January 2021

Conducted adjudicator training, held virtually on December 4-5. This was the first time we have done this training virtually. Trainees adjudicated a mock contest of 4 plays. Certified 14 new adjudicators.

Thanks to Carrie and Mark for being sounding boards; and to Cathy Huvar, Freddie Buckner, Kim Hines and Joel Garza for providing sample critiques.

Planning for future virtual trainings.

Contest manager on-site trainings are still on hold due to Covid.

Responded to email questions from TTAO site.

C. Treasurer – Gary Cooper

Treasurer's Report 01.23.2021

Gary Cooper

- Since September 2020 Meeting
- Reviewed 990 IRS forms created by TTAO accountant, Anna Swenson. Approved for submittal by Anna.
- Submitted monthly Wells Fargo and Paypal statements to Anna Swenson.
- Continued monthly transfers of funds from Paypal to Wells Fargo Checking Account.
- Reimbursed Jill Ludington for TxETA Awards purchased.
- Created contributions report for Real Change Campaign.
- Paid second half of Tayler Gill's fee.

Texas Theatre Adjudicators and Officials

STATEMENT OF ACTIVITY

January - December 2020

	TOTAL
Revenue	
Membership Dues	19,455.00
PayPal Sales	0.00
Real Change Campaign	2,094.00
Total Revenue	\$21,549.00
GROSS PROFIT	\$21,549.00
Expenditures	
Office Supplies & Software	89.00
Operations	
Books, Subscriptions, Reference Materials	1,577.62
D&O Insurance	904.00
PayPal Fees	894.46
Virtual Assistant	3,500.00
Total Operations	6,876.08
Program Expenses	
Awards	125.80
Scholarships	6,000.00
Travel	934.00
Total Program Expenses	7,059.80
Total Expenditures	\$14,024.88
NET OPERATING REVENUE	\$7,524.12
Other Revenue	
Interest Income	4.51
Total Other Revenue	\$4.51
NET OTHER REVENUE	\$4.51
NET REVENUE	\$7,528.63

Texas Theatre Adjudicators and Officials

STATEMENT OF FINANCIAL POSITION

As of December 31, 2020

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
Business Market Rate Savings (1681)	42,137.36
PayPal Bank	48.25
Wells Fargo Business Choice Checking (5444)	4,073.45
Total Bank Accounts	\$46,259.06
Other Current Assets	
Undeposited Funds	0.00
Total Other Current Assets	\$0.00
Total Current Assets	\$46,259.06
TOTAL ASSETS	\$46,259.06
LIABILITIES AND EQUITY	
Total Liabilities	
Equity	
Net Assets	38,730.43
Retained Earnings	
Net Revenue	7,528.63
Total Equity	\$46,259.06
TOTAL LIABILITIES AND EQUITY	\$46,259.06

D. Communication Director – Jill Ludington



January 16, 2021
 TTAO Board Meeting
 Report of the Communications Director

I want to thank Mandy Epley to the Communication Team. She has continued to provide a wealth of knowledge, creativity, and ideas. Thank you, Mandy.

TTAO Membership

TTAO Membership	Current Members	Lapsed Members	Lifetime Members
Adjudicators	304	166	42
TTAO CMs	163	80	21
Non-TTAO CMs	3	339	0
Total Current Members	368	607	49

As expected, TTAO membership numbers have increased since our last report. However, we are down a bit from the previous contest season. We assume this is due to the current COVID situation and members choosing to sit this year out for personal safety concerns.

All new adjudicators certified through the online training were emailed a welcome email and invited to join the TTAO FB page once their dues were paid.

Mandy Epley and I continue to work on keeping our membership updated and informed through social media, email, and newsletters. I post on our TTAO Adjudicator and TTAO Contest Manager Facebook pages and continue to manage the membership requests to join the pages and answer membership questions. Mandy works on organizing and formatting information for our quarterly newsletter.

We worked on updating our Communications Calendar through June and Mandy will be creating our Spring Newsletter following our January Board Meeting in order to keep our membership up to date.

Mandy provided our membership with the ability to purchase updated TTAO Swag.

Elections were a large part of our duties since TxETA. The nominees’ bios and videos were collected and promoted to the membership through the website, FB pages, and the newsletter. Member questions and voting issues were addressed and answered. Although members were sent 5 reminder emails through Election Buddy and reminded on our FB pages about the election and voting, we did not meet the required 67% of our membership vote in the affirmative of any by-law change. 51% of our membership voted in this election. 98.8% of the membership did support the by-law change, so we do know that the majority of our membership supports this change to the by-laws.

