

ENTHEOS ACADEMY BOARD RETREAT MINUTES

June 18, 2021 9:00 am

Conference Center
at Salt Lake Community College Miller Campus
9750 S 300 W Ste 215, Sandy, UT 84070

OPENING

I. Roll Call

- a. Board Members Present: Xazmin Prows, Adrienne Olsen, Karen Bogenschutz, Deb Ivie, Rod Eichelberger, Joel Coleman
- b. Board Members Excused: none
- c. Administrators and Staff also present: Annette Barney, Esther Blackwell, Jason Bennion, Maryann O'Brien
- d. Administrators Excused: none
- e. Time: 9:09 am

II. Welcome by Rod Eichelberger (9:09 am)

- a. Group exercise is done answering questions about growth and development of Entheos and the Entheos Board.

II. State of the School by Esther Blackwell (9:36 pm)

- a. Admin Performance Reviews will involve using Observe the Success, which is already in place with teachers. Esther looks forward to the boards Executive Director Rubric update. Formal job descriptions are being formulated for all positions.
- b. The Annual School Report was handed out and reviewed including: the unique qualities of this past year's timeline, Service learning, Discovery program, Adventure program and changes in EL Designer and regional roles affecting Entheos EL implementation. Academic Achievement was reviewed with emphasis on the kindergarten through third grade reaching 63% typical or better growth. Esther warns that the RISE results from this past year will not be good as learning loss was significant due to the pandemic. Student behavior issues were minimal until the school returned to everyday attendance. Magna will focus on classroom management to alleviate many behavior issues next year. Employee development and retention was a challenge during turnaround. Now the most recent issue is that teachers have exhausted their alternative routes to licensing and were let go. Entheos received several grants in the past year included Para to Teacher Pipeline and Mental Health Supports. The new leadership structure was displayed.

III. Critical Issues Discussion lead by Rod Eichelberger(10:25 pm)

- a. Transgender needs and allowances under the law. Individual restrooms we can provide but no staff my suggest students use specific restrooms. Common restrooms can be used by the identified gender of student. At this time Entheos is not creating a policy, but staff will receive additional training on appropriate behavior and legal compliance.
 - i. Transgender will have an affect on adventure group tents. There is no suggestion to remove Adventure programs, but the means will be more

complicated. This is a strong reason middle schoolers enjoy Entheos and at this time there is no clear solution to this beyond individual tents that for many trips are infeasible. The board may be faced with creating a policy in the future or revisiting existing policies as the issue becomes more dominant at each campus. A task force of parents to help develop the policy and have student input is suggested, but no decisions are made.

b. Charter Exhibit A Process

- i. Entheos may choose to begin the Exhibit A process for charters. The charter was written long ago when there was no standard format. This process could be a good step toward a campus enrollment expansion for Kearns. But other issues must be brought into compliance as well.
- ii. Rod would like to move through the Exhibit A process. Joel went through it once, but its important to keep the charter philosophy and the unique qualities to the school as that process is completed. Esther has been meeting with the charter board to discuss the issue of new goals. A charter board representative is looking at historical data to help create more feasible goals for the school. The school is not required to complete the Exhibit A program. Joel mentions that the school has social emotional learning and that is not often included in the charter school board methods. Emotional metrics should be considered for new goals. To formally begin the school board would need to motion into the process. No motions ore decisions are being made or discussed at this time.

c. EL Educational Philosophy and Updates

- i. EL's focus has become more political and EL has directly contacted staff on how to implement equity and inclusion in the school. Esther expressed concern for the school that EL may not fit any longer with the service learning vision of Entheos. There is currently a disconnect with what the national EL program does versus our school goals including
 1. EL will no longer be producing expedition supports.
 2. Professional Development is primarily focused on Diversity and Inclusion without efforts for the other core principles.
 3. The Core Principles manual will be rewritten by EL.
 4. Xazmin reviews the that vision of Entheos was service learning and experience and authentic audiences. EL was the vehicle for this but did not fit perfectly at the beginning.
 5. Rod Eichelberger inquired if the school could handle moving away from EL supports. Esther sees value in the EL modules and the EL designer, but they are not necessary. The teachers are invested in the EL program as Entheos is implementing it. Messaging and a slower process of change would be best.
 6. Deb Ivie shares that Service Learning has many means of being accomplished and more fully integrating that would be best for the vision.

