**Entheos Academy Board Meeting Agenda**  
4710 West 6200 South Kearns, UT 84118  
Dec 2, 2021  7:00 pm  
[https://www.youtube.com/channel/UC2c6XCitbS06hcBGLfB9D3g](https://www.youtube.com/channel/UC2c6XCitbS06hcBGLfB9D3g)  
[https://youtu.be/IhEekGFGqx0](https://youtu.be/IhEekGFGqx0)

<table>
<thead>
<tr>
<th>Time</th>
<th>Agenda Item</th>
<th>Presenter</th>
</tr>
</thead>
<tbody>
<tr>
<td>7:00 pm</td>
<td>Open Meeting (2 min)</td>
<td>Rod Eichelberger</td>
</tr>
<tr>
<td>7:02 pm</td>
<td>Pledge of Allegiance (2 min)</td>
<td>Stephanie Gibson</td>
</tr>
<tr>
<td>7:04 pm</td>
<td>Mission Statement (2 min)</td>
<td>Deb Ivie</td>
</tr>
<tr>
<td>7:08 pm</td>
<td>Approve Minutes <a href="https://www.youtube.com/channel/UC2c6XCitbS06hcBGLfB9D3g">10/28/2021</a> and consent agenda (4 min)</td>
<td>Rod Eichelberger</td>
</tr>
<tr>
<td>7:12 pm</td>
<td>Board Welcome (5 minutes)</td>
<td>Joel Coleman</td>
</tr>
<tr>
<td>7:17 pm</td>
<td>Response to Public Comment* (5 min)</td>
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**Informational Items**

<table>
<thead>
<tr>
<th>Time</th>
<th>Agenda Item</th>
<th>Presenter</th>
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<tbody>
<tr>
<td>7:22 pm</td>
<td>Executive Director’s Report (10 min)</td>
<td>Esther Blackwell</td>
</tr>
<tr>
<td>7:32 pm</td>
<td>Magna Director’s Report &amp; Work Plan (15 min)</td>
<td>Jason Bennion</td>
</tr>
<tr>
<td>7:47 pm</td>
<td>Kearns Director’s Report &amp; Work Plan (15 Min)</td>
<td>Nyman Brooks</td>
</tr>
<tr>
<td>8:02 pm</td>
<td>Budget and Finance Report (10 min)</td>
<td>Deb Ivie</td>
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**Discussion Items**

<table>
<thead>
<tr>
<th>Time</th>
<th>Agenda Item</th>
<th>Presenter</th>
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<tbody>
<tr>
<td>8:12 pm</td>
<td>Board Development (20 min)</td>
<td>Rod Eichelberger</td>
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<tr>
<td></td>
<td>● board report structures and included items</td>
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**Actionable Items**

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<thead>
<tr>
<th>Time</th>
<th>Agenda Item</th>
<th>Presenter</th>
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<tbody>
<tr>
<td>8:32 pm</td>
<td>Approve TSSA Form (3 minutes)</td>
<td>Esther Blackwell</td>
</tr>
<tr>
<td>8:35 pm</td>
<td>Motion: To separate the Charter and Bylaws Update Committee into the Bylaws Review Committee and the Charter Update Committee. (15 minutes)</td>
<td>Rod Eichelberger</td>
</tr>
<tr>
<td>8:50 pm</td>
<td>Motion: to form the EL review committee (5 minutes)</td>
<td>Rod Eichelberger</td>
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**Closed Session**

<table>
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<tr>
<th>Time</th>
<th>Agenda Item</th>
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<tbody>
<tr>
<td>8:55 pm</td>
<td>To discuss a person’s character, competency or health and to discuss pending or imminent litigation. (20 minutes)</td>
</tr>
<tr>
<td>9:15 pm</td>
<td>Adjourn</td>
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</table>

PUBLIC PLEASE NOTE: All public input will be taken under consideration, but not discussed by the board during this board meeting. We appreciate your care to offer your input, and invite your comments always. Public comment can be made by emailing the board secretary annette@entheosacademy.org at least 24 hours prior to board meeting.
ENTHEOS ACADEMY BOARD MEETING MINUTES
October 28, 2021  7:00pm
Held at Entheos Academy Magna Campus
2606 South 7200 West, Magna, UT 84044

OPENING
I.  Roll Call
   a.  Board Members Present: Xazmin Prows, Adrianne Olsen, Rod Eichelberger, Karen Bogenschutz, Deb Ivie, Stephanie Gibson
   b.  Board Members Excused: Joel Coleman
   c.  Administrators and Staff also present: Annette Barney, Sue Talmadge, Esther Blackwell, Jason Bennion, Brett McCallister, Denise Matthews and Nyman Brooks
   d.  Administrators Excused: Brian Cates of Red Apple
   e.  Time: 7:05 pm
II.  Meeting Opened by Rod Eichelberger (7:05pm)
III. Pledge of Allegiance led by Xazmin Prows  (7:06 pm)
IV.  Mission Statement by Adrianne Olsen (7:06 pm)
V.  Approve minutes from 9/23/2021 and consent agenda (7:07 pm)
   a.  Rod Eichelberger motions to approve. Adrianne Olsen seconds.  Motion passes by unanimous 6-0 vote (7:07 pm)
VI.  Board welcome by Karen Bogenschutz  (7:08 pm)
   a.  Shared her feelings and perspective on Patriotism as a value of Entheos.