The open position election results do not apply to the quorum mentioned above and were as follows:

Election ResultsBoard of Directors: Chair-Elect

Ezekiel Morgan: 81 votes (45.3%)
Yvonne Phillips-Dupree: 98 votes (54.7%)

Yvonne Phillips-Dupree wins with 54.7% of the vote.
Votes tallied: 179
Abstentions: 6

Board of Directors : Director-At-Large

Omar Leos: 61 votes (34.3%)
Phillip Taylor: 117 votes (65.7%)

Phillip Taylor wins with 65.7% of the vote.
Votes tallied: 178
Abstentions: 7

Standards and Practices Region 1- Contest Manager

Tana Howard: 115 votes (66.5%)
Tim Tatum: 58 votes (33.5%)

Tana Howard wins with 66.5% of the vote.
Votes tallied: 173
Abstentions: 12

Standards and Practices Region 1- Adjudicator

Bob Chanda: 53 votes (29.8%)
Kathy Harvey: 125 votes (70.2%)

Kathy Harvey wins with 70.2%
Kathy Harvey: 125 votes (70.2of the vote.)
Votes tallied: 178 Abstentions: 7

All members running for a position were contacted by the Chair with the results. All membership was notified of the results through email, FB page, and TTAO website.

Respectfully submitted,

Jill Ludington
TTAO Communications Director

V. Reports of Select Committees

A. Real Change Committee – Karen King

REAL CHANGE COMMITTEE REPORT January 20, 2021 -UPDATED January 23, 2021

Committee Chair – Karen King;
Members: Freddie Buckner, Kim Hines, Luis Munoz, Gary Cooper
Formed at the annual Summer Meeting, Real Change is a fund-raiser



REAL CHANGE STATEMENT: WHAT IS REAL CHANGE: TTAO's fund-raising campaign to place needed dollars in our socio-economically disadvantaged communities. Money raised will be used to fund TxETA convention attendance, summer camp tuitions, clinics, and guest artists.

A trip to TxETA, the Thespian Convention, tuition for a Summer Drama Camp changes lives and helps expand theatre in our communities, which affects our society as a whole. Be part of the real change, and as you accept your contracts for this upcoming UIL OAP season, think about donating and be the difference in implementing Real Change.

- The donation button is live now on the TTAO site and is being promoted on TTAO's social media site. Adjudicators have the ability to make a one time donation or a monthly recurring donation.
- Real Change was promoted at our Open Forum on 9/26
- Since the launch – from 8/15 – 12/31/2021 – TTAO's PayPal Donation account reflects 22 members donating totaling a net receipt after fees of, **\$2,094**. The goal is \$22,000 and the suggested donation is \$45/contest.
 - This amount allows the committee to begin development of the award parameters in order to distribute the funds.
 - It was decided that the first award shall be named in honor of C .Lee Turner as he truly represented Real Change and was real change for Texas Theatre. *This was decided during the Awards Committee meeting.*
- Due to the cancelation of the Area Contests, our goal is now reduced by \$6,480.00, making our new goal - \$15,520.00
- According to the last report, only 22 out of 364 members have donated. This equates to about 5% of our current membership. We can do better.

Next Actions:

- Complete Testimonial Video regarding how opportunities to engage in the activities which Real Change funds, has enriched lives and did, in effect, create Real Change. March 1, 2021.
- Create a Memo for all CM's to hand to adjudicator's at the contest for donations
- Request weekly blasts on our social media accounts to continue to promote campaign.
- Form an "awards" committee to create parameters and submission requests for funding.

B. Core Values Action Committee – Yvonne Phillips-Dupree

**Core Values Action Committee Report
January 19, 2021**

The professional development team from the Core Values Action Committee presented a diversity session for teachers at the Texas Thespians Festival on November 21, 2020. It was the first in a series of diversity focuses workshops designed for teachers.

Phillip Taylor met with the Texas Thespians Board of Directors in December and the committee communicated the following:

- The TTAO session was extremely beneficial to teachers and board members. They have since seen lots of members reviewing the content (since it was a recorded session).
- The board thanks TTAO for their contribution, as it provided a good platform for the Texas Thespians Diversity Committee to begin their planning.
- They look forward to continuing a partnership and sharing equity and diversity related resources.

