

ENTHEOS ACADEMY BOARD MEETING MINUTES

November 29, 2018 6:15pm

Held at Entheos Academy

4710 West 6200 South Kearns, UT 84118

OPENING

- I. Roll Call
 - a. Board Members Present: Jaren Gibson, Alisha Cartier, Stephanie Gibson, Fabian Castro, Adrienne Olsen, Nate Pilcher
 - b. Board Members Excused: Corey Mecham, Xazmin Prows (on leave of absence)
 - c. Administrators and Staff also present: Annette Barney, Sue Talmadge, Deb Ivey, Brian Cates of Red Apple, Mat Edvik, Esther Blackwell, Brian Storrs, and Eric Robins
 - d. Administrators Excused: none
 - e. Time: 6:15 pm
- II. Pledge of Allegiance led by Deb Ivie (6: 16 pm)
- III. Mission Statement by group recitation (6:17 pm)
- IV. Board Welcome by Adriane Olsen (6:18 pm)
 - a. The video "Contributing to a Better World" from EL Education was shown <https://vimeo.com/263805552>
 - b. Adriane shared the experience of the EL Conference giving her a greater appreciation for the great change in students lives the EL education makes. Adriane reminded the board of the good things and the greater goal of the school's charter at this time.
- V. Jaren Gibson acknowledges the presence of Jeff Campbel of the Utah State Charter School Board and Joylin Lincoln from UPACS
- VI. Approve minutes from 10/25/2018 (6:25 pm)
 - a. Stand approved

INFORMATION ITEMS

- I. Public Comment: 6:25 pm
 - a. NONE
- II. Response to Public Comment: 6:25 pm
 - a. NONE
- III. Questions and Feedback regarding Executive Director's report, lead by Eric Robins (6:26 pm)
 - a. Eric reported that much of his time has been in the turnaround, which will be discussed later in the meeting.
 - b. Eric reported the Kearns planning commission held a meeting to discuss a proposed change to an adjacent property to Kearns Campus. Changing the zoning from a commercial to mixed use residential. Fabian Castro attended the meeting
 - i. Fabian takes the floor to review that he attended the meeting but no decision was made at the commission meeting since there were residents that wanted more information. A future meeting will be held to determine the commission's recommendation for this change.
 - ii. Eric Robins expressed that the residential change is better for the traffic situation and it is good for the school and the additional green space will be made available to the school via a lease agreement.

- c. Eric gave an update on the Fieldstone Home development next to Entheos Magna. Bond holders have approved changes, Jaren signed an agreement and this will move forward with an expected construction start date of May 2019.
 - d. Call for further questions. Jaren asked if the code changed area near Kearns will contain a gated community. Eric Robins is uncertain from the information available, but unlikely.
- IV. Questions and Feedback regarding Magna Director's report lead by Brian Storrs (6:34 pm)
- a. Jaren called for questions
 - b. Adriane asked if there are calendar items to attend for Magna. Brian Storrs request board member attendance at the Holiday Choir Concert Dec 6th at 6:30pm with a parent meeting to follow.
 - c. Staff recognition included Charity Foutz, Carren Parker, Mark Dexheimer
 - d. Brian reported that staff who attended the EL conference gained new insights and are ready to share them with staff at Entheos Magna. They were both first time attendees and Brian is working to incorporate the request to share what they learned with other staff.
 - e. Brian Storrs handed out a photo directory.
 - f. Jaren requested more information about the choice of hiring Mark Dexheimer. Brian expressed that Mark has a personality that matches the needs of SPED students well and that has shown beneficial in his work thus far.
- V. Questions and Feedback regarding Kearns Director's report lead by Esther Blackwell (6:45 pm)
- a. Kindergarten celebrations was held. Tomorrow night the 4th grade Pioneer Fair will be at 6:30 to 8 pm and on Dec 6th the 3rd grade celebration of learning is being held and board members are invited to attend. Kindergarten will be singing the National Anthem at the Grizzlies game Dec 14th.
 - b. Staff Recognition included Malloreay Baggaley, Mark Gardner, Spencer Nielsen.
 - c. Open for questions and comments. Jaren reported the Veteran's Day program was very good.
 - d. Stephanie Gibson asked about the math curriculum situation and the narrowing of the choices. Esther reported the committee is looking at the ED reports. On site presentations by the top five curriculum choices have been done. Now the committee is narrowing to 3 choices. The committee will come with their recommendations and rankings in January for the board to make a decision.
 - e. Eric Robins commented that the committee is being very complete in their evaluations and doing more work than anticipated to make a quality recommendation. The committee is using the curriculum in the classroom to test drive it and get quality teacher feedback.
 - f. Mat Edvik commented that the board wanted something in alignment with Singapore Math with the concrete modeling forms. The committee is following that vision and objectives of the charter while evaluating curriculum.
- VI. Jaren Gibson requested board members and Administrators introduce themselves to the guests present at the meeting. (6:56 pm)
- VII. Budget and Finance Report, Brian Cates reporting (6:57 pm)
- a. The school is 33% through the fiscal year. Finance committee meet a week ago. A 3.7% operating margin. From a cash standpoint the school is doing well, but the auditor had a conversation with Brian about better use of the extra cash. There will be suggestions of what to do with any potential cash surpluses after the audit report comes back and