PUBLIC COMMENT
I.  Response to Public Comment: (7:12 pm)
   a.  No public comment given.

INFORMATIONAL ITEMS
I.  Questions and Feedback regarding Executive Director’s report by Sue Talmadge and Dina Wecker (7:14 pm)
   a.  Sue and Dina reviewed slides in Executive Directors report
   b.  Stephanie Gibson asked about the need for her background check, Sue will verify.
   c.  Stephanie Gibson asked about expectations being sent to and received by administrators.
   d.  Stephanie Gibson asked what assurances are being taken that administrators and staff are maintain fidelity to the charter.  Rod stated those exist and he will check on the review again.
II. Questions and Feedback regarding Magna Director’s report by Jason Bennion (7:19 pm)
   a.  Jason reviewed slides in the Magana Director’s Report. Staff recognition included Katie Ellis, Tonya Rauch and Taylor Cooper
   b.  Stephanie Gibson requested more information directly from teachers about the adventure trips, high quality work programs and expeditions. Either by teacher presentations at board meeting or more specific information in director reports.
d. Stephanie requested improved view of the academic data in slides as she could not read the small print.

e. Rod asked about the difference between acadience reading and iReady. Jason, Sue and Dina answered that Acadience is a in the moment test and took place of Dibbels, iReady is more comprehensive and created tiered learning groups. Both data points are necessary to understand a student current status.

f. Stephanie asked if these tests are truly reflective of students skills. Dina responded that these are computer based tests and that can limit their accuracy due to poor testing skills and student motivations. Teachers perform monthly reading with individual students too.

g. nsure iReady is assessing on par with reality.Adrianne Olsen asked if it is common for Kindergarten to be 100% at the beginning of year statistics. Jason responded there is no red area for Kindergarten and 100% green only means that 100% of students are ready to begin learning at a kindergarten level, not that they have learned all of a kindergarten level.

III. Questions and Feedback regarding Kearns Director’s report by Esther Blackwell or Nyman Brooks (7:36pm)
   a. Nyman reviewed slides in the Kearns Director Report.
   b. No further questions

IV. Budget and Finance Report, Deb Ivie Reporting (7:54 pm)
   a. Audit is still wrapping up.
   b. Deb reviewed that funds are available for a staff and board evening and these events should take place. Rod agreed with a minimum yearly event.
   c. Deb reported that restricted funds in SPED and NSLP still have balances, but are being paid down, but new funds are received every month.
   d. Stephanie Gibson asked about Technology as a high spending and low budget. Deb responded this was due to the many COVID relief funds being earmarked for technology purchases.
   e. PTIF interest is pretty standard and while that is low.
   f. Entheos will be adopting the Divvy credit card service for teacher classroom funds and may expand to other areas.
   g. Questions: none

DISCUSSION ITEMS

V. Sexual Education and Maturation Education Report by Dina Wecker (8:16 pm)
   a. Board members assured that they have reviewed the data.
   b. MOTION: Stephani Gibson motions to retain Audra Turner as the 5th grade maturation presenter and retain the Botvin life skills state curriculum for 5th and 8th grade.
      Xazmin Prows seconds.
      i. Xazmin questions if the presentation is available for parents to review as it is proprietary. Dina Wecker confirmed an outline can be provided to parents and a youtube video of content is also available.
      ii. Motion passes by unanimous vote 5-0. Rod Eichelberger abstains as chair (8:22 pm)

VI. Policies for Discussion (8:22 pm)
a. 7100 Clubs. The committee wanted to review that the school does not have clubs
    sponsored by the school.
      i. Jason Bennion asked if that includes sports. Sue confirmed, yes there are no
          fees and no sports teams.

VII. Board Development (8:27 pm)
    a. Deb Ive requests an additional member to the audit committee and explains the
       committee purpose. Karen Bogenschutz and Stephanie Gibson volunteer. Upon
       discussion, Stephanie withdraws.
    b. MOTION: Deb Ivie motions to appoint Karen to the audit committee. Stephanie Gibson
       seconds. Motion passed by unanimous vote. 5-0, Rood abstains as board chair (8:33
       pm)