Agenda below and attached:

Date:	November 21, 2020
Purpose:	CVAC Introductory meeting to discuss big ideas and develop subcommittees.
Location:	Zoom
Meeting Planner:	Phillip Taylor & Jenae Glanton
Time:	9:00 AM
Presenters:	Phillip Taylor, Yvonne Phillips-Dupree, & Jim Mammarella
Attendees:	Texas Thespians Directors (Teachers Only Session)

Welcome & Introductions

Review of TTAO
Statement

<https://www.ttao.org/core-values/>

TTAO Core Values Action Committee Presentation to Texas Thespians
(PowerPoint/Recorded Session)

- Creating a Safe & Brave Space in Our Session and in your Classrooms & Rehearsals- Yvonne Phillips-Dupree (20 minutes)
- The focus of the introductory conversation is to establish a safe environment to have courageous conversations during the session and for teachers to take the skills back to their classroom and rehearsal process.
- Preparation for Contest & Beyond - Jim Mammarella (30 minutes)
- From the adjudicator's perspective and how it transfers to director rehearsals and beyond. Share research practices as it relates to the historical context in which the literature may be written or set.

- Discuss ways to incorporate healthy dialogue about the historical scenario in literature and how they might be relevant in today's society. Additionally, share best practices in dramaturgy for understanding the context of the world of the play, using *To Kill a Mockingbird* as the example to research Jim Crow Laws, etc.
- Cultural Responsiveness in the Feedback Process for Students - Phillip Taylor (30 minutes)
Tips for providing culturally responsive feedback to students that can transfer to teachers' classrooms and rehearsals.

Respectfully submitted,

Phillip Taylor - Core Values Action Committee, Chair

Yvonne J. Phillips- Dupree - Board of Directors, Liaison

V. Old Business

A. **Membership Demographics – Mandy Epley**

January 23, 2021

TTAO Board Meeting

Report of the Communications Director Elect



Revised TTAO Demographic Survey Based on Board Meeting Feedback:

TTAO Survey Information to be Shared with Members Prior To Survey

Purpose: Survey current and future TTAO Membership to correlate membership demographic data with the students we serve in efforts to recruit membership to better represent the students of Texas and continue to understand and support these students in the work we do as adjudicators and contest managers.

Sharing TEA demographic data with TTAO members aligns with our core values, specifically, the value of diversity.

Diversity: We celebrate differences and include all the varied voices that represent students and the communities we serve.

By reviewing the enrollment data of public-school students in Texas, we seek to understand and improve our practice to meet the needs of those we serve.

Through collecting demographic data from our members, we can continue our work to outreach, educate, and meet the needs of our current adjudicators and seek out new members to reflect the community we serve. **The data collected will not be shared with the public by member name.**

Highlights from Enrollment in Texas Public Schools published by the Texas Education Agency, August 2020

*The most recent data is one year behind the current year

- In the 2009-10 school year, 4,847,844 students were enrolled in Texas public schools. By 2019-20, enrollment had risen to 5,493,940 students. Over the 10-year period, total enrollment increased by 646,096 students, or by 13.3 percent.
- In 2019-20, statewide enrollment increased from the previous year by 1.1 percent.
- Across the five largest racial/ethnic groups in 2019-20, enrollment increased from the previous year for African American, Asian, Hispanic, and multiracial students and decreased slightly for White students.
- Across the same groups, Hispanic students accounted for the largest percentage of total enrollment in Texas public schools in 2019-20 (52.8%), followed by White (27.0%), African American (12.6%), Asian (4.6%), and multiracial (2.5%) students.
- The percentage of students identified as economically disadvantaged in 2019-20 (60.2%) was higher than the percentage identified in 2009-10 (58.9%).
- Between 2009-10 and 2019-20, the percentage increase in the number of students identified as economically disadvantaged (16.0%) was greater than the percentage increase in the student population overall (13.3%).
- The percentage of students identified as English learners grew from 16.9 percent in 2009-10 to 20.3 percent in 2019-20.
- Between 2018-19 and 2019-20, the number of students identified as homeless increased by 7.6 percent, or by 5,514 students.
- The percentage of students served in special education programs increased from 9.8 percent in 2018-19 to 10.7 percent in 2019-20.

