

ENTHEOS ACADEMY BOARD MEETING MINUTES

April 27, 2017

Held at Entheos Academy Kearns Campus 4710 W. 6200 S. Kearns UT 84118

OPENING

- I. Roll Call
 - a. Board Members Present: Jaren Gibson, Nate Pilcher, Stephanie Gibson Rod Eichelberger, Alisha Cartier, Adriane Olsen, Xazmin Prows, Kathy Larrabee (6:19 pm arrival)
 - b. Board Members Excused: None
 - c. Administrators and Staff also present: Eric Robins, Mathew Edvik, Brian Cates of Red Apple, Annette Barney, Sue Talmadge
 - d. Administrators Excused: None
 - e. Time: 6:00 pm
- II. Board Welcome by Jaren Gibson
- III. Pledge of Allegiance lead by Xazmin Prows
- IV. Mission Statement recited by group
- V. Calendar of Events
 - a. For Magna Campus: The board is requested the Celebration of Service. Passage presentations will be held May 25th 5:30-7 and board meeting start time will be adjusted to fit the schedule.
 - b. For Kearns Campus: The board is requested to be represented on May 11th for the Celebrations of Service. Presentation of Learning Passages will be May 17th and 18th. A service day will be held on May 31st, rather than a Field Day due to a greater interest by those planning and the logistics of scheduling.
 - c. Kathy Larrabee arrives (6:19 pm)
- VI. Minutes approval for 3/23/2017
 - a. Minutes approved by unanimous vote

INFORMATION ITEMS

- I. Public Comment: None
- II. Response to Public Comment: None
- III. Dalton Horscroft, teacher at Entheos, reported on Entheos's representation at the Regional Science Fair. The regional Science and Engineering Fair is equivalent to the State level for Charter schools as national is the next tier of competition. 14 students went to the regional competition from Entheos. Dalton noted of significance that 9 projects from 9th grade went to district. And all 9 advanced to the state competition. Tara Horscroft was 7th overall and will be attending the national competition, though no competing, she is observing. Dalton expressed his appreciation to the board for making the program possible for the students.
 - a. Dalton shared a side note, on an unscheduled topic, that he was in charge of counting the Penny Wars donations there were over 93,000 coins totaling over \$2,000.

- IV. The report from Kalisi Uluave of Education Direction was moved to this point in the schedule rather than given during the Turn Around report.
- a. Kalisi reviewed the most recent report Education Direction supplied to the state about Entheos Magna. In January 2017 the school had moved up to Substantial from Sufficient in 2 key areas of focused improvement. Entheos Magna is the only turn around school in the state that has done that with the recent reporting. Kalisi reports that he has felt a welcome and open feeling in the school, a sign to him of improvements being present. He highlighted that as the turnaround team goes into next school year the program should now be called a full-implementation of EL practices rather than “turnaround”. On May 19th, he will be doing a spring data reflection, looking at the SAGE scores. After that is complete the team will then look at evidence based instructional strategies to address learner centered problems. Additional training will be given to teachers and staff to support those changes. Then he opened the floor for questions from the board.
 - b. Stephanie asked why the culture and collaboration category is not substantial in the rating. Kalisi explained that every teacher is interviewed, class room observation reports are done and anonymous surveys are given. All that information is compiled to give the resultant rating. While Entheos Magna did not meet the metrics for “Substantial” the results are good and it is getting there. There are a few pockets that need work, but Kalisi is hopeful that the rating will increase in the next report.
 - c. Alisha said that she participated in some parent feedback meetings and realized that parents are not getting the information about what is happening and changing at the school and requested a better method for parent communication. And the issues brought up in parent focus groups conducted by Education Direction (ED) need to be documented and addressed. Kalisi clarified that the parent meetings are fact finding and the information is recorded but was not intended as a solution oriented meeting, but a metric to gauge the school’s turn around progress.
 - d. Nate Pilcher asked when Magna will be able to return to a greater service learning focus do we feel more of the service learning return or is that further out. Mat Edvik, Deb Ivie and Eric Robins all commented that the service learning is being implemented more again than last year and will continue to increase in importance as the turnaround becomes a full implementation of EL practices.
 - e. Nate Pilcher who receives this report. Kalisi said it submitted to the state and little to no feedback is given after it is reviewed at that level, but it meets the requirements of reporting.
 - f. Kalisi stated that in regards to parent communication there was a student who reported his mom always knows what is going on through the informal channels of communication. But most importantly the initial SAGE results are showing growth in the focused areas of learning.
- V. Finance and Budget Report given by Brian Cates
- a. As of Mar 31, 2017 the school is 75% through the fiscal year. The most recent finance committee meeting dealt with many line items. The school is just over 3% operating margin. There are 92 days cash on hand. This falls short of goal but 100 days but that

goal is higher than typical for charter. Revenue local and state is on schedule for receipt. Entheos is still awaiting federal revenue. Expenses in items 400 to 700s are over, but June will be the catch up months for those things as is typical with many school finances. Enrollment remains steady.

