

ENTHEOS ACADEMY BOARD MEETING MINUTES

April 23, 2020 6:30pm

Via Google Hangouts Meet meet.google.com/wpg-sewn-ijg

OPENING

- I. Roll Call
 - a. Board Members Present: Jaren Gibson, Xazmin Prows, Corey Mecham, Adrienne Olsen
 - b. Board Members Excused:
 - c. Administrators and Staff also present: Annette Barney, Sue Talmadge, Deb Ivey, Brian Cates of Red Apple, Mat Edvik, Esther Blackwell, Brian Storrs, and Jason Bennion
 - d. Administrators Excused: none
 - e. Time: 6:33 pm
- II. Meeting Opened by Jaren Gibson (6:33 pm)
- III. Opening prayer offered by Xazmin Prows (6:33 pm)
- IV. Motion to hold meeting online only due to COVID19 restrictions
 - a. Rod Eichelberger motions to hold this meeting online. Deb Ivie seconds. Motion passes by unanimous vote (6:35 pm)
- V. Mission Statement by Xazmin Prows (6:36 pm)
- VI. Approve minutes from 3/26/2020 (6:36 pm)
 - a. Stand approved
- VII. Entheos Value Presentation by Deb Ivie (6:37 pm)
 - a. Deb spoke about how service learning has evolved in the school. It began with some hesitation but some support. As time has progressed it has become clear that if service learning is taught well, excellence and leadership will be acquired in turn by students.

PUBLIC COMMENT

- I. Public Comment: (6:41 pm)
 - a. NONE
- II. Response to Public Comment: (6:42 pm)
 - a. NONE
- III. Jaren asks to check in with the administration for how they are all doing in this difficult time.
 - a. Esther feels routine is formed and administration and staff are doing much better than when the change to distance learning initially began. Esther has been impressed with how well the teacher crews have adapted and continued to push forward.

INFORMATIONAL ITEMS

- I. Questions and Feedback regarding Executive Director's report by Esther Blackwell (6:44 pm)
 - a. Distance learning is going extremely well and Esther is very pleased with balancing the most important things (examples basic math, having kids read and write) but providing other supplemental learning opportunities for parents to work with their children. Entheos has an asynchronous learning program—learning opportunities are not at a fixed time in the day, but available for participation whenever works for families and students.
 - b. 2 more cases of COVID19 were confirmed within the Kearns campus population. Tracking of cases is now done at the health department level.

- c. Next year may not be a typical school year and will continue to have impact but the exact details are unknown.
 - d. Some end of year events have been cancelled, including adventure trips. Celebration of Service will be happening in a virtual format. Passages will be in a virtual format as well. Student Led Conferences will be held, but restrictions make it more of an informal review and will need to be held virtually as well.
 - e. Continuing programs include: crew is still happening weekly for employees, classes are doing virtual crew but attendance is not mandatory to fit within the asynchronous learning.
 - f. Entheos will receive some funds from the CARES Act, about \$160,000 between both campuses. The timeline of receipt of funds is unknown at this time. Esther has applied for additional funds based on the demographics of the school and the increased impact from the recent earthquakes.
 - g. Refinancing for bonding is still moving forward at the advice of Red Apple and Financial Advisor, Clint. The presentation to Moodys is the current focus of work.
 - h. A big portion of School Land Trust money was going to go to conferences. That money will likely need to be reallocated toward technology as conferences are being canceled or rescheduled. The same applies to the RDA grant money since it was for conferences as well.
 - i. National school lunch program has become extremely important as families are struggling and we are serving more meals.
 - j. Brian Storrs will be leaving Entheos to another position out of state. The position is posted and Esther requests board guidance on when and with whom to hold interviews.
 - k. Xazmin Prows stated she is impressed with how well teachers and staff have performed during COVID19.
 - l. Jaren asked for board member agreement to hold interviews meetings as a whole board in the coming weeks. Wednesday and Thursday evenings for the next 2 weeks will be reserved for this purpose as a board meeting special session.
- II. Questions and Feedback regarding Magna Director's report by Brian Storrs (7:03 pm)
- a. Brian expressed that leaving Entheos was a difficult decision, but his health and family well being necessitate this change. He appreciates how well things have gone at the school as this will make the transition to a new director less difficult.
 - b. Enrollment for this year is steady. The waitlist of next year needs some work and methods to improve it are being discussed and implemented.
 - c. End of year events being cancelled has been difficult but there is still excitement around the virtual events.
 - d. Discovery learning is still taking place with kits being handed out to families at lunch pick up with service opportunities. Teachers have been striking a good balance between school work and concern for student well-being.
 - e. Staff Spotlights include Fidas Penate, Jeff Stirland and Michelle Stratton.
 - f. Open for questions: none
- III. Questions and Feedback regarding Kearns Director's report by Esther Blackwell (7:13 pm)
- a. Enrollment is steady and next year is pushing to maximum numbers.
 - b. Staff Spotlights include Reagen Nielson, Shirley Stevenson and Misty Startup.
 - c. Open to floor to questions: none
- IV. Budget and Finance Report, Brian Cates Reporting (7:18 pm)
- a. This report is as of the end of March. Not a lot of change as metrics go 3.4% operating margin. Cash is still doing well. PTIF statement had a drop off due to stock market volatility. There have been wide fluctuations in the market but cash position is still

strong at 130 days cash on hand still. Hovering near 75% mark in almost every category. Given a lot of guidance from the state a lot of deadlines have changed including budgets can be approved as late as August. We are working on the budget for next year. Currently the state says to plan on no increase in funding, though one was approved previously. Budget plans are going to be within state guidelines