turnaround is determined. There was a single audit focus on the lunch program. Entheos effectively passed all aspects after producing additional documentation.

- b. Brian open for questions. Eric reminded board that the school has not used surplus cash on hand for investing, though discussed previously, due to the fact the bond was at the 5 year call and could be renegotiated and the turnaround situation is undecided. A proposal will put forward for cash surplus investment and options when those aspects are complete.
- c. Brian Cates presented a Finance 101 training to the board including explanation of funding sources, expense categories, timeline of revenues and fiscal year, explanation of the state funding sources and calculations, budgeting philosophies for charter school boards, required budget approval times, chart of accounts break down, board responsibilities, budget details, how to read financial reports and ratio definitions.
- d. Opened for questions. Stephanie Gibson asked for details of the bond ratio requirements. Eric Robins clarified our internal controls exceed the bond ratios and we are not near those numbers. Alisha Cartier verified that Squire will provide a copy of the audit to the board.

VIII. EL National Conference Report by Adriane Olsen (7:33 pm)

- a. Adriane shared background of when and why the conference is held. She reviewed her 3 days of conference training. Her takeaways included the use of dimension teams to improve teacher effectiveness by giving each teacher a role of mastery to aid those staff learning to utilize those skills; the use of surveys to evaluate charter education goals. Mat Edvik commented that EL is developing standardized surveys to be used for measuring character education. Sue Talmadge cautioned the use of surveys in the classrooms should still protect student privacy. Adriane's final takeaway included the need for Entheos to tell its story and become known for its effective implementation of EL education and philosophy.
- b. Jaren Gibson opened the floor for comments from the administration that also attended. Mat reiterated that the story of Entheos's should be cataloged and made available. Eric Robins shared that when he attended past conferences he realized that EL is huge and Entheos is doing well at it. Esther Blackwell added that when she joined Entheos and she saw how effective the school is, she pursued getting marketing information from the EL conference and wishes to tell Entheos's story.

DISCUSSION ITEMS

I. Turnaround Report by Jaren Gibson and Eric Robins (7:55 pm)

- a. Jaren shared a status update of the turnaround situation for Magna campus.
- b. Floor was turned to Mat Edvik. He first asked for specific questions. None were raised. His presentation included a copy of the email that the school neither exited or received an extension in turnaround, original exiting criteria, next steps by the state offices to evaluate action to be taking involving Entheos Magna.
- c. Alisha asked if she should attend the parent meeting as her presence can effect the honesty. Brett Campbell suggested that parent feedback be shared separately with him from any dual role individuals (ex. Parent and board member or parent and teacher).
- d. Mat reviewed of the Median Growth percentile scores of Magna for areas considered. ELA went down and Math also and it was larger for math thus new math curriculum is being considered. In science proficiency went up but median growth went down. Pathways of progress DIBELS measurements were displayed showing improvements. Entheos Magna is being held to the 2014-15 criteria to exit, except in Science. 233

points is the cut off. If Science was kept in the assessment than the Entheos score would be 237 but without it he Entheos score is 190.

