

Minutes of the Endeavor Hall Board of Directors Meeting

Thursday, June 28, 2018

The meeting was called to order at 5:45 p.m. by Chair Brittney Cummins at Endeavor Hall Charter School located at 2614 Decker Lake Lane, West Valley City, UT.

Board Members Present: Brittney Cummins, Tom Huynh, joining by phone Anna Kramer, Lisa Fuller and Jennifer Perry

Board Member Absent: Ryan Harrison

Administrators Present: Simon Raubenheimer

Business Administrators Present: John Edwards

Others Present:

1. **Public Comment:** None

2. **Consent Agenda: Meeting Minutes for June 22, 2018 and May 24, 2018:**

Motion to Approve Minutes Jen Perry, Second by Tom Huynh. Motion was passed unanimously.

3. **Action: New Board Members.** Ryan Carr-parent of a student(s) at the school, and Lisa Fuller who had served as the Parent Committee member. Her term is up for that portion. We have asked her to stay on as a regular board member.

Motion was made by Anna Kramer, Second by Jen Perry. Motion was approved unanimously.

4. **Election of Board Officers:** Tom Huynh was **Nominated** by Brittney Cummins to the position of treasurer. Second by Jennifer Perry. The **Motion** was approved by all and passed unanimously. Anna Kramer will stay on the Board, but will no longer serve as secretary. Brittney Cummins **Nominated** Lisa Fuller as the Board Secretary. Jen Perry Seconded the motion. The **Motion** was approved by all and passed unanimously.

5. **Endeavor Hall Gang Prevention Policy:** The Gang Prevention policy was in need of added updates. Those updates were discussed. The Board asked questions. Those questions were all answered. There is a gang prevention group that comes to the school to help with training. **Motion** to approve was made by Jen Perry and it was Seconded by Anna Kramer. The motion was passed unanimously.

6. **Endeavor Hall Assurance of Human Sexuality Instruction:** The document needs to be mailed to the state. A committee needs to be formed to oversee the Human Sexuality Assurance area. The Board needs to approve the curriculum that will be used to teach Human Sexuality. The teaching materials that will be used are all approved materials from the State Board of Education. The school has not implemented its own materials. **Motion** to approve by Jen Perry. Second by Lisa Fuller. The motion was passed unanimously.

7. **Endeavor Hall Data Privacy Policy** will be postponed till our next meeting

8. **Administration report:** Simon presented the Administration report. There was information on how the students have done on testing such as dibels. Curriculum was looked at and discussed. Enrollment, high school preparation, staff, information from the survey sent out to parents and teachers, and other items were all discussed. A copy of the report is below.

9. **Business Manage Report:** The budget was looked over by the Board with information shared by John Edwards. Any questions or concerns were addressed. A **Motion** to accept the budget was made by Anna Krammer . Second by Tom Huynh. The motion was passed unanimously.

10. **Board Chair Report:** We received information back from State Charter School Board that our Charter Agreement and Exhibit A was accepted. Two minor changes needed to be made. The word Sage testing replaced with State Mandated testing and we used the word "Saxon" math and need to change it to a more generic term of math.

11. Closed Session to evaluate our Director Simon Raubenheimer. A **Motion** to go into closed session was made by Anna Krammer. Second by Tom Huynh . A roll call vote was taken as follows. Brittney Cummins-Yes, Tom Huynh-Yes, Anna Kramer-Yes, Lisa Fuller-Yes, and Jennifer Perry-Yes. Non were opposed. We went into closed session at approx 6:55. It was not stated in the recording what the time was. Those attending were the Board Members stated above and Simon Raubenheimer

12. **Motion** to come out of closed session was made by Anna Krammer. The second was made by Jen Perry.

13 **Motion** to Adjourn by Jen Perry and Seconded by Tom Huynh. The motion was passed unanimously. We adjourned at 7:24 pm.

