

CHSC Board Meeting

August 10 2021

4:00 – 6:00

Attendees

Michael McArthur, Greg Mestas, Clark Callahan, David Brown, Carla Erickson, Stella Yu, Ryan Marks, Elizabeth Feldhusen, Phyllis Kadison, Nneka McPhee, Cyndi Bush-Luna, Gabriel

Cyndi: Request to approve agenda

Clark asked board to amend for an Executive Session at the end of the meeting to discuss resignation resolution. Michael made motion to approve. Cyndi seconded. All in favor. Motion passes Ryan motioned to approve agenda as amended. Cyndi seconded. Motion passed.

Motion made to approve minutes of 6/8 meeting. Nneka sent those out. Passed by majority vote.

Ryan read mission statement.

Story of the Month for Osage

Celebrated summer learning opportunity. Liz indicated that 24 students participated, all passed the courses they were taking. All participated in PBL that covered English, Science and Math components. Students looked at environmental racism in their community and the impact of that. They made pledges around their environmental foot print. Students built their own planter boxes and created a community garden in front of the building. These were students had not been successful that year due to COVID. This learning was done in person via a 2-week accelerated program and students had to achieve 98% attendance.

Story of the Month for GES

David was able to re-engage a student in the GED program. Last year was difficult for the student but she has been diligent about keeping in touch with David and is ready to go.

CHSC Osage Status Report

Liz reported the following.

- Last three weeks onboarding staff.
- Started with new staff last week of July now everyone together going through staff orientation.
- Highlights areas of focus teambuilding, making sure were creating culture among our staff first, different working groups and roles have the support they needed. Highlights facilitator Lain Hodges – Improve Teamwork session. Worked with Success Team Members will expand to rest of the team.
- Will Anderson dynamic session with new educators around Culturally Sustaining Practices and combined training with GES (AUL) trauma informed.
- Clark put together EMergenetics training – scientifically supported survey that helps you understand your own working style as well as colleagues. Positive.

- Building common assessments and math curriculum through Illustrative Math and Illuminate. A lot of collaboration with GES. Looked at School Vision and Goals, Core Values. Post-Secondary success CHSC graduate looks like, defining success
- Instructional best practices
- Culture week next week to build intentional culture
- Building safety protocols. Refreshers needed.
- Gender Pronoun 101 Training
- Student Outreach

Hiring

- Hiring is complete
- 3 new classroom educators
- Post-Secondary Advocate – new position
- GED Coordinator – new position (Shared with GES)

Enrollment

- seeing a more steady stream of students vs last year
- 142 students enrolled
- 5 GED students
- 79 return students enrolled
- 58 new students enrolled
- Expecting 31 more returners
- Looking to enroll 42 additional new students – past years brought in 80, aiming for 200 by first day of school goal is 215. Cautiously confident they will meet those numbers.

Culture Week

- New students on 8/16 and all true 9th graders
- Return students on 8/17
- August 18 and 19 will focus on culture building
- Defining post-secondary success
- “Need to Know” slides
- Partner programs
- Intake – needs assessment academics social emo and post sec
- Graduation requirements
- Cap N Gown pictures

New Initiatives

- GED Program
- Bring sports back
- Common assessments

- DEI focused on LGBTQ and Gender, continuing work around race and culturally sustaining practices.
- Locking in new graduation requirements.

Planning for maternity leave

Building capacity among team she has.

CHSC-GES Status Report

- Staff Orientation
- FACES Team started 7/21
- Onboarding started 7/12-13, 7/19-20
- Instructional Team: new started on 7/26 and returning on 8/2

Professional Learning

- Illuminate and Learn Zillion
- Will Anderson Expectations
- Gender and Pronoun Learning
- Emergenetics (staff pleased),
- Safety and Security Drills and Scenarios (classrooms that could come up with our students like disengagement, cell phones, walking out of class – peer feedback to all teachers and support staff),
- Restorative Practices - everything we are doing in this building and that we are doing will be centered on CV. If it cannot be, are we in right direction No longer discipline referrals, called CORE VALUE Referrals. There will be high level situations requiring suspension/expulsion, but we will get to root of problem. Will focus on 5 questions:
 1. What Happened?
 2. Who was affected?
 3. What responsibility do you take?
 4. How do we move forward in a positive direction?

5. What type of follow up do you need to move forward with this situation?

David referenced hall of fame speeches Jimmy Johnson if you treat somebody where they're at that's where they're going to remain. If you treat someone as who they could be or should be, that's where they will be heading. We will take students where they could be and should be. We want them to do things past graduation, engaging in careers, post-secondary ops. They enjoy success past the walls of GES. Shift thinking to beyond GES, provide opportunities to take risks and be successful young adults.,

School-Wide expectations in terms of academics and socially will be centered on Core Values and the Core Values Referral.