ACTION ITEMS
  I. Motion: approve new policies (8:34 pm)
    a. Each policy is explained in brief.
       i. 2200 New Board Member Protocol
       ii. 3107 Maintenance of Effort
       iii. 3108 Equivalency Among Schools in Teachers, Administrators and Auxiliary
            Personnel
       iv. 3109 Equivalency Among Schools in the Provisioning of Curriculum Materials
           and Instructional Supplies
       v. 7101 Events and Activities
       vi. 7105 Assessment Opt Out
    b. MOTION: Stephanie Gibson motions to approve the new and updated policies as
       presented. Adrianne Olsen seconds 5-0 passed by unanimous vote. Rod Eichelberger
       abstains as board chair. (8:38 pm)
  II. Motion: Form Bylaw and Charter Update committee (8:38 pm)
    a. Rod asks that we form a Bylaws and Charter update committee to take on the process of
       Exhibit A updates to the charter and goal revisions and opens the floor for volunteers.
       Stephanie Gibson volunteers.
    b. Xazmin Prows asked if this committee will be responsible for the discussion and
       consideration of Entheos relationship with EL Education. Sue feels it would be wrong to
       combine them. Rod said that would not be the immediate action of the committee.
       Xazmin would like to put on next agenda to form a separate EL Review and Investigate
       options committee. Deb would like to make sure the board discusses all these items
       with the board. Joel, Stephanie and Rod will be the three board.
    c. MOTION: Rod Eichelberger motions to form the Charter and Bylaw update committee
       including Joel, Stephanie and Rod. Xazmin Prows seconds. Motion passes by
       unanimous vote 6-0. (8:46pm)
  III. Brief discussion of board members to attend circle ups and recognition gifts for staff.

ADJOURN
  I. Time: 8:54 pm
  II. Xazmin Prows motions to adjourn. Adrianne Olsen seconds. Motion passes by a 6-0 (8:54
      pm)
Consent Agenda Items:

1. Updated Board Meeting Schedule
2. Annual Instructional Calendar
3. Policy 7100 Clubs
4. Board Reference “At Risk Definition”

1. Updated board meeting Schedule

<table>
<thead>
<tr>
<th>Date</th>
<th>Location</th>
<th>Address</th>
</tr>
</thead>
<tbody>
<tr>
<td>January 26, 2022</td>
<td>Magna Campus</td>
<td>2606 S 7200 W, Magna, UT 84044</td>
</tr>
<tr>
<td>February 23, 2022</td>
<td>Kearns Campus</td>
<td>4710 W 6200 S, Kearns, UT 84118</td>
</tr>
<tr>
<td>March 23, 2022</td>
<td>Magna Campus</td>
<td>2606 S 7200 W, Magna, UT 84044</td>
</tr>
<tr>
<td>April 27, 2022</td>
<td>Kearns Campus</td>
<td>4710 W 6200 S, Kearns, UT 84118</td>
</tr>
<tr>
<td>May 25, 2022</td>
<td>Magna Campus</td>
<td>2606 S 7200 W, Magna, UT 84044</td>
</tr>
<tr>
<td>June 22, 2022</td>
<td>Kearns Campus</td>
<td>4710 W 6200 S, Kearns, UT 84118</td>
</tr>
<tr>
<td>June 24, 2022</td>
<td>TBD</td>
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<tr>
<td>July</td>
<td>No Meeting</td>
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</tr>
<tr>
<td>August 24, 2022</td>
<td>Magna Campus</td>
<td>2606 S 7200 W, Magna, UT 84044</td>
</tr>
<tr>
<td><strong>September 28, 2022</strong></td>
<td>Kearns Campus</td>
<td>4710 W 6200 S, Kearns, UT 84118</td>
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<tr>
<td>October 26, 2022</td>
<td>Magna Campus</td>
<td>2606 S 7200 W, Magna, UT 84044</td>
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<tr>
<td><strong>November 16, 2021</strong></td>
<td>Kearns Campus</td>
<td>4710 W 6200 S, Kearns, UT 84118</td>
</tr>
<tr>
<td>Dec</td>
<td>No Meeting</td>
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</table>
2. School Instruction Calendar pdf file available

https://drive.google.com/file/d/1UlrxPGhErk_RSZ-2YCza3zcRioyoA5QlZ/view?usp=sharing

3. Policy 7100 Clubs

ENTHEOS ACADEMY
EXCELLENCE • SERVICE • LEADERSHIP

7100 CLUBS

Purpose
Entheos Academy seeks to involve all students in their education and offer education equally to all students.

