INVENT LEARNING HUB

Thursday, November 3rd, 2022 5:30PM to 7:00PM

Location: Invent Learning Hub School



November 3, 2022 -ILH Board Meeting.r

Meeting Item	Corresponding Indicator	Description	
Board Members Present	essential skillsets and all members are contributing Core Question 3: Is the organization effective and well-run? 3.1. Does the board demonstrate strong governance oversight?	Board Members: Paul Smith – Not present Natalie Huestis – Present Kierstin Janik – Present virtually Paul Whitmore – Present virtually Meghan Ruesch – Not present Kia Wells – Present virtually Tyler Ewigleben – Not Present Zachary Alexander – Not Present Trevor Butler – Not present Karen Wright - Present Karen Wright - Present Staff Members Aleicha Ostler, School Leader OEI staff member present	
Mission Moment	Getting to know you activity	Each board member answer: - Who they are - What they do - Why they are on the ILH board - What skills do they bring? - 2 truths and a lie	
	Executive Report	<u>Enrollment</u>	

Briefing / Discussion Items Briefing / Discussion Items

Core Question 1: Is the educational program a success?

1.1 Is the school's academic performance meeting state expectation, as measured by Indiana's ac-countability system?

1.2 Are students making sufficient and adequate gains, as measured by the Indiana Growth Model?

1.5 Is the school's attendance rate strong?

Core Question 2: Is the organization in sound fiscal health?

2.1 A. Short-term health: Does the school demonstrate the ability to pay its obligations in the next 12 months?

170 on enrollment day

Student Demographics

Enrollment	October 1, 2021	September 28, 2022 ¹
К	24	20
1	26	25
2	19	24
3	17	19
4	25	18
5	17	20
6	19	14
7	8	15
8	0	17
Total	155	172

155 on enrollment day

Aleicha outlined: Big flux in enrollment and most/all are students have had behavioral challenges at other schools

Kia: Has seen this being a challenge for at least 10 years across the board

Aleicha: Have asked behavior contracts from the other schools – Many of them not specific, don't give an idea of

Often have our kids go on and get off the plans – If they go off of reset, leave supports in place to help them transition

Assessments

Many students behind on assessments

Kindergarten class a bit more advanced than typical

Grant through Marion University - Implemented tutoring with a focus on years 1 and 2 – Reading was challenging to teach these groups through COVID and are behind

Tier 3: MTSS is extra support for those kids who need more – A lot of kids with this need

Students on reset:

- Daily check-in
- Skill building class with councilor
- Behavior tracker
- Targeted behaviors that are being observed for

Kia: Please speak more towards the tier 3 kids and what you are

doing for supporting them. Do you do mentoring?

Aleicha: Not mentoring right now, but would love to.
Skill-building with the councilor, tracker, specific things for the child based on need.

Karen: Of the 52 doing the small reading group is it spread or concentrated to one group?

Aleicha: 1st – They struggled with COVID and learning and reading and also 2nd grade

Attendance

- Student attendance since COVID has continued to be terrible
- Pre-COVID had never have a problem with getting above 95% (state expectation). 8 students per day out.
- We have not been above 90% for the year
- 25% through the school year and 52 kids (30%) on track to be chronically absent
- School offering incentives, gift cards
- Kierstin: Do you have any indication of what is driving this trend? Reset on mindset/expectation with COVID, transportation or other things?
- Aleicha: A little of both of those things. Shift in mindset on sending kids to school if they don't feel well, transportation is an issue – If they miss the bus, they miss the bus and can't get to school. I think it also shows the high need we serve. I am curious to pull analysis on what grades.
- Attendance letters, DCS calls (16 reports in the last month).

Karen – How many days for a DCS report?

Aleicha: 10 absent days before DCS call

 New school councilor's goal is around attendance and helping us think of things to do to improve – i.e. parties

Staffing

Started at 27 and are down to 22 (4 resignations and 1 termination)

Paul: Are those academic staff or administrative staff?