- Orientations: New student (8/16) and returning student 8/17

New Student Orientation/Returning student

Specific for each group. What are we doing?

Returning: Micah led with what's changed since last year and helping guide into that so not a disruption.

Hiring

- Carla Erickson – Dean of Operations
- Kashmiere Dotson – School Counselor
- Adam King – Career Counselor
- Felicia Lucero - Student Advocate
- Amanda Bauer - Humanities
- Rajpaul Pannu - Math
- Allegra Rieber - Math
- Jessie Waid - Science
- Sharon Roman - SPED
- Nichole Moore – Social Worker
- Cameron Tafoya – Online/GED
- Offer made to new advocate

Enrollment

- 95 students as of 8/6
- Goal 140 by the end of this week 8/13
- Plan to reach goal by 9/28
- Well above where we were last year. Confident that we are going to meet our goal.
- If not meeting weekly goals – breaking down enrollment goal for each person. Need to provide David with names 3x's week to keep track.

Initiatives

- Senior Demonstrations of Learning
- Continuing December 10
- Kashmiere and Adam will run Senior Support Class where students will polish presentations.
- Invites coming
- Understanding that GES is no longer an infant school
- CTE Construction Management
- Quality of Work
- Direct Communication
- High Expectations
- Accelerated Learning
- Diversity and Equity and Inclusivity learning (LGTBQ + and BIPOC)

- Post-Secondary (Career Plans)

Clark's Organization Report

Clark began by thanking Liz and David.

Gave a big shout out to David and Kendrick for last spring's work focusing on expanding where we advertise for open positions. Exciting to see the fruits of that good work.

Staff Demographic Report

Strategic Plan Goal staff reflect students and families we work with.

Osage growth: people of color 50/50 GES 47%

Home office 50/50

Organization Total 49/51 Persons of Color v White

Reflective of the great work David and Liz did in the hiring process and the work David and Kendrick did in recruiting an applicant pool.

Clark asked if there were any questions. Comments were generated:

Clark: As part of vision continue DEI work, several initiatives:

- Inclusivity Committees at both campuses to look at policies, procedures and practices to make inclusive as possible.
- Continue to focus on hiring practices. Make sure we are publicizing openings we have on a wide array of platforms to ensure diverse applicant pool for all open positions.
- DEI training on quarterly basis. Data from spring surveys to inform what kind of PD will be in those quarterly trainings.
- Continue to survey staff for feedback and make changes in real time when needed.

Vaccinations and Masks

Prepare for students returning and specifically cover the Mayor's mandate around vaccines. As most are aware, mayor mandated vaccines for all employees of the city including Charter schools. Data highly confidential as health records are.

Masks – all staff and students required when in building. If alone in office no need for a mask and staff won't need to where when eating. Vast majority of time staff and students will wear masks.

Conclusion

- Liz shared she will be out any day week now. Plans for coverage:
- Kendrick at Osage resigned as of August 1
- Clark will work as interim while Liz is out. Has relocated to downstairs on main floor.
- GES will have Micah Rose on paternity leave this fall as well. David will be covering while Micah is out.
- Excited for both, plans in place to ensure great start to school year.

- Stella proposed to the Board that we do something to thank staff and admin for carrying on through such a difficult time. Perhaps in the spring, the Board can offer a reception to thank everybody. Clark agreed. Nneka agreed. Ryan agreed and said Clark benefiting from leadership model in the school: succession planning and capacity building. Diversity at top, promote from within. So Clark doesn't always have to step in.

Resolution

Requested motion asked board to attest to document in that it basically says we are going to follow the requirements of CDE online learning including: ensuring right number of hours in calendar year, specific percentage of learning is synchronous and that we will abide by all those statutes. Summarized that this is the Board saying we'll agree.

David said this is a one-year piece. If we continue, (20 at each school) we will put in for it next year. This is a place holder. Thankful to Sara Taylor.

Nneka – requested motion to approve as required by DPS.

All in favor. Passed.

Financial Update

- Met on Thursday at 4:00
- UNAUDITED numbers in the audit
- GES revenue was 105% of budget
- Expenses 103% of budget for 2020 higher than expected because we purchased Chromebooks and CTE curriculum
- Expenses below revenue at all campuses

Nneka asked for a motion to adjourn and take to Executive Session

Ryan moved to ES pursuant to CRS to discuss Employment Resolution.