Policy
I. Entheos will not have any school-sponsored clubs.
**At Risk Definition**

**Purpose**
For the purposes of the state Enhancement for At-Risk Students grant (EARS), the Board has adopted the following definition of “at risk” students:

**Definitions**

“At-risk of academic failure” means a student at Entheos Academy who scores below proficient on an LEA approved assessment.
# District Calendar Entheos Academy

**2022-2023**

## Elementary School
- **Regular Days**: 8:25-3:20
- **Early Release**: 8:25-1:40

## Middle School
- **Regular Days**: 8:25-3:20
- **Early Release**: 8:25-1:40

### Kindergarten
- **Regular Days**: AM 8:25-11:25, PM 12:15-3:20
- **Early Release**: AM 8:25-10:30, PM 11:30-1:40

### School Calendar
- **First Day of Class**: September 5th, Labor Day - No School
- **Thanksgiving Break**: November 21-25th
- **Breaks**: October 13th-14th Fall Break, March 6th Teacher Reporting Day - No School
- **Reporting Days**: November 11th - Reporting Day - No School, February 27th End of Trimester 2 (60), April 24th Snow Day/Make UP/Teacher PD
- **Summer Breaks**: June 1st Last Day of School - Half Day (60), June 1st Last Day of School - Half Day (60)

## Important Dates
- **Sept. 5**: Labor Day - No School
- **Oct. 11th - Student Led Conference**
- **Oct 17th - Teach PD Day - No School**
- **Nov 10th - End of 1st Trimester (60)**
- **Nov 11th - Reporting Day - No School**
- **Nov. 21 - Teacher PD Day**
- **Nov. 21 - 25th - Thanksgiving Break**
- **Dec. 23 - Jan. 5 Winter Break**
- **Jan. 6th - Teacher PD Day - No School**
- **Feb 27th End of Trimester 2 (60)**
- **Mar. 3 Parent Teacher Conferences No School**
- **Mar 6th Teacher Reporting Day - No School**
- **April 10 - 14 Spring Break**
- **April 24th Snow Day/Make UP/Teacher PD**
- **May 18th Student Led Conferences**
- **May 19th Student Led Conferences - No School**

## Calendar Dates
- **August 17th**: First Day of School
- **September 5th**: Labor Day - No School
- **October 11th**: Student Led Conference
- **October 13th-14th**: Fall Break
- **November 10th**: End of 1st Trimester (60)
- **November 21st**: Reporting Day - No School
- **December 23rd - January 5th**: Winter Break
- **January 6th**: Teacher PD Day - No School
- **February 27th**: End of Trimester 2 (60)
- **March 6th**: Teacher Reporting Day - No School
- **April 10th - 14th**: Spring Break
- **April 24th**: Snow Day/Make UP/Teacher PD
- **May 18th**: Student Led Conferences
- **May 19th**: Student Led Conferences - No School
- **June 1st**: Last Day of School - Half Day (60)
- **June 2nd**: Reporting Day
Entheos Value of the Month: Family

Entheos Design Principle of the Month: Solitude and Reflection
Veterans Day 2021

Our school communities learned about our value of patriotism during the month of November! Although we were not able to hold our in-person assemblies, we used our creativity and enthusiasm to deliver our assemblies via video (many thanks to Pete Wecker and Mat Edvik for help with the video production). Here are the links:

https://www.youtube.com/watch?v=CohkddYbkXQ

https://drive.google.com/file/d/1Mx9-TDh4JA23RexJQFezTxRvfCsdvkv2/view?usp=sharing

Veterans Day Pin: Winning Design by Elizabeth Benkovskiy
Veterans Day Essay Contest Winner!

This year, the winner of our annual contest was one of our amazing middle school students; Akon. We were so impressed with Akon’s thoughts about being a good citizen, that we wanted to share with the board!

https://drive.google.com/file/d/10K43uuJst1yUBvCFJ2It2LWkbVwm2sBB/view?usp=sharing
Upcoming Calendar Dates

**Magna**
- 11/29 - 12/1 - iReady MOY diagnostics
- 12/7 - 1st Grade Discovery Begins
- 12/15 - 4th Grade Ski Trip - Solitude
- 12/17 - Employee Winter Party
- 12/20 - 1/3 - Winter Break
- 1/3 - Teacher and Para training
- 1/4 - Back to school
- 1/13 - 1/14 - Parent Teacher Conferences
- 1/4 - 1/21 - MOY Acadience Reading & Math Benchmarks

**Kearns**
- 11/29 - 12/1 - iReady MOY diagnostics
- 12/7 - 1st Grade Discovery begins
- 12/13 - 5th Grade fieldwork to Valley Lanes
- 12/16 - Community Circle
- 12/17 - Employee Winter Party
- 12/20 - 1/3 - Winter Break
- 1/3 - Teacher and Para training
- 1/4 - Back to school
- 1/13- 1/14 - Parent Teacher Conferences
- 1/4 - 1/21 - MOY Acadience Reading & Math Benchmarks
COVID-19 Update

- Vaccines are now available for ages 5 - 11.

- Biden’s Vaccine Mandate: if his proposed plan is passed, companies with 100 or more employees will face a Jan. 4 deadline to ensure employees have either been vaccinated or test negative at least once a week for COVID. New stipulations also require unvaccinated employees to wear masks while at work. Workers will be able to ask for exemptions on medical or religious grounds. Currently 10 states are suing and a federal judge halted the order, and the administration filed an appeal.