Aleicha: 2 key teaching staff. A lot of the feedback is asking us to do too much, it's too hard, there is not balance. We try to do what we can, but it is hard to remove all of this because it is hard

Karen: Also battling the fact they can move anywhere because there is a shortage

Natalie: What positions to rehire?

Aleicha: 1-2 reading and PE/Pathways. We did lose a 5-6 reading

teacher, but can cover

<u>Budget</u>

Are down due to enrollment – Needed to be at 200, not 170

Deficit in the budget is being made up in the staffing loss. Do look at

Building Renovations

Blue Hub school tour next Monday

They help schools renovate

Year 4 Review

Core Question 4: Is the school providing the appropriate conditions for success?





Year 4 Review Invent Learning Lab Further Thoughts (1 2022 O El CQ4 Repor

4.4 – Does not Meet; Do not feel this is accurate (1 pt. from being approaching)

This team did not meet with parents this year (they had in the past)

Paul: Appreciate the thoughtful response and explanation in this process.

Aleicha: This gets published online and is public knowledge. We aren't sitting back and thinking we are doing great everywhere, so the feedback is appreciated.

Natalie: Curious what is actual standard versus preference in the ratings. For example, the academic culture piece.

Aleicha: We did go back and ask for them to provide some local schools that are really doing that well on the academic culture so I can see what you think good looks like. This is something we really pride ourselves on and people really notice of our school so were surprised.

Attendance Policy and Overall Policy Review

Core Question 1: Is the educational program a success?

1.5 Is the school's attendance rate strong?

Core Question 4: Is the school providing the appropriate conditions for success?

4.5 Has the school developed adequate HR systems and deployed its staff effectively?



ILH - HR -Attendance Policy.p

If the board has benchmarks to share on staff/teacher attendance policies, please share

Have gone through and have updated all the staff on their days off

Kierstin: Do you think you will have any negative impact on retention with a stricter attendance policy

Aleicha: Worry about it – That's why thinking about a policy that lifts after a "probationary period"

Aleicha: Want Megan to review for legal.

Paul W. – Would like to partner with Megan on that

Aleicha – Are very policy forward and would like to do a full review

Action Items

No quorum to vote on anything

Expulsion Process

Core Question 4: Is the school providing the appropriate conditions for success?

4.5 Has the school developed adequate HR systems and deployed its staff effectively?



1. SUSPENSION PENDING EXPULSION



2. Email to front office.docx



3. NOTICE OF EXPULSION HEARING





5. EXPULSION



6. EXPULSION NO HEARING SCRIPT.do EXAMINER'S WRITTE REQUEST FOR HEAR







7. WAIVER OF DUE SUSPENSIO N VIOLATION OF PROCESS; PROBATIC PENDING EXPULSION PROBATION.docx

To vote on next meeting

Has been reviewed by legal

Kia: Have you considered adding support for families upon expulsion. Therapy, mentoring, etc.?

Aleicha: Would love to add it in.

Kia and Aleicha will connect to think about how ILH can provide this.

	Code of Conduct Core Question 4: Is the school providing the appropriate conditions for success? 4.5 Has the school developed	Was approved last year, but we made some revisions based on the experience with the expulsion Aleicha to send to the group and be voted on next meeting
	adequate HR systems and deployed its staff effectively? New Board Member	Rachel Weaver – Candidate for board
	Core Question 3: Is the	https://www.linkedin.com/in/rachelweaver-1021/recent-activity/
	3.1 Does the board demonstrate strong governance oversight?	Kia: I adore her and she is very rooted in community and she will be an amazing addition
Committees	Sub-Committees	Goals for each committee were established
	Core Question 3: Is the organization effective and well-run? 3.1. Does the board demonstrate strong governance oversight? 3.4 Is the school leader strong in their academic and organizational leadership?	Facilities: Paul Smith - No updates

Meeting end: 6:52 PM