

INVENT LEARNING HUB

Thursday, January 5th, 2023

5:30PM to 7:00PM

Location: Invent Learning Hub School



January 5, 2023 -
ILH Board Meeting.c

Meeting Item	Corresponding Indicator	Description
Board Members Present	The Board is comprised of all essential skillsets and all members are contributing <i>Core Question 3: Is the organization effective and well-run?</i> 3.1. Does the board demonstrate strong governance oversight?	<i>Board Members:</i> - Paul Smith – Present - Natalie Huestis – Present - Kierstin Janik – Present virtually - Paul Whitmore – Present virtually - Meghan Ruesch – Present - Kia Wells – Present virtually - Tyler Ewigleben – Present - Zachary Alexander – Present - Trevor Butler – Not present - Karen Wright – Present - Rachel – Not present 9/10 board members = Not Quorum <i>Staff Members</i> - Aleicha Ostler, School Leader
Mission Moment	Holiday Help <i>Core Question 4: Is the school providing the appropriate conditions for success?</i>	Holiday help went really well this year. • School Counselor coordinated everything • Put out communication to all families • Support from SE Community Center/Toys for Tots/ • Helped 41 families - \$50 - \$100 grocery money, gifts, and more • We estimate it was \$16,000 in support for holiday help for families

	<i>4.7. Is the school climate responsive to the needs of students, staff, and families?</i>	• Checked with organizations around to see what families were being helped by other Still other needs • Starting a wrestling team – Need to get them uniforms Middle school teacher is coaching • Flag football uniforms • Track uniforms
Briefing / Discussion Items Briefing / Discussion Items	Executive Report <i>Core Question 1: Is the educational program a success?</i> <i>Questions 1.5.: Is the school's attendance rate strong?</i> <i>Core Question 2: Is the organization in sound fiscal health?</i> <i>2.1 A. Short-term health: Does the school demonstrate the ability to pay its obligations in the next 12 months?</i> <i>2.2 Long-term health: Does the organization demonstrate long-term financial health?</i>	<u>Enrollment and Attendance Trends</u> • 168 current enrollment • Budgeted originally for 200 • Trevor: We did build into the budget some extra cushion • Paul S.: Trevor, would you check into what a 32-student hit would be? • Aleicha: Brian said it is less than our budget surplus • Attendance is challenging and we are pushing hard on families for attendance. If they are not here we cannot • What's more important, academic gains or flexibility on attendance – Want to be sensitive to family needs, but it's a balancing act • Paul S.: Why aren't kids coming? • Aleicha: Mostly parents not getting kids to school. DPS is overloaded with this challenge. School of choice does make it challenging because if parents don't like the policy or what you say, they can pick up and move. It can fluctuate enrollment • Natalie: Communication with parents? • Aleicha: I think COVID has changed the mindset on attendance and coming to school. We call every single day a student isn't at school. Still doing gift cards for parents for everyday that we are at 95%. We've made 3 days. Have done a field trip/skating party for those students that made the attendance goal • Tyler: Father when a teacher would offer a trip at the end of the quarter if they made attendance • Natalie: Is 8-10 students ~95%? Cannot miss more than 1 day – Maybe encourage the language and messaging • Zachary – Agree that makes more sense • Aleicha – We did communicate it as that way. And we are counting only unexcused, sick days do not count. • Paul S. – Sometimes telling them they can miss 1 day might encourage them to miss • Natalie: Trying to understand if it's chronically absent few or widespread?

	<i>Core Question 4: Is the school providing the appropriate conditions for success?</i> 4.8. Is ongoing communication with students and parents clear and helpful?	● Aleicha: We had 100+ kids that got to go to the skate party. I think the next step is probably individual meetings with parents to get plans for those who are chronically absent on how we can improve and tell them how much it's tied to academic success. Show the students' data on attendance and academics in detail ● Natalie: Could there be a tiered system? Field trip a gold tier / Silver tier is something else / Bronze another incentive. It might encourage people that miss 2 times to keep coming and not just give up ● Karen: What data is being shared with parents around academic performance and attendance? ● Aleicha: Not more than parent teacher conferences or messages from the teachers. I do think it has to be more at this point and face to face – Not only have they missed too many days it's impacting them academically. Probably need to go down the list and prioritize meetings ● Natalie: Another thought – Make a big deal about when they are in school <u>Gun Threat</u> ● Social media video of guns on a bed – Threat made outside of school ● Student came to school and reported, we informed the parent ● Parent picked up the child and then called and said the kid is now threatening to come to the school ● We called the police – 8 detectives came to the school ● When she came to the school and was asked to show the threat, she could not and the daughter stated that the school was not threatened ● Paul W. comment on communication that went out ● Lost a family over it saying that with this incident and the previous bus incident that they did not feel safe <u>School Assessment Follow-Up</u> ● Evaluation said we are not meeting using academic performance data to improve – Will be helping us get a plan in place, but have not seen it yet
	Update Goals <i>Core Question 2: Is the organization in sound fiscal health?</i> 2.1 A. Short-term health: Does the school demonstrate the	<u>Recruitment Plan</u> ● Emailed plan to board https://docs.google.com/spreadsheets/d/1y7ZtPQBYUPuppCTT5IV5fEjgFzlrzMMx8sYMYEO_jk/edit?usp=sharing ● Want to add recruitment committee and need to get that going as enrollment is coming up ● Ideas for some recruitment efforts and efforts in place