7. No decisions or motions on this action are taken, this was discussion only.

IV. Financial 5 year plan lead by Rod Eichelberger (11:30 am)

- a. Rod reviews that the school is in a strong financial position, but this is an area that is frequently scrutinized by oversight bodies. The board needs to review their fundraising policy, plans for dealing with capital costs and getting better training on the financial realm.
- b. Deb Ivie requests that board members take the initiative to learn what they don't know and a financial training be given to the board as a whole in the coming year
- c. Joel suggests that the board varying the board meetings with quarterly academic reports and utilize the other months for training and deeper dives into other issues.
- d. Deb reminds the board it is important that the board budget and funds have a quality structure of responsibility and controls of the money.
- e. Reviewing large costs that the school incures regularly is important like, charter school associations, business management services, other long term contracts.

BREAK 12:25 pm

V. 5 year achievement plan lead by Rod Eichelberger (1:35 pm)

- a. Rod reviews that Entheos has a problem of not being standardized testing focused, but it is necessary to satisfying our authorizers. And for that reason the board must be actively engaged in the data.
- b. Joel emphasized again that the school should measure items that are more social-emotional learning. Esther clarified that the 3 point work plan does cover character and high quality work which cover a less academic aspect.
- c. Esther is working on a data dashboard with a panel of indicators that show the overall health of the school. What would the board want in that dashboard? Suggestions include grit, resilience, academics, financials, what do we hope the kids get from all these things, service hours/activities, portfolios and how does that tie in, portrait of a graduate
 - i. A discussion of the logistics and value of Passages and Teacher Portfolios occurs.

VI. Board Development (2:42 pm)

- a. Committees are reviewed for possible redundancy is archiving
- b. Current committees include
 - i. Audit committee
 - ii. Executive committee
 - iii. Finance Committee to include Red Apple, Treasurer, Executive Director.
 - iv. Academic/excellence committee: was a turn around thing and may no longer be necessary.
 - v. Hiring Committee: This committee exists to meet with potential full-time employees and may not be necessary.
 - vi. Policy Committee: This committee is functioning, but could trim the amount of board meeting time.

- vii. Safety Committee: This committee requires a board member and the policy committee should review the Emergency Response policy for the necessity of this.
 - viii. *Recognition Committee*: Recognizes and expresses appreciation to staff based on the staff spotlights in board meeting. This could be combined with the Mission of Entheos Grant Committee
 - ix. Mission of Entheos Grant Committee: To give a grant to teachers to tie to the vision for the school.
 - x. Director Review/Parent Survey: Parent Survey does not need to be done by the board as the Administration will do this work. Director review may not require a committee and the board as a whole should review the executive director.
 - xi. Charter and Bylaw Review Committee: The purpose of this committee should merge with the Policy committee and a special Exhibit A committee should be considered in the future.
- c. Open Meetings Act
- i. The board members are asked to share what they learned reviewing the open meeting act.
 - ii. Rod said he learned the school can't have can't have 2 meetings 24 hours apart in separate locations.
 - iii. Joel shared that electronic meetings must have an anchor location again.
 - iv. Joel shared that quorums can be together if it's a chance meeting or a social gathering.
 - v. Annette shared that handouts must now be loaded to the public notice boards.
- d. Charter Association
- i. We belong to Utah Association of Public Charter Schools.
 - ii. Esther feels they are useful for trainings and monthly meetings with information and they track legislation sharing helpful information.
- e. Work Session
- i. Rod asks if the board should consider work sessions in the future before board meeting. The feasibility of attendance is questionable. But a means of board members be accessible to the public is also important. Work sessions could be beneficial for discussing topics coming in two board meetings. Also an explanation of motions to come.
- f. Board Member agreement
- i. Karen Bogenchutz asked about the financial contribution request in the Board contract. Xazmin explains this has not been enforced and Rod agrees it could be taken out. Joel mentions that many board practice that there is a job description and board members sign a statement that they understand and will meet the requirements of the board member job description.
- g. Board Training
- i. Rod asks for board suggestions for continuing education for the board as a whole. Perhaps a book or other method of learning. Perhaps only taking a couple board meetings with this and not several months.

- h. Closing by Rod Eichelberger
- VII. Adjourn 3:54 pm