



## **NOTES**

### **Board of Directors' Meeting**

**Monday, October 15, 2018**

**6:15 PM Full BOD Meeting**

**The meeting will be held at:**

**Highline Academy Northeast Campus**

**19451 East Maxwell Pl**

**Denver CO 80249**

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**MISSION:** We exist to foster a diverse and equitable community of youth and adults striving together for academic, personal and civic excellence.

**VISION:** Inclusive excellence in public education.

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The Board uses a series of qualifiers, where appropriate, to help clarify the nature of each presentation/report.

1. The decision has been made and updates are provided (Inform)
2. Input is needed to assist the board to make the best decision (Discussion/Input)
3. Brainstorming is needed to help identify all options (Brainstorm)
4. Input and/or decision is assigned to a Special Committee (Small Group)
5. The decision is ready for vote (Vote)

## **Attendance**

### **Board Executive Committee:**

- Nathan Byford, Vice-President
- Eric Neumann, Treasurer
- Sara Spanier, Co-Secretary
- Sandra Grahame, Co-Secretary

### **Board Members:**

- Brent Baribeau
- Drew Kent
- Faye Ganley
- Joe Whitfield

### **Members:**

- Chris Ferris, Executive Director
- Sara Verni-Lau, HASE Principal
- Heather Miles, HASE Teacher Liaison
- Cortney Fry, HASE Teacher Liaison
- Manda Troutman, HANE Teacher Liaison
- Valerie Boggs, HANE Teacher Liaison

### **Other:**

- Rachel Langberg, Note Taker

### **Absent:**

- Jonathan Tee, President
- Kaya Taylor, Board Member

### **Public:**

- Sarah Speer, HANE Early Childhood Education Teacher

<b>Topic</b>	<b>Presenter</b>	<b>Goals</b>	<b>Qualifier/ Outcome</b>
<b>Call to Order- 5 minutes (6:22pm)</b> <ul style="list-style-type: none"> <li>● Quorum Establish</li> <li>● Agenda Confirm</li> <li>● Mission and Vision- <a href="#">Core Values</a> discussed in Pairs (see packet) <ul style="list-style-type: none"> <li>○ 10 minutes to read values, find partner, and then share interpretation</li> <li>○ Mr. Whitfield acknowledged the importance of the Core Values leading our work...it's unique to schools.</li> </ul> </li> </ul>	Nate Byford	Governance	Inform/ Discussion
<b>Consent Agenda - 2 minutes (6:40pm)</b> <ul style="list-style-type: none"> <li>● Minutes from September meeting <ul style="list-style-type: none"> <li>○ Revisions are needed because of ReFi meeting and additional board meeting</li> </ul> </li> <li>● Staff Demographics report <ul style="list-style-type: none"> <li>○ More diverse staff are being recruited and hired in the network (change from 26% people of color to 33% people of color)</li> </ul> </li> </ul>	Nate Byford	Governance	Vote
<b>Public Comment (6:42pm)</b> <ul style="list-style-type: none"> <li>● Nothing from Sarah Speer</li> </ul>			
<b>Demo of new Board Drive (6:43pm)</b> <ul style="list-style-type: none"> <li>● Team Drive is by invite only "HA Board"</li> <li>● Board members need an @highlineacademy.org email</li> <li>● Check email for directions to access the folder</li> </ul>	Chris	Better facilitate Board business	
<b>Reach Up Committee (6:48pm)</b> <ul style="list-style-type: none"> <li>● SPF</li> <li>● Community Communication</li> <li>● Scantron Initial Scores</li> <li>● Dashboard</li> </ul> <p>HANE (presented by Guerin Gray)</p> <ul style="list-style-type: none"> <li>● Used to use Early Childhood SPF (ECE-3rd)</li> <li>● Currently use Elementary SPF (K-5)</li> <li>● HASE also uses Middle School SPF (6-8)</li> <li>● Consider the amount of change within the school for the past 2 years, including turnover of teachers and change in leadership.</li> <li>● Responsive approach <ul style="list-style-type: none"> <li>○ Intervention blocks are added to schedule</li> <li>○ New administrative team</li> <li>○ Added positions (interventionists and behavior supports)</li> </ul> </li> </ul>	School Leaders	Academic Oversight	Board Governance

- Leadership Teams will focus on areas for improvement, set goals, track progress, and implement structures for improvement (English Language Learners, Literacy, Math, and Family Connections)
- Early intervention for early literacy to bring students who are behind to grade level
- 3 homerooms at every grade level at HANE, vs 2 at HASE
- Data teams are focused on assessment and building a culture of data analysis, and ensuring assessments are rigorous enough to match the CMAS

HASE (presented by Sarah Verni Lau)