	<i>ability to pay its obligations in the next 12 months?</i> <i>2.2 Long-term health: Does the organization demonstrate long-term financial health?</i> <i>Core Question 1: Is the educational program a success?</i> <i>Questions 1.1.: Are students making sufficient and adequate gains as measured by the Indiana Growth Model?</i> <i>Questions 1.3: Does the school demonstrate that students are improving the longer that they are enrolled at the school?</i> <i>Question 1.7: Is the school meeting its school-specific goals?</i> <i>Core Question 4: Is the school providing the appropriate conditions for success?</i> <i>4.4. Does the school effectively use learning standards and assessments to inform and improve instruction?</i>	Example: Crafts with kids <u>Academic Milestones</u> ● One of Aleicha's goals is reassessing the academic milestones ● K-2 milestones by month in place with monitoring where they should be by month, based on child making 1 year growth as a minimum (some kids need to make more than 1 year to be on grade level) ● Some areas more challenging as there is not predictive measures by month ● OEI came out last year with the growth measure piece ● Formed a committee for 2nd semester to look at assessments and how we can have more milestones next year to see how students are doing ● Tyler: Question about assessments and data you can pull from them ● Aleicha: Discussed some of the assessment challenges ● Tyler/Natalie: Question about better predictive assessments and support from the state ● Aleicha presented data and examples on the work they are doing on reading improvement Looking at how to get plans for kids on RB (lowest reading level) up and showed how some examples of assessments on where kids are challenged with things like blending or phonetics Older grades looking at data on where kids are missing questions, how many, etc. Aleicha showed data of charting on an example Tyler: This is really sophisticated the way we are charting and doing this. Scientific Committees to move this work forward will start tomorrow – If any board member would like to participate, please let Aleicha know
	Board Info. Updated <i>Core Question 3: Is the organization effective and well-run?</i> <i>3.1. Does the board demonstrate strong governance oversight?</i>	Aleicha Requested that the board fill out the emailed survey updating their information which is required for reporting Data collected includes: Age range, address, email, etc.

	3.3. Does the school satisfactorily comply with all its governance obligations?	
	Re-establish committees / Goals Focus <i>Core Question 3: Is the organization effective and well-run?</i> 3.2. Does the board utilize appropriate structures and tools to execute against its strategic vision?	Aleicha requested that the committees that have not met regularly/recently would get a plan to meet Aleicha asked for those interested in the new recruitment committee and policy committee • Zachary recommended the recruitment committee to look at TikTok to reach potential students and families – Can be time consuming, but effective • Kia: Is the recruitment committee a permanent committee or an interim need? Aleicha: Permanent unless it is no longer a need Natalie: Should have some joint conversations with development committee • Megan and Paul W. interested in the policy committee – Megan to email Paul W.
Action Items <i>No quorum to vote on anything</i>	Expulsion Process <i>Core Question 4: Is the school providing the appropriate conditions for success?</i> <i>4.7. Is the school climate responsive to the needs of students, staff, and families?</i>	Conversation continued around supports given to students and families if expulsion happens – Follow-up from previous board meeting Aleicha presented resources gathered Example: How to prepare for a disciplinary hearing and list of other educational opportunities if expelled Aleicha surprised with the lack of general information and resources online, particularly for elementary and middle school students Kia discussed some options to consider as resources Aleicha – Have not yet approved the process Paul W.: Any changes made since last conversation? Aleicha: Only change was to remove the ability for families to appeal the expulsion? Paul S.: Please re-email it to everyone and we will make it a voting item next meeting.
	New Board Member <i>Core Question 3: Is the organization effective and well-run?</i>	Aleicha and Tyler met with Rachel Weaver Tyler discussed why he believes she is a strong fit <u>Action Item Vote</u> Tyler: Motion to add Rachel to the board as a board member

	3.1. <i>Does the board demonstrate strong governance oversight?</i> 3.2. Does the board utilize appropriate structures and tools to execute against its strategic vision?	Paul W.: 2nd Zachary: Question Motion passed unanimously Zach asked what the goals are for the board and what are the vacancies? Aleicha: Do we have any board members want to roll-off? The rules says 3 years, but can continue on should the board agree Paul: Less than 3 years is hard as you are just getting knowledgeable and going Zachary: Has seen two 3-year terms for a total of 6 years informally Aleicha: Would like to get better process around this. Have a time during the year where we are reviewing and asking board members at 3 years Tyler: Will take that as a governance committee to do
Committees	Sub-Committees <i>Core Question 3: Is the organization effective and well-run?</i> 3.1. <i>Does the board demonstrate strong governance oversight?</i> 3.4 <i>Is the school leader strong in their academic and organizational leadership?</i>	Finance: Trevor - No updates Governance: Tyler E. - No updates Facilities: Paul Smith - No updates Development: Zach Alexander - No updates Compensation Committee - No updates

Meeting end: 7:00 PM