- We are experiencing a large numbers of students absent from school due to quarantine or sickness. Although our teachers and Family Liaison work hard to keep these students learning, we know that this is negatively impacting their education. Prepping work for students at home puts a heavy load on our teachers that is not easy to mitigate.

- Both schools are under additional strain from being understaffed, due to employees being absent (sick or quarantined). Despite diligent and ongoing efforts we continue to struggle to hire enough subs/employees to keep up with the need.
## Enrollment

<table>
<thead>
<tr>
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<th>Magna</th>
<th>Kearns</th>
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<tbody>
<tr>
<td><strong>Current Enrollment</strong></td>
<td>490</td>
<td>566</td>
</tr>
<tr>
<td><strong>Current Waitlist</strong></td>
<td>66</td>
<td>81</td>
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</tbody>
</table>
We have been tracking the data on how people hear about Entheos, when they put their children on the waitlist. This data informs where we should put focus our efforts in ensuring we are reaching families that may benefit from our unique Entheos education program. We are currently updating our entire website and the new version will soon be ready for release. A significant upcoming project is school signage at both campuses.

<table>
<thead>
<tr>
<th></th>
<th>Friend/Neighbor/Family</th>
<th>Website</th>
<th>Driving by the School</th>
<th>Family Member Attends</th>
<th>Facebook</th>
<th>Print</th>
<th>Public School</th>
<th>Open House</th>
<th>Mailer</th>
<th>Door Hanger</th>
<th>Billboard</th>
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<tbody>
<tr>
<td>Kearns</td>
<td>91</td>
<td>46</td>
<td>36</td>
<td>22</td>
<td>5</td>
<td>7</td>
<td>4</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
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<tr>
<td>Magna</td>
<td>79</td>
<td>32</td>
<td>46</td>
<td>29</td>
<td>6</td>
<td>1</td>
<td>4</td>
<td>5</td>
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<tr>
<td>Total</td>
<td>170</td>
<td>78</td>
<td>82</td>
<td>51</td>
<td>11</td>
<td>8</td>
<td>8</td>
<td>5</td>
<td>2</td>
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<td>1</td>
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Assessment Data; Acadience Reading 2020-21

Entheos Academy received confirmation from the state that we did in fact meet and exceed the state cut off score (60% of students making typical or better growth) for early literacy in the 2020-21 school year. We also met all of our local goals from the early literacy plan. Out of 125 district and charter schools, 22 of them fell below the cut off score last year.

<table>
<thead>
<tr>
<th>LEA Name</th>
<th>State Goal Percentage Rounded</th>
<th>Met State Goal Rounded? (Y/N)</th>
<th>Met Local Goal #1 with CI? (Y/N)</th>
<th>Met Local Goal #2 with CI? (Y/N)</th>
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</thead>
<tbody>
<tr>
<td>Entheos Academy</td>
<td>63.0%</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
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All Kinder through 3rd grade teachers are taking the LETRS early reading training, LETRS that the USBE has required 69 Title 1 schools to take. We are in Unit 3 and it is based on the Science of Reading and so far has been an amazing program and very helpful. It is very intensive and requires 8, 8 hour trainings and 8 hours of homework in between each session.

We purchased High Noon Decodable books for Kinder through 6th grade classrooms to match our 95Phonics program and the LETRS training. These have been an amazing addition to our Literacy program and we are excited to see how the use of these books is going to help improve our reading scores this year.
District Literacy Night

Paired with 4H and had a great night. We had 90 people in attendance. 7 families from Magna and 17 from Kearns. We had 15 volunteers and 6 4H employees, and 4 Entheos employees.

There were a lot of literacy based activities. Book exchange and give away, a Puppet show from Puppet Masters, Giant Word Search and Crossword, Read with a Hero, make Bookmarks, Phonics games, Literacy Know Hows for parents, and reading in a Star Dome! It was a successful and great event for all ages.
EL Education Support: New Regional Director

Jen Hanson joins EL as Regional Director, CO/UT from TNTP, where she was a Partner in the West. She supported schools, districts, and departments of education in California, Nevada, Utah and Colorado with their academic strategy, leadership coaching, teaching development and service to their multilingual Learners and has 20 years of experience in education. Jen lives in Littleton, CO with her beautiful children; a girl, Sutasanie, 14, and a boy, Chahyakon, 11, entering 9th and 6th grades. They love to hike in the Colorado mountains with their miniature schnauzer, Francisco, bird watch, do yoga, read, grow vegetables, cook and of course, eat!
## West Ed CALL Results