- b. Esther Blackwell stated the school is doing a really good job of keeping individuals employed by adjusting roles and that is one of the school's primary goals. Other expenses like curriculum budgets have been frozen to help keep cash available for payroll.
- c. Jaren Gibson expressed appreciation to administration for keeping staff working and receiving much needed pay.
- d. Open for further questions from board: none

DISCUSSION ITEMS

- I. Magna Work Plan Review by Brian Storrs (7:27 pm)
 - a. Priority for students is Math and Language Arts. The other subjects are supplemental and optional. This priority is communicated to parents and teachers are doing best to support families with effective learning and health.
 - b. Data inquiry meetings are looking at the iReady data. That is showing our participation and who is logging on and the minutes we have been seeing. When we were told the average is 70% and we felt bad about that, but Janey Stoddard, EL designer, had to clarify that the state average for participation is 47% during COVID19. Thus our school is doing really good. We are seeing less engagement with middle school students. Many are caring for their siblings in this time along with the typical middle student engagement challenges. Teachers are following up and checking in with unengaged students and making sure they have the materials they need.
 - c. Open for questions: none
- II. Kearns Work Plan Review by Esther Blackwell (7:34 pm)
 - a. iReady minutes are showing good participation as well at Kearns. Expediary learning has also put students in a strong position with learning experiences at home and the hands on learning taking place. And teachers are working hard to reach out to families that are not connecting.
 - b. High quality is continuing to focus on adjusting expeditions with Janey Stoddard, especially in regards to updating science expeditions for the new standards
 - c. Character plan cannot be further implemented in the distance learning format, but we are considering other ideas for character recognition.
 - d. There are two new staff members Anna Clark and Lauren Jackoby. Both were paras and now moving into teaching positions. Kearns is looking for a middle school math teacher and a SPED teacher or behavioral expert. Mark Gardener and Brian Crown will both be leaving Entheos creating those hiring needs.
 - e. Xazmin Prows asked about the adventure position being combined with the PE position. Esther clarified that the Adventure program is still happening and she can bring further details to the next regular board meeting, but this shift is still in process.
 - f. Open for questions: none
- III. Board Development (7:43 pm)
 - a. Looking forward in the calendar Board Retreat is end of June. There is probably more question than answers to that question. The board may need to consider what dates to make available for the retreat.

- b. Safety Committee has a vacancy and a new board member needs to be appointed.
 - i. Open for a volunteer. Xazmin Prows and Rod Eichelberger volunteer.
 - ii. Xazmin Prows is appointed to the committee.

ACTION ITEMS

- I. Motion to approve the new policy 4301 Educator Exit and Engagement Surveys
 - a. Sue Talmadge reports this is a requirement the state has put out that we put out exit surveys to any teachers that are leaving and this is the policy to support that.
 - b. Questions: none
 - c. **Adriane motions to approve the Educator Exit and Engagement Surveys policy. Deb Ivie second. Passed by unanimous vote. (7:51 pm)**
- II. Motion to approve the updated policy 5301 Student Membership Reporting Procedure
 - a. Xazmin and Annette explain this the same as in the past but updated to standards and to remove an example letter and only setting forth standards in the letter.
 - b. **Corey Mecham motions to approve the updated Student Membership Reporting Procedure. Rod Eichelberger seconds. Passes by unanimous vote (7:53 pm)**
- III. Motion to remove the Student Withdrawal and Transfer Procedures from board policies, but the information may remain within administrative policies and procedures.
 - a. Annette explains this policy was passed down over time and only contains administrative transfer and withdrawal codes. It is not a valid policy and should only be used for administrative purposes.
 - b. **Adrian Olsen motions the Student Withdrawal and Transfer policies be removed from board policies. Xazmin Prows seconds. Passes by unanimous vote (7:54 pm)**
- IV. Motion to approve the updated policy 6202 School Instruction for Sex Education
 - a. Xazmin Prows explains this policy is unchanged, but we are required to approve every year
 - b. **Rod Eichelberger motions we approve the School Instruction for Sex Education policy. Corey Mecham seconds. Motion passes by unanimous vote. (7:56 pm)**

ADJOURN

- I. Xazmin Prows motions to adjourn. Deb Ivie seconds Passes by unanimous vote. (7:57 pm)