Director Report: June 2018

Mission: *Endeavor Hall serves students desiring to acquire superior writing skills in the context of an academically challenging curriculum in preparation for success in collegiate studies, careers and civic communication.*

Thank you for the opportunity you have given me to serve as Director/Principal this year. It has been a tough year, but we cannot allow the hard experiences we have gone through, especially over the last quarter, to define who we are as a school. We have amazing families, students, and faculty at Endeavor Hall. They are strong, creative, and resilient.

I have felt tremendous support from the Board this year. We cannot do this without a great working partnership between the school and board. I feel that we have this. Thank you.

When looking at the Strategic Plan, I feel that we have succeeded in so many areas. While this is so, we have so much more to do and accomplish. My goal is to see Endeavor Hall take its place as a future Charter School of the Year.

I look forward to a year of growth, healing and success.

Simon Raubenheimer
Principal

Instructional Pillars:

Academics and Curriculum

* Academic Performance -

SAGE: Science

GRADE	17 - 18	GAIN
4 th	16%	+6%
5 th	27%	+12%
6		
7		
8		
Total	21.5%	+1%

SAGE: ELA

GRADE	17 - 18	GAIN
3 rd	19%	-2%
4 th	9%	-1%
5 th	20%	0%
6 th	9%	-15%
7 th	32%	+15%
8 th	21%	+2%
Total	18.3%	0%

SAGE: Math

GRADE	17 - 18	GAIN
3 rd	17%	-7%
4 th	20%	0%
5 th	25%	+8%
6 th	4%	-11%
7 th	33%	+10%
8 th	20%	+4%
Total	19.8%	+1%

DIBELS

GRADE	AVERAGE GROWTH
Kindergarten Full Day	87.5%
Kindergarten Half Day	30%
First Grade	54.4%
Second Grade	67.5%
Third Grade	51%
4 th – 6 th	69.8%

* Curriculum Selection & Implementation: -

After a year of collecting data throughout the grades, but more specifically in 5th Grade, we realized that SAXON Math was not providing our students with a comprehensive look at the State Standards. A committee was put together which included teachers and administration. Various math curriculums were looked at and proposals were given. After an extensive look at the different proposals, the Board approved the following curriculum changes for SY19:

Grades K – 5 GO Math

Grades 6 – 8 Illustrative Math 6-8 by Open Resources

A full day training for the new math curriculums has been planned for all teachers prior to students arriving August 20.

During this year, we have used data to identify and fill curricular holes. Teachers have been a big part of this process. Paige McGrath has worked very closely with teachers, especially K-3, when looking at DIBELS data. Together we have honed in on specifics in order to see improvement in DIBELS Scoring.

Operations & Leadership

* Leadership Effectiveness: -

1. **85%** of parents surveyed felt they could openly communicate with Administration. This is a **15% improvement** from last year.
2. **93.4%** of teachers surveyed felt that they were a part of a team. This is a **13.4% increase** from last year.
3. **94.4%** of teachers surveyed felt that they have the necessary tools to fulfil their responsibilities. This is a **21% increase** from last year.
4. **94.5%** of teachers surveyed felt that they had sufficient support and guidance from the director. This is an **18% increase** from last year.
5. **90.3%** of parents surveyed felt that school-wide communications received was helpful and timely. This is a **17% increase** from last year.
6. During the course of the year there were three tough decisions to be made

with regards to changing specific faculty members. Decisions were made on what was best for student growth, and while things were tough at the time, the correct decisions were made. The Middle School saw stability in the changes made to the English and Science Departments.

* Financial Stability:-

1. Despite enrollment being lower than projected, we still have 98 days cash on hand.
2. A full-time maintenance manager was hired. The cleaning contract was halved, and the landscape company was discontinued. This has saved close to 40% in this area.
3. Writer in Resident Program was restructured, saving \$10,000, but increasing time with the author by almost 50%.
4. A \$90,000 grant was secured to help fund the three full-day kindergarten classes.