<table>
<thead>
<tr>
<th></th>
<th>Turnaround Leadership</th>
<th>Talent Development</th>
<th>Instructional Transform...</th>
<th>Culture Shift</th>
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<tbody>
<tr>
<td><strong>AVERAGE</strong></td>
<td>1.1</td>
<td>2.1</td>
<td>3.1</td>
<td>4.1</td>
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<tr>
<td><strong>Four Domains CALL</strong></td>
<td>3.82</td>
<td>3.46</td>
<td>3.31</td>
<td>3.54</td>
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<tr>
<td><strong>Group</strong></td>
<td>4.23</td>
<td>3.99</td>
<td>3.97</td>
<td>3.92</td>
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<table>
<thead>
<tr>
<th></th>
<th>Turnaround Leadership</th>
<th>Talent Development</th>
<th>Instructional Transform...</th>
<th>Culture Shift</th>
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</thead>
<tbody>
<tr>
<td><strong>Entheos Academy--Kea...</strong></td>
<td>4.22</td>
<td>4.03</td>
<td>3.98</td>
<td>4.09</td>
</tr>
<tr>
<td>Oct 2021 — 50 responses</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td><strong>Entheos Academy--Mag...</strong></td>
<td>4.26</td>
<td>3.93</td>
<td>3.97</td>
<td>3.71</td>
</tr>
<tr>
<td>Oct 2021 — 40 responses</td>
<td></td>
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**Legend:** Comparison to Four Domains CALL Average by Standard Deviation (SD)
- 2+ SD below Avg
- 1-2 SD below Avg
- 0-1 SD below Avg
- 0-1 SD above Avg
- 1-2 SD above Avg
- 2+ SD above Avg

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**Note:** The table represents the average scores for different domains and groups, with specific focus on certain institutions and their responses.
Key Takeaways from West Ed Data

We had good participation in the survey and were excited to see that our results were very positive! We scored average or above in every category, which was quite impressive. Entheos scored highest on:

- Analyzing Data to Identify School Improvement Needs
- Setting a Clear Vision for Teaching and Learning

Although we did not score below in any area, our lowest scores were in the areas of:

- Effectiveness of Plan for Addressing Student Attendance Problems
- Effectiveness of Plan for Addressing Dropout Rates

The responses did not indicate that our attendance or dropout plans were poor, rather that participants were unclear how we address these things. Therefore our action steps from this data will be to revisit our plans to make sure they are well considered, and then communicate them clearly.
Council for Exceptional Children (CEC) Conference (Jan 16-19)

Each year at the CEC Convention & Expo, thousands of special education professionals from around the world come together to learn, share, grow, and connect. With hundreds of sessions on just about every topic in the field, the CEC Convention & Expo is the professional development event for special educators to find research, tips, and strategies they can actually apply to supporting students with disabilities and/or gifts and talents. [https://exceptionalchildren.org/convention](https://exceptionalchildren.org/convention)

This year we are sending a large number of our educators to the national Special Education Conference. This will build the skills of our educators and increase the quality of services delivered to our students with special needs. The following educators are attending:

- Sherry Smith
- Rylee Boiteux
- Haylee Turner
- Tiffany Lloyd
- Nicole Klepacz
- Nina Red Thunder
- Michelle Safadi
- Denise Mathews

- Jenn Teo
- Evette
- Mendisabal
- Katie Ellis
- Shirron
- Peterson
- Cari Stott
- 1 other TBD

- Dina
- Esther
Comprehensive Charter Review Update

Our designated Portfolio Manager from the Charter Board (Robert Kohutek) has taken another position as SCSB’s Data Analyst. This means that our charter review process has been paused by SCSB while they seek a new individual to become our Portfolio Manager. The charter board is also taking a moment to improve their review process. We expect to be notified soon regarding next steps. To learn more regarding the areas that will be under review, please take a look at this document:

https://drive.google.com/file/d/1vf7ILbCWC1W_NwT2pg3EhTtKDmCLBQVA/view?usp=sharing
Questions?
The following was reported by Angela Jowers:

We had 2 literacy game stations at the District Literacy Night at Entheos Kearns Campus on Nov. 9th. A big thanks to Amanda Nisson, our Literacy Crew Head, for her fun Jenga inspired literacy game station. We had our Book Fair from Nov. 16th-19th. It was a HUGE success! It was great to see our students so interested in getting books.
The following was reported by Melanie Louviere:

- Art students made pictures and wrote cards/letters for Veterans.

- The 6th graders in one of Melanie Goulding’s CTE classes decided to make a quilt for a veteran for their sewing project. While the quilt is still being made, on Veteran’s day they surprised Justin Leavitt by telling him that they chose to make a quilt for him to honor his service.
Staff Recognition

Zach Johnstone - Special Ed.

