

INVENT LEARNING HUB

Thursday, November 3rd, 2022

5:30PM to 7:00PM

Location: Invent Learning Hub School



November 3, 2022 -
ILH Board Meeting.p

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 – 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 5/10 board members = No Quorum <i>Staff Members</i> - 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	<i>Core Question 1: Is the educational program a success?</i> <i>1.1 Is the school's academic performance meeting state expectation, as measured by Indiana's ac-countability system?</i> <i>1.2 Are students making sufficient and adequate gains, as measured by the Indiana Growth Model?</i> <i>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>	170 on enrollment day Student Demographics <table border="1"> <thead> <tr> <th>Enrollment</th><th>October 1, 2021</th><th>September 28, 2022¹</th></tr> </thead> <tbody> <tr> <td>K</td><td>24</td><td>20</td></tr> <tr> <td>1</td><td>26</td><td>25</td></tr> <tr> <td>2</td><td>19</td><td>24</td></tr> <tr> <td>3</td><td>17</td><td>19</td></tr> <tr> <td>4</td><td>25</td><td>18</td></tr> <tr> <td>5</td><td>17</td><td>20</td></tr> <tr> <td>6</td><td>19</td><td>14</td></tr> <tr> <td>7</td><td>8</td><td>15</td></tr> <tr> <td>8</td><td>0</td><td>17</td></tr> <tr> <td>Total</td><td>155</td><td>172</td></tr> </tbody> </table> 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 <u>Assessments</u> 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	Enrollment	October 1, 2021	September 28, 2022 ¹	K	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
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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 <u>Building Renovations</u> Blue Hub school tour next Monday They help schools renovate
	Year 4 Review <i>Core Question 4: Is the school providing the appropriate conditions for success?</i>	  Year 4 Review Invent Learning Lab Further Thoughts (1 2022 OEl 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 <i>Core Question 1: Is the educational program a success?</i> 1.5 Is the school's attendance rate strong? <i>Core Question 4: Is the school providing the appropriate conditions for success?</i> 4.5 Has the school developed adequate HR systems and deployed its staff effectively?	 ILH - HR - Attendance Policy.pdf 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 <i>No quorum to vote on anything</i>	Expulsion Process <i>Core Question 4: Is the school providing the appropriate conditions for success?</i> 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  4. EXPULSION HEARING SCRIPT.doc  5. EXPULSION EXAMINER'S WRITTEN REQUEST FOR HEARING  6. EXPULSION NO HEARING  7. WAIVER OF DUE PROCESS; PROBATION PENDING EXPULSION  SUSPENSION  VIOLATION OF 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 <i>Core Question 4: Is the school providing the appropriate conditions for success?</i> <i>4.5 Has the school developed adequate HR systems and deployed its staff effectively?</i>	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
	New Board Member <i>Core Question 3: Is the organization effectively run?</i> <i>3.1 Does the board demonstrate strong governance oversight?</i> <i>3.2 Does the board utilize appropriate structures and tools to execute against its strategic vision?</i>	Rachel Weaver – Candidate for board https://www.linkedin.com/in/rachelweaver-1021/recent-activity/ Has been working with her as a community member for a number of years and she is super passionate about ILH and excited about the opportunity Kia: I adore her and she is very rooted in community and she will be an amazing addition
Committees	Sub-Committees <i>Core Question 3: Is the organization effective and well-run?</i> <i>3.1. Does the board demonstrate strong governance oversight?</i> <i>3.4 Is the school leader strong in their academic and organizational leadership?</i>	Goals for each committee were established 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: 6:52 PM