* Enrollment:-

Current projected figures are at 475. We have taken a huge hit for students going into 3rd, 4th and Middle School. Marketing continues.

1. Westfest: 2 students have enrolled, and we are following up on a potential 20 more.

* Policy:-

1. Assurance of Compliance Report has been submitted.
2. Gang Prevention Policy is the latest policy to be brought before the board.

During the course of this year, we have looked to teachers who can fill admin type rolls. Some examples of this include: Teacher led Safety Committee, 2nd Grade Team led DIBELS Training, 5th Grade Team led curriculum training, Mentor Assignments, Assessment Director responsibilities, afternoon clubs including theater, Team Leader responsibilities, collaborative decision making, ongoing teaming.

Culture & Mission Implementation

* Writer in Residence:-

See Report by Kristyn Crow

* Curriculum Enhancement:-

Each grade has planned and executed enhancement activities including the following:

The Aquarium, Zoo, Hiking Donut Falls, The Planetarium, Discovery Gateway Museum, Thanksgiving Point, Wheeler Farm, The Krishna Temple, Living Traditions Festival, Museum of Natural History, STEM Activities, Wax Museum, Underground Railroad, Drama Club, Computer Club, STEM Club

* Parent Satisfaction:-

1. Communication has been key to maintaining parent satisfaction this year. It is clear from the Parent Survey that great strides were made in this area. I have quoted some of the results under Operations & Leadership.

2. Eagle's Nest: Although there have been some teething problems, we had a successful year with the Parent Volunteer Organization. They have held numerous activities including:

Box Tops, Parents and Pastries, Fundraisers, and the School Carnival which had over 700 in attendance.

* Student Engagement:-

This continues to be an ongoing quest. We have seen slight improvement overall in SAGE Data, and marked improvement in DIBELS Data, however, it is so much more than that.

These are some of the "extra" activities that students have been engaged in:

1. Halloween Parade. 150 plus parents came and supported this activity.
2. Drama/School Play was a great success. Many students worked hard to put on the Wizard of Oz.
3. Curriculum Enhancement Activities.

* Prep for HS:-

All 8th Grade Parents and students were invited to meet with the school counselor regarding High School Plans. Not all attended though. Our new counselor, Mr. Kener, will be making this one of his priorities next year.

This year a set of Values was introduced to the school. Expectations were that all who enter the school abide, and model these values. A renewed focus on writing saw more student work published than in previous years. An area of focus for next year is to be more intentional with sharing this writing.

Professional Staff & Resources

*** Professional Development & Learning:-**

It was interesting to see that many teachers felt that we hadn't done enough this year with regards to professional development. I feel that this was partly due to not sending teachers out of state to trainings. Over the past three years, teachers have attended numerous trainings in Oregon, California, and Nevada. This was streamlined this year in order to cut back on expenses.

However, faculty meetings were primarily professional development experiences where Administration, or grade level teams provided critical training to staff.

For SY19 we have included two full day PD opportunities for teachers, as well as five days of in house PD before school starts. We are planning on sending a few teachers to a STEM Conference in Nevada this coming Fall.

This summer teachers have participated in numerous PD opportunities including a 2 Day MTSS/RTI conference in Orem (5 teachers), a Civics in Education Conference in SLC (3 teachers), UAPCS Conference (3), and Admin will be attending an Administration Strand Differentiated Instruction Conference during July.

*** Employee Satisfaction:-**

1. We have gone from 67% staff turnover at the start of the 2015-2016 school year, to a 10% turnover for next year. As per the employee survey, employee satisfaction, and sense of belonging is increasing tremendously.

2. Three teachers, Jana Bateman, Meagan Jones, and Jessica Nash were finalists in the UAPCS Teacher of the Year Category.

Other Notable Projects

1. New roof
2. HVAC/AC Work

3. Murals

4. Maintenance changes