Mr. Johnstone has been a wonderful addition to our Special Ed team and our staff! He has done a great job communicating with teachers and supporting them. Zach comes to work every day with a positive attitude and smile on his face. He works very well with our students, and continues to build their confidence and trust. Thank you Zach!
Ms. Jenn is a great Special Ed. teacher that is currently in her 3rd year at Entheos. She has shown a lot of initiative and leadership within her department and the school. She works well with her department to make sure we are meeting all of our students’ needs. She also is great at communicating with our teachers and staff about how best we can support our students. Thank you Jenn!
Shirron is a valuable part of our Special Education Department, she has been with Entheos Academy for 3 years and has continued to provide excellent service to our students. She is always on time and here everyday willing to help out in any way that she can. Shirron has taken the time to build lasting relationships with the students that she works with. They trust her and know that she is here to help them succeed. She is a true asset to Entheos Academy. Thank you Shirron!
Staff Recognition

Cari Stott - Special Ed. Para

Cari has been with the Special Education department for 2 years and has worn many hats, including being a one on one paraeducator, running small groups, and pushing into classrooms as behavioral support. Cari is always willing to go above and beyond her normal daily schedule. She has a positive attitude with her students and with other staff members. Many teachers have expressed their gratitude for Cari and the help that she provides. Cari works well with her students and continues to build a strong relationship with them. Thank you Cari for all that you do, Entheos is lucky to have you!
Performance Goal

- 65% of students will make typical or better growth by the end of the year, as measured by the state assessments of Acadience Reading, RISE and WIDA.
- This goal includes English Learners

MKS Teacher Learning Target:
I can deliver appropriate tiered interventions that increase student learning.

Our K-3 teachers recently participated in a district wide Acadience math training, as our teachers are preparing for MOY testing starting in December.
Work Plan - Character

Performance Goal

- 100% of teachers will use the school values and design principles to enhance their crew experience. Character Crew will provide teachers with greeting, reading, and initiatives to support the school values and design principles.

Character Teacher Learning Target:
I can enhance Crew using greetings, readings, initiatives, and debriefs that relate to Entheos school values and EL design principles.

Our Character Crew is currently building plans to support teachers in building and using Character Learning Targets that align with our Academic Learning Targets.
Work Plan - High Quality Work

Performance Goal for grades K, 3, 6, 7:

- 100% of students will create at least TWO high quality final products within the EL Learning modules that are Authentic, require Craftsmanship, and are Complex in nature.

Performance Goal for grades 1, 2, 4, 5, 8:

- 100% of Students will participate in at least 1 High Quality Learning Expedition.

HQW Teacher Learning Target:
I can create a high quality product within an EL Module/Expedition that is Authentic, requires Craftsmanship, and is Complex in nature.

Our 1st grade team Ms. Cindy and Ms. Melanie recently had a Celebration of Learning for the completion of their Module, and would like to share some information about their project.
Work Plan - High Quality Work
The following was reported by Melanie Louviere:

The 2nd grade, with the help of the service learning PCO, reached out to the Hogle Zoo to find a service opportunity that would fit with their arctic expedition. The result was gathering donations of snacks (such as jello, raisins, nuts, tuna, sardines etc) for the polar bear that they dropped off during their field work.

Miss Allison’s class “haunted” staff members with ghost notes and cookies, put together Halloween treat bags for local kids, made cards to active duty service members, and did a mini food drive for the Utah Food Bank.
The following was reported by Melanie Louviere:

The 4th grade planned a fieldwork trip and walked across the street to the Cougar Lane Nature Preserve. They then cleaned up the burrowing owl sanctuary for expedition service.
The following was reported by Dayna Raaum an Dawn Sudweeks:

We have had a wonderful start to the year!!
Here is a recap of the monthly treats provided by PCO’s Appreciation Crew:
  - September: Chocolate Day provided a large spread of chocolate treats
  - September: Cheeseburgers cooked on the grill with all the fixins
  - October: Dinner and Lunch provided for Student Led Conferences
  - November: Thankful Notes & Candy Corn
  - December: Mug with hot cocoa mix

The Values Crew has been updating the Value Board each month.
Literacy Crew volunteers helped run the Scholastic Book Fair and helped plan and prepare activities for families at our District Literacy Night in November.
Staff Recognition

Elementary- Rylee Boiteux joined our team as our Special Education teacher more than a year ago. Rylee has demonstrated exemplary competence in her role. She is able to motivate her students with her unique balance of fun and diligence. Rylee is warm, compassionate and flexible. She is always actively problem solving, helping and looking for ways to make a difference in the lives of students and colleagues. We are so fortunate to have Rylee on our team.
Middle School-Chris Munsey is our digital literacy middle school teacher. Chris has been with Entheos for 6 years. Chris works hard to build authentic relationships with all his students. He works to ensure that he maintains his students’ curiosity for learning and exploring the world of science, technology and engineering. Chris is steady, structured and creative. These qualities are reflected in his students’ work, engagement and participation rates. We are very thankful to have Chris as part of our team.
Staff Recognition

Support Staff - Tanielle McDaniel is our beloved librarian for more than 4 years. Tanielle’s spunk and creativity are reflected in her colorful, fun decorations and her pirate costumes. She has shown tons of dedication and hardwork by successfully managing our book fair. Her story telling skills often captivates the attention of our younger students. She continues to instill a love for reading amongst all our students. We are so appreciative to have Tanielle on our team.
Work Plan: Mastery of Knowledge and Skills

2021-22 Performance Goal 1:
65% of students will make typical or better growth by the end of the year, as measured by the state assessments of Acadience Reading and RISE.*

*This includes 65% of English Learners making typical or better growth:

- Last month’s board meeting, we shared bar graphs of BOY data.
- Trimester grades are in. According data in “Mastery Connect,” most classes are right on schedule, (some a bit ahead and some bit behind), to complete instruction across the curriculum in all subjects.
- MOY data to come at future board meeting…. 
Work Plan: Character

2021-22 Performance Goal:

100% of teachers will use the design principles to enhance their crew experience. Character Crew will provide teachers with greeting, reading, and initiatives to support each design principle.