Table 4
Enrollment by Race/Ethnicity, Texas Public Schools, 2009-10 Through 2019-20

Year	African American		American Indian		Asian		Hispanic		Pacific Islander	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
2009-10	632,401	13.0	26,467	0.5	162,032	3.3	2,398,684	49.5	6,201	0.1
2010-11	637,722	12.9	23,602	0.5	169,338	3.4	2,480,000	50.3	6,127	0.1
2011-12	640,171	12.8	22,383	0.4	177,185	3.5	2,541,223	50.8	6,257	0.1
2012-13	646,182	12.7	21,795	0.4	183,789	3.6	2,606,126	51.3	6,644	0.1
2013-14	652,719	12.7	20,225	0.4	189,906	3.7	2,668,315	51.8	6,801	0.1
2014-15	660,952	12.6	21,480	0.4	202,229	3.9	2,722,272	52.0	7,112	0.1
2015-16	668,338	12.6	20,917	0.4	213,394	4.0	2,767,747	52.2	7,406	0.1
2016-17	674,718	12.6	20,767	0.4	225,294	4.2	2,809,386	52.4	7,700	0.1
2017-18	680,777	12.6	20,586	0.4	235,491	4.4	2,827,847	52.4	8,026	0.1
2018-19	685,775	12.6	20,414	0.4	242,657	4.5	2,854,590	52.6	8,271	0.2
2019-20	692,925	12.6	20,062	0.4	250,463	4.6	2,899,504	52.8	8,481	0.2
10-year change	60,524	9.6	-6,405	-24.2	88,431	54.6	500,820	20.9	2,280	36.8

Year	White		Multiracial	
	Number	Percent	Number	Percent
2009-10	1,547,693	31.9	74,366	1.5
2010-11	1,538,409	31.2	78,419	1.6
2011-12	1,527,203	30.6	84,157	1.7
2012-13	1,521,551	30.0	89,753	1.8
2013-14	1,517,293	29.5	96,666	1.9
2014-15	1,515,553	29.0	102,467	2.0
2015-16	1,513,027	28.5	108,899	2.1
2016-17	1,505,355	28.1	115,907	2.2
2017-18	1,504,515	27.9	122,440	2.3
2018-19	1,490,299	27.4	129,904	2.4
2019-20	1,483,688	27.0	138,817	2.5
10-year change	-64,005	-4.1	64,451	86.7

Note. Parts may not add to 100 percent because of rounding.

TTAO Membership Survey:

Name:

What is your age?

- 21 - 35
- 36 - 50
- 51 – 65
- 65+
- Prefer not to answer

What is the highest degree or level of education you have completed?

- Bachelor's Degree
- Master's Degree
- Ph.D. or higher
- Trade School
- Prefer not to answer

What gender do you identify as?

Man
 Women
 Transgender
 Non-Binary
 Other _____ (Fill in the blank)
 Prefer not to answer

Which of the following best describes you?

Please select one answer. Although the categories are not inclusive of all possible choices, these category names allow for the results of the TTAO membership survey to be compared to the enrollment demographic data of students in the public school system in Texas provided by TEA.

American Indian/Alaskan Native
 Asian
 Black or African American
 Hispanic/Latino
 Native Hawaiian or Pacific Islander
 White
 Prefer not to answer

How many years have you been a UIL One Act Play adjudicator?

0 - 5 years
 6 - 10 years
 11 - 20 years
 21+ years
 I have never been a UIL One Act Play adjudicator

How many years have you been a UIL One Act Play contest manager?

0 - 5 years
 6 - 10 years
 11 - 20 years
 21+ years
 I have never been a UIL contest manager

Please tell us what trainings would be helpful to you to better serve theatre educators and students through the UIL One Act Play competition?

Respectfully submitted,

Mandy Epley
 TTAO Communications Director Elect

- ❖ *Board will further discuss TTAO Membership Survey implementation at June meeting.*

B. Middle School Theatre Directors as Adjudicators

- ❖ *Karen King motioned that it has been determined that TTAO does not have the power to decide who can and cannot judge. TTAO recommends that UIL review the wording of this in the handbook to make sure that it reflects who UIL desires to have adjudicating. Craig Hertel seconded the motion. The motioned carried.*

- ❖ *The board went into recess for 10 minutes.*

VI. New Business

- A. By-Law Changes and Voting Timeline Recommendation/Approval for Quorum/Selected Appointments, etc.**
- ❖ *Yvonne Phillips-Dupree motioned that we re-offer the by-law changes in September for membership voting. Mandy Epley seconded the motion. The motion carried.*