- Indicators from 16-17 vs 17-18
- Info is broken down into K-2, 3-5, and 6-8
- Academic Gap Groups (more than 16 students equals a group, and earns a score)
  - English Learners
  - Students in Poverty
  - Students of Color
  - Students with Disabilities
- Principals can see the students in each group, except students who qualify for Free and Reduced Lunch (FERPA)
- Abbreviations
  - SPF- 2 year average School Performance Framework
  - CMAS- Colorado Measures of Academic Success (State Test)
  - Early Literacy- iReady for 17-18, STAR for 18-19
  - BGL- Below Grade Level
  - SBGL- Significantly Below Grade Level
  - Catch Up Growth- students below grade level earn on grade level status
  - Keep Up Growth- students on grade level maintain on/above grade level
- Middle school performed better than elementary
- ACCESS Assessment was given by unfamiliar adults, as teacher was not present for testing
- Gaps are present and mission is not fulfilled....An increase focused on assessment and data allows for teachers to reconcile gaps much sooner
- Take into consideration the timing of the assessments and the environment students experience during assessments
- Data meetings in elementary school focus on transference (retention of information on paper/online,

in reading/math, etc)

- Comparable schools to HASE (recruitment): Hamilton (yellow), Merrill (yellow), Shoemaker (Orange)
  - SPFs went down to yellow in SE Denver schools
  - Denver Green School is blue, an innovation/magnet school, similar to demographics
- Common rubrics are being developed in the elementary grades
- Hypothesis: Students in middle school are getting more instruction from a teacher than from independent centers like in elementary

**Questions:**

What information is being communicated to parents, community, funders/donors, prospective parents/donors, etc. to clarify any misunderstandings based on the presentation of this new SPF information?

- At HANE, a parent information night will be hosted to share the results and next steps with stakeholders
- Stakeholders are learning to present the highlights from the school, too, and share our sense of high urgency regarding the lower results.
  - Sara Spanier recommended a joint letter from Chris Ferris and Jonathan Tee to share their support for the school, along with ways the school is being responsive.
  - Eric Neumann suggested sharing how one school is doing compared to other schools in the neighborhood, similar demographics, etc. to put the scores into perspective...at least at the school level.

What's the difference between iReady and Scantron environments?

- iReady at middle school is cartoonish, and looks like a game, but Scantron's presentation is more standardized. Additionally, Scantron allows teachers to see the standards students mastered, and didn't...and are able to immediately intervene/enrich appropriately.

Are we teaching to the test?

- No. HA teachers teach to the standard, and select assessments that measure the level of proficiency towards those standards.

Comments:

<ul style="list-style-type: none"> <li>● Format of HANE/HASE sharing information and opening up to questions was helpful.</li> <li>● REACH Out Committee should meet to share communication with the community regarding Highline Academy SPFs, and show support for both schools. A letter to the staff would be appreciated. (Chris and Nathan/Jonathan will follow up on this request.) This models the Collective Leadership core value!</li> <li>● Drew Kent shared that the SPF is not indicative of the social emotional learning occurring at schools, too.</li> </ul>			
<p><b>Reach Out Committee</b></p> <ul style="list-style-type: none"> <li>● HANE Fall Festival Donations <ul style="list-style-type: none"> <li>○ Come to the festival from 10-2 on 10/27</li> </ul> </li> <li>● CO Gives Day Outreach Plan <ul style="list-style-type: none"> <li>○ Each Board member should take one donor and thank them for previous sponsorships and think of Highline for this year's campaign</li> <li>○ Promote giving on social media, and consider setting up a donation site on CO Gives Site</li> <li>○ Consider doing a school video or reaching out to organizations that do donation matching</li> <li>○ Tuesday, December 4, 2018</li> </ul> </li> </ul>	Brent	Monitor	Inform
<p><b>Executive Session: Leslie,</b> executive session under CRS 24-6-402(40(f) to discuss a personnel matter, specifically to report to the board the ongoing resolution of a dispute</p> <ul style="list-style-type: none"> <li>● Closed to all but board meetings</li> </ul>	Chris	Monitor	No vote Inform
<p><b>Reminders/Announcements</b></p> <p>Next BOD meeting:</p> <ul style="list-style-type: none"> <li>● December 3, 6:15-8:00 pm - HASE</li> </ul> <p>Upcoming campus events for Board participation:</p> <ul style="list-style-type: none"> <li>● HASE Fall Festival Oct 13</li> <li>● 10/27 HANE Harvest and Craft festival 10:00-2:00</li> <li>● 11/10 7:00-9:30 HANE Flapjack Fundraiser at Applebee's in GVR- looking for servers!</li> </ul>	Sandra		Inform
<p><b>Adjournment</b></p> <ul style="list-style-type: none"> <li>● Motion by Faye Ganley , Seconded by Drew Kent</li> </ul>	Nate		
<p><b>Reach Up (Academic/Data Committee)</b></p> <ul style="list-style-type: none"> <li>● Nathan wants more participation from the Board and/or teachers</li> <li>● Email <a href="mailto:nathan.byford@gmail.com">nathan.byford@gmail.com</a> to be added to the Doodle</li> </ul>			