- e. Eric Robins added that the first year of cohort 1 was messy for turn around. The good thing is that kids are progressing. The focus on science was unfortunate as it is not being considered. But the school is also teaching charter goals like character that are not assessed by these numbers. The board's work reviewing the charter fidelity survey is a good thing to help maintain this progress.
 - f. Jaren Gibson reminded board members to attend the Dec 13th meeting. Numbers are set and it is important that the board present the rest of the story including retention number of students and teachers increasing and parent experiences.
 - g. Brett Campbell added that his task is to get as many view points as possible and get a complete picture of the situation for recommendations of future action.
 - h. Stephanie Gibson asked if the length of operation is considered. Brett said the data goes back three years.
 - i. Eric Robin's offered access to the attorney also for further board member understanding.
 - j. Jaren asked about parent communication regarding turn around. Eric reported it was sent out this week.
 - k. Eric reminded the board that if Entheos did not meet the criteria for exiting or extension there are 6 consequence options: school change, board changes, admin changed, new group can take over the school, closer and other changes. Entheos would like to be placed in the other category to receive an extension.
 - l. Fabian wanted to know if the new student factor is controlled for in the data. Eric said we are using better measurement tools and getting great starting data with new students. Brian Storrs stated the data doesn't include the story of the types of students that come to Entheos as new students.
 - m. Joylin Lincoln shared that when she has seen school boards report to the state charter school board, if each member is an expert in an area of the school and issue that will ease the burden of presentation and make it possible for charter school board questions to be fielded effectively.
- II. Work Plan Review for Kearns by Esther Blackwell (8:49 pm)
- a. Esther shared that math curriculum choice is part of the master and knowledge. Kearns has added data inquiry teams to help improve and inform the coming weeks work. High quality student work initiatives being in earnest in February. Character work is being integrated with the mastery of skills and knowledge through the Entheos PRIDE program.
- III. Work Plan Review for Magna by Brian Storrs (8:53 pm)
- a. Brian reported the work plan focuses on engagement and we have set goals for our mid year goal of having 50% active engagement, 40% passive and no more than 10% other/off task. Administration is pushing for instructional leadership teams to do the observations and help those teachers to improve engagement with a better personal professional development.
- IV. Policies Committee report by Annette Barney (9:00 pm)
- a. The Extra Curricular policy was updated to include the correct statute of reference.
 - b. The Content policy was unchanged and opened for feedback. Esther Blackwell requested the wording of "all in class literature" be changed as it isn't not practical for every news article, paper or worksheet to be reviewed and approved by the director. Also there was a request to more guidelines as to what is controversial content and what is core content that requires the approval of the directors.

- V. Recognition Committee Report by Stephanie Gibson (9:03pm)
 - a. Stephanie reported on recognition that last year recognition included other office staff as well as teachers. She requested board suggestions for additional recognitions to include for the coming year. Eric Robins suggested the math curriculum. Stephanie suggested the janitors.
- VI. Board Development by Jaren Gibson and Nate Pilcher (9:07 pm)
 - a. Floor granted to Nate to talk about having more clarity about developing strategies better. Nate reported that administration and teachers deserve more from the board to gain direction. Mission and charter determine the strategies a board should have. There are missions then strategies then tactics. The board focuses on strategies not tactics. Nate handed out a document for board members to review and follow up for their answers will be gained via email to Nate before next board meeting.
 - b. Sue suggest looking at the original “big rocks and little rocks” plan from when the school was founded to see what happened, what didn’t and how to plan.
 - c.

ACTION ITEMS

- I. **MOTION 1:** (9:15 pm)
 - a. Approve the updated “Classroom Content” Policy as presented
 - i. Alisha Cartier motioned “we table the ‘Classroom Content Policy’”
 - ii. Stephanie Gibson seconded.
 - iii. Motion passed by unanimous vote.
- II. **MOTION 2:** (9:15 pm)
 - a. Approve the updated “Classroom Content” Policy as presented
 - i. Nate Pilcher motions to approve the updated “Extra Curricular Activities” policy as presented.
 - ii. Adriane Olsen seconded.
 - iii. Motion passed by unanimous vote.

ADJOURN

- I. Adriane Olsen motions to adjourn. Alisha Cartier seconds.
- II. Meeting adjourned at 9:16 pm