 - ❖ *Karen King motioned that if next meeting is via Zoom that it will count as an in-person meeting for quorum purposes. Scott Allen seconded the motion. The motion carried.*

B. OAP 2021 Updates – Paula Rodriguez

UIL Theatre Report

Activities since September 2020

- UIL Student Activity Conferences held in October and November.
- Workshops for Theatrefest and Texas Thespian conference.
- Assisted Contest Host sites, Managers and Adjudicators assigning/reassigning sites and contest assignments.
- Legislative Council was held in October 18-19. No new proposals.
- 35 Junior high contests were held (based on entry forms) in the fall with 3 cancellations. Followed up with contest manager and adjudicators regarding safety issues.
- Participated in several meetings to discuss COVID-19 protocols with the Theatre Advisory Committee and their subcommittee, with Fine Arts Directors around the state, and with the NFHS (National Federation for State High Schools Associations) Performing Arts Section.
- Continue to work/plan safe and equitable contests for all OAP participants with continued discussions with directors, adjudicators, administrators and contest managers.

ANNOUNCEMENTS

- UIL Building remains closed until further notice. UIL employees working remotely.
- OAP enrollment on October 1 was 1215.
- Nearly 400 scripts submitted through the play approval process. Many plays previously not approved were approved due to COVID-19.
- Fall Academic Updates to the UIL Covid- 19 Risk Mitigation Guidelines were posted on website and sent to directors, Area contest managers and Adjudicators.
- Festivals/Clinics. The minimum number of schools at a host site is not required. A school may bring a critic to their home campus. A school's session may not exceed more than 2 hours this includes the performance of the contest entry and critique. The host school must submit a Festival Form to state office that includes name of school, administrator, play title and clinician's name.
- Critiques, Awards and Meetings. Critiques may occur before results are announced. Critiques, director's meetings and awards ceremonies may be held live or virtually through video conferencing.
- Spring OAP Temporary Waivers and Modifications
- Mandatory Face Coverings
- Social Distancing
- Elimination of the Area contest
- Advancing 3 from District to Bi-District

- 2 from Bi-District to Regionals
- 2 from Regionals to State
- Waiver of the 60 second time limit
- Additional safety protocols will be the responsibility of the host site. Protocols should be communicated to Schools and Adjudicators.
- Contest Schedule-more flexibility on scheduling depending on the host site/area, COVID-19 Level....
- Flexibility for Director Meetings, Critiques and Awards including choosing the written evaluation over verbal critique if a school is unable to stay for critique due to district policies.
- Regional and State Meet might be held over two days for safer management of the contest.

Respectfully Submitted,

Paula Rodriguez
UIL State Theatre Director

- ❖ *The Board expressed support and thanks to Paula Rodriguez for her tireless efforts in managing the UIL One-Act Play contest during this ever-changing Covid pandemic and the challenges it brings.*
- ❖ *UIL is working on adjusting adjudicator ballots per the changing of the number of advancing shows at the Bi-district level, and is considering the ballot criteria that will can no longer be assessed due to Covid restrictions and guidelines.*
- ❖ *It will be important for UIL and TTAO to communicate these changes to our TTAO membership.*
- ❖ *Discussion of the concern of the new virus strand from England was discussed, including the studies of this new strand affecting youth at a higher level.*
- ❖ *The Board discussed the importance of communication between schools, contest managers, and adjudicators regarding any requested alterations to previously agreed upon contracts due to possible school withdrawal due to Covid. It is TTAO's stance that the original contract be honored, even if a participating school withdraws due to Covid.*

C. Awards Update – Service, Legacy, and Special Recognition

- ❖ *There were nominations made for these awards and the Board will vote on these following discussion and recommendation from the Awards Committee.*

VII. Closed Session

VIII. Comments, Announcements, Other Business

- A. Continuing of Officer Manuals Development – Please plan to submit document to Carrie Klypchak by April 1.

- B. Next Scheduled TTAO Meetings (still TBD as to whether these will be in Austin per the usual or virtual, but please reserve appropriate days):
Standards and Practices – Friday, June 11
Board of Directors: Saturday, June 12 and 13 (Virtual)

IX. Adjournment

- ❖ *Yvonne Phillips-Dupree motioned to adjourn the meeting. Jim Mammarella seconded the motion. The motion passed and the meeting was adjourned at 4:45pm.*