

INVENT LEARNING HUB

Thursday, May 5th, 2022
5:30PM to 7:00PM

Location: Invent Learning Hub School



May 5, 2022 - ILH
Board Meeting.pdf

Meeting Item	Corresponding Indicator	Description
<p>Board Members Present</p>	<p>The Board is comprised of all essential skillsets and all members are contributing</p> <p><i>Core Question 3: Is the organization effective and well-run?</i></p> <p>3.1. Does the board demonstrate strong governance oversight?</p>	<p><i>*Live streamed*</i></p> <p><i>Board Members:</i></p> <ul style="list-style-type: none"> - Paul Smith – Present - Natalie Huestis – Present virtually - Kierstin Janik – Present - Paul Whitmore – Not present - Meghan Ruesch – Not present - Kia Wells – Not present - Tyler Ewigleben – Present - Zachary Alexander – Not present - Trevor Butler – Present virtually <p><i>5/9 board members = Quorum</i></p> <p><i>Staff Members</i></p> <ul style="list-style-type: none"> - Aleicha Ostler, School Leader
<p>Mission Moment</p>	<p>First 3-years Timeline</p> <p><i>Core Question 4: Is the school providing the appropriate conditions for success?</i></p> <p>4.7. Is the school climate responsive to the needs of students, staff, and families?</p>	<p>Timeline really highlighted how much the pandemic impacted school and students with e-learning, attendance challenges, masks challenges</p> <ul style="list-style-type: none"> - Back to 90% attendance (95% is typical expectation)

<p>Briefing / Discussion Items</p>	<p>Executive Report</p> <p><i>Core Question 2: Is the organization in sound fiscal health?</i></p> <p>2.1 A. Short-term health: Does the school demonstrate the ability to pay its obligations in the next 12 months?</p> <p>2.1 B. Short-term health: Does the network demonstrate the ability to pay its obligations in the next 12 months?*</p> <p><i>Core Question 1: Is the educational program a success?</i></p> <p>1.1 Is the school's academic performance meeting state expectation, as measured by Indiana's ac-countability system?</p> <p><i>Core Question 4: Is the school providing the appropriate conditions for success?</i></p> <p>4.4 Does the school effectively use learning standards and assessments to inform and improve instruction?</p>	<p>Enrollment</p> <ul style="list-style-type: none"> - 159 students currently <p>IREAD</p> <ul style="list-style-type: none"> - Goal was 66% passing - 54% students passed - 75% of students that have been at ILH 3 years passed - Retesting all kids that did not pass through the summer after time working in small intervention groups <p>Discussion on impact of COVID</p> <p>Wizard of Oz</p> <ul style="list-style-type: none"> - Cast of 25 students - Cost about \$600, but expect to make at least \$500 on tickets, snacks, etc. - 100 tickets and almost sold out <p>Retention and Hiring</p> <ul style="list-style-type: none"> - ___ Retention at 89% <ul style="list-style-type: none"> Losing 2 teachers – 1 to out of state move for spouse and the other has decided to get out of teaching - ___ 11 positions open - ___ 4 pending offers - ___ A lot of challenges hiring <p>Paul: When do we need the staff hired?</p> <p>Aleicha: Like to by end of May</p> <p>Kierstin: How are you recruiting?</p> <p>Aleicha: TCID Directory, Indeed, Butler career fair, word of mouth</p> <p>Paul: When do you talk to them about compensation?</p> <p>Aleicha: With an offer?</p> <p>Paul: Is compensation scaring people away?</p> <p>Aleicha: A lot of teachers talking with Avon or Lawrence and it's hard to compete with</p> <p>Kierstin: Could teachers go to their alumni school and make connections for pipeline?</p> <p>Aleicha: Rachel has gotten us into Butler – They are more open to charters and align with our philosophies well. Trying to work with Marion on doing student teachers to build a pipeline.</p> <p>Natalie: Have we thought about Martin?</p> <p>Aleicha: No, don't have a connection, will have to try to do that.</p> <p>Natalie: Has a meeting with them next week for work, will try to</p>
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<p>Briefing / Discussion Items</p>	<p>Facility Assessment</p> <p><i>Core Question 2: Is the organization in sound fiscal health?</i></p> <p>2.3. Does the organization demonstrate it has adequate financial management and systems?</p>	<p>fit into the conversation.</p> <p>Ameresco did a building assessment (recommended through MindTrust and paid for through DOE)</p> <p>Paul reviewed recommendations and findings from the assessment</p> <ul style="list-style-type: none"> - \$13-\$16M was what they said it would cost to truly update the building to be fully updated - This amount is not within our budget, so we have to think about what the best approach and options - Paul and Brian discussed and believe that \$3-4M is more do-able <p>Ask of the board is to go over the list of recommended items to have a conversation next meeting</p> <p>Aleicha: Would like the facilities committee to discuss as well</p>
<p>Action Items</p>	<p>Teacher Compensation Model</p> <p><i>Core Question 2: Is the organization in sound fiscal health?</i></p> <p>2.3. Does the organization demonstrate it has adequate financial management and systems?</p> <p><i>Core Question 4: Is the school providing the appropriate conditions for success?</i></p> <p>4.5. Has the school developed adequate human resource systems and deployed its staff effectively?</p>	<p>Did market benchmarking – Kierstin helped pull data</p> <p>Created a philosophy of what we will focus on compensation, wellness, perks and benefits</p> <p>Did employee survey</p> <ul style="list-style-type: none"> - Benefits weren't a high priority (Tyler: Why do you think that is? / Aleicha: A young staff) - Staff really likes the wellness offerings (i.e. SEL circle) <p>Looking at offering an EAP plan ~\$3,000 annually</p> <p>Looking at perks: Museum membership / \$2,000 bonus at 5 year anniversary / \$4,000 bonus at 10 year anniversary</p> <p>Tyler: When I was young, I changed jobs every 1.5 years to 2 years – If you have to wait until year 5, that's far off to stay. Maybe consider more loyalty bonus opportunities or earlier in their tenure.</p> <p>Aleicha reviewed compensation structure draft</p> <p>Paul: Felt we needed to increase base salaries to compete with IPS and other schools salaries</p> <p>VOTE to approve teacher salaries:</p> <ul style="list-style-type: none"> - Motion: Tyler Ewigleben - 2nd: Kierstin Janik - Vote passes unanimously