- We had a lovely all-campus Character Crew assembly on Thursday prior to the Thanksgiving break.
2021-22 Performance Goal:

2021-22 Performance Goal #1: 100% of students will participate in 2 Learning Expeditions that have challenging grade level Anchor Texts and supporting texts to develop reading skills in all grade levels.

- Jamie McKay, an EL designer and consultant, spent a half-day at Kearns on Friday, November 12th. He described to teachers the kind of expertise he can share and offered his help. He visited personally with almost every teacher available, and spent the afternoon with Nyman reviewing some of Kearns’s Expeditions for their strengths and weaknesses.
- At the board meeting, Kearns 2nd Grade will share their “Polar Plunge” Expedition.
- I hope some of you were able to attend the delightful 4th Grade “Celebration of Learning” on burrowing owls.
Visible Learning by John Hattie is a one-of-a-kind compilation and summary of nearly 1200 meta-analyses on roughly 250 influences on teaching and learning.

This is not a book to be read from cover-to-cover. Rather, it is an extremely useful reference for teachers, administrators, or board members as they try to ration and prioritize their scarce time and resources on those things that will bring the greatest results.

Purpose of TSSA
To support schools in creating and implementing a framework for improving school performance and student academic achievement.

Allowable Expenditures
To support implementation of the Entheos TSSA plan, according to statute and USBE rule, TSSA monies may be spent on the following:

- Up to 40% of the allocation to increase pay of existing teachers, if the average teacher salary at Entheos is below the state average.
- Up to 5% of allocation on personnel retention, not including uniform salary increases.
- Entheos may spend the balance as determined by the school’s TSSA Plan including, but not limited to, the following:
  - Personnel stipends for taking on additional responsibility outside of a typical work assignment
  - Professional learning
  - Additional school employees, including counselors, social workers, mental health workers, tutors, media specialists, information technology specialists, or other specialists
  - Technology
  - Before- or after-school programs
  - Summer school programs
  - Community support programs or partnerships
  - Class size reduction strategies
  - Augmentation of existing programs
  - Any other strategy reasonably designed to improve school performance or student academic achievement

Calculating and Distributing TSSA Monies between Entheos Campuses

Entheos academy will calculate and distribute program allocations based on prior year ADM, by allocating funding to each school based on per pupil basis.
Entheos Measurable Goals

Academic Achievement:
65% of students will make typical or better growth by the end of the 2021-22 school year, as measured by the state assessments of Acadience Reading and RISE.

School Character:
100% of teachers will use the design principles and values to enhance their Crew experience. Character Crew will provide teachers with greeting, reading, and initiatives to support each design principle.

High Quality Work:
100% of students will participate in Learning Expeditions or modules that have challenging grade level Anchor Texts and supporting texts to develop reading skills in all grade levels.

Entheos Plan to Reach Goals

1. Entheos Academy will be utilizing TSSA funds to increase pay and retain existing teachers, to align their salaries closer to the state average. By doing so, Entheos will be able to retain teachers with institutional knowledge, and expertise in fulfilling the mission and vision of the school, without losing them to higher paying district.

2. Entheos will pay stipends to individuals who take on additional work so that we can effectively implement our measurable goals outlined above. The LEA has created collaborative leadership teams who will meet regularly, with 3 areas of focus:
   a. Mastery of Knowledge and Skills: This branch of the leadership team oversees academic achievement in the school by evaluating data and providing differentiated professional development to teachers, based on their needs.
   b. Character: This branch of the leadership team oversees social and emotional learning and character development. The team will train all teachers on the “Crew” structure of EL schools, which creates a safe and welcoming learning environment for all students.
   c. High Quality Work: This branch of the leadership team oversees the production and implementation of high quality Learning Expeditions or EL Learning modules. To fulfill this goal, the High Quality Work crew will provide differentiated professional development to teachers, around building and implementing Learning Expeditions and modules.

Entheos Parent Education
Entheos Academy invites parents to Town Hall meetings several times a year, where school goals are presented and discussed, and input solicited. Parent education regarding goals and how to participate in increasing their child’s achievement, is communicated through parent evenings such as Literacy Night and Math Night, and through educational materials are sent home. The parent evenings will likely be hosted virtually this year, in light of the pandemic.