- b. Brian brought up a few items to discuss for next year. The school is in a great position for next year because WPU was increased; therefore a revenue increase. Local replacement will go up as well. The next year budget will be ready for approval in the May board meeting.
- c. State held a finance training, if you have questions or are concerned about legislation, contact Brian with your detailed questions. Financial training documentations will be sent to Rod. Mat asked if anything about turn around funds or recruitment and retention funds of cohort 1 schools was discussed at the training. Brian indicated no further information was given. But that the UCA application is being changed and updated. It is projected that reimbursements will be effective immediately rather than have long wait terms.
- d. Rod Eichelberger asked for next year's head count estimate. Mat stated that 480 is optimal, we are at 471 right now and he also stated that 480 is likely to be achieved by next year.
- e. Jaren asked about the treasurer bond requirement for the board treasurer. Brian said it is in the works. Red Apple is looking into ways to link the bond to the position and not the individual.

BREAK (7::10 pm - 7:45)

VI. Board feedback on Director's report from Magna

- a. Mat Edvik reported that academic achievement and SAGE scores are still coming in. He anticipates results will come in a little above proficiency scores of last year. But the upside is that based on the strands of focus we average a year and a half of growth for students in the areas of learner focus. There is a challenge of kids who aren't trying on testing, just putting answers and not attempting to solve or address the questions. Entheos Magna made the news for fund raised and donated for child abuse prevention. News should be coming to the Celebration of Service. Also Entheos Magna was the cool school of the week for fox 13. Hiring for next year has begun many of staff are staying on for next year. PCO has made a good showing in support of the school and the play this year. Mat spotlighted Mr. Penate for making the play a success and effectively using his class time. Stephanie Gibson asked for 2 spotlights per meeting rather than 1.
- b. Turnaround reporting was moved to this point in the meeting. Mat reports that SB234 impacts Entheos turn around exit criteria. Rather than a school grade improvement requirement, as a part of cohort 1 we were award points under the accountability system from our score 2 years ago that placed us in turnaround. Points will be awarded based on results after 2 years and when that shows a statistical improvement exiting can occur. The consequences of not meeting exit criteria have also changed to include less harsh option than complete shutdown. ED has worked for us to be on the agenda

for the state charter board to show all that has been happening and how committed Entheos is to turn around. Mat will share that date with the board when Holly has completed the process. When Entheos exits turnaround, the board will need to decide which of the fiscal reward options to accept.

VII. Questions and Feedback regarding Director's report from Kearns Campus

- a. Eric Robins reported the state board's clarification on enrollment numbers between satellite campuses. The number is not an aggregate of the two campuses, but an assigned amount for each campus. Kearns may enroll 560 and Magna may enroll 500, where Entheos prefers 580 at Kearns and 480 at Magna. Utilizing the 3% no-penalty over enroll Kearns will still have unfunded students enrolled. It can be left at that, or we go to the state and send administrative change and approved by board as a consent item. The last option is to take a full-blown re-charter. The board will need to come to a decision at a future meeting.
- b. Service Learning Celebration of Service is coming up on May 11th. SAGE scores coming in about a week behind Magna, so Kearns has less data. The middle school science scores are done and the 7, 8 and 9th grade scores look good. Dalton Horscroft the staff spotlight for being here over 10 years, he gets students excited about things especially the science fair project.
- c. The work plan finished up about a month ago accomplishing targets. Evidence of student growth will be known as scores come in. Stephanie asked if Eric would consider add getting parents more actively involved in next year's work plan. She suggested that parents get a one day a week or month that parents can be invited to come in an observe the math time in class. Eric replied that he likes the idea of involving parents more, but the rooms logistically can't fit that many extra parents and teacher ends up preparing a classroom rather than a lesson. A discussion began of teachers creating videos or accessing existing videos to help parents understand Singapore math. And a possible after school program that invites parents and their children in to learn about Singapore math. All parties agree that when parents can't help their children learn math in the Singapore method, it is a hindrance to the process of learning for a student.
- d. Stephanie asked for pairs of movie tickets for spotlights: Eric estimate that would be a \$800 cost and is feasible in the budget.

DISCUSSION ITEMS

I. Board Development

- a. Book choice is Mindset Carol Deweck. The board watched a ted talk from Carol Deweck as an introduction to the book. Please read the 1st 3 chapters for next board meeting.
- b. Passage Portfolio schedule was arranged.

Rod Eichelberger motions that we move into closed session to discuss the character competence and/or health of an individual. Stephanie seconds the motion. Motion passes unanimously.

CLOSED SESSION

ACTION ITEMS

Motion 1: Maternity/Paternity Leave Policy:

Eric: old one was lumped under Family and Medical leave act. To keep us competitive at the time 6 weeks we paid at a reduced pay after the individual exhausted their PTO. With other schools upping pay scales we aren't keeping pace. New policy takes out the requirement to exhaust personal time off. And takes out the \$80 sub pay. FLMA is 12 weeks so we pay for 6 and they can take 6 more with no pay. Rod why are we not doing things based on number of years works. Eric said that as a school we prefer the individuals take the 6 weeks and be prepared to work again after the break. And a paternity policy, sends a good message to give fathers a week off as well. Adoption is newborn in policy but directors can decide other options for each situation should a situation need that consideration.

Steph motions that the board approve the maternity and paternity leave policy as presented. Allisha second. Motion passes by unanimous vote.

Motion 2: Bonus Pay Resolution will be tabled as the documents contain blanks and information was not included for due diligence.

Motion 3: per closed session

Rod Eichelberger motions that the board approve Jaren to have the conversation with Directors concerning Director Bonuses as discussed in executive session. Kathy Larrabee second. Motion passes by ominous vote.

ADJOURN

- I. Motion Rod Eichelberger and Adriene Olsen second
- II. Meeting adjourned 10:10pm