		<p>Paul and Trevor: Think about how we message the compensation change with benefits cost changes to be perceived as positive</p> <p>Paul: How are you going to roll it out?</p> <p>Aleicha: Will receive their new letter of intent with \$, would like to announce overall decision to give increase in-person soon</p>
<p>Action Items</p>	<p>Quotes for Facility Work / Summer Work</p> <p><i>Core Question 2: Is the organization in sound fiscal health?</i></p> <p>2.3. Does the organization demonstrate it has adequate financial management and systems?</p> <p><i>Core Question 4: Is the school providing the appropriate conditions for success?</i></p> <p>4.7. Is the school climate responsive to the needs of students, staff, and families?</p>	<p>Move Vote to next meeting when more information is gathered</p> <p>Parking Lot Needs</p> <ul style="list-style-type: none"> - AAA Sealcoating: \$45,700 - Phillips Paving – Cannot take on the job at this time - Milestone – Kierstin connection <p>Concrete</p> <ul style="list-style-type: none"> - Milestone including in quote - Hasco <p>Locks</p> <ul style="list-style-type: none"> - Central Indiana Hardware - \$4118 - Pryor Safe and Lock
<p>Committees</p>	<p>Sub-Committees</p> <p><i>Core Question 3: Is the organization effective and well-run?</i></p> <p>3.1. Does the board demonstrate strong governance oversight?</p> <p>3.4 Is the school leader strong in their academic and organizational leadership?</p>	<p>Goals for each committee were established</p> <p>Finance: Trevor</p> <ul style="list-style-type: none"> - Reviewed documents to discuss in committee meeting <p>Governance: Tyler E.</p> <ul style="list-style-type: none"> - Working to recruit 2 new board members <p><u>Needs by June 30th:</u></p> <ul style="list-style-type: none"> - Aleicha’s evaluation due June 30th: Paul and Tyler to do Suggest meeting for the evaluation conversation on the week of June 13th - Board self-evaluation: Everyone needs to do it – Aleicha to send - Board Assurances: Aleicha to send <p>Facilities: Paul Smith</p> <ul style="list-style-type: none"> - Update above <p>Development: Zach Alexander</p> <ul style="list-style-type: none"> - No updates <p>Compensation Committee</p> <ul style="list-style-type: none"> - Update above