



SOAR Board of Directors Meeting
March 12, 2021 8:45-11:00 AM

Join Zoom Meeting

<https://us02web.zoom.us/j/83529436486?pwd=Vzg0WGtzMzJaRWFobFZiODBuSG9XQT09>

8:45 AM Check-in

9:00 AM Consent Agenda

9:00 AM motion to convene - Liane, second - Rona

- Minutes
 - *November and February minutes - motion to approve*
- Monthly dashboard
- Monthly financials
 - *DPS increased teacher salary schedule, so we wanted to jump the schedule up by 2%*
 - *Also did a check against inflation and state revenues*
 - *Teachers who were due to receive a 2% increase in their step, now will get a 4% increase*
 - *Hope that a salary increase of this amount will honor teachers' efforts this year*
 - *Approval of revised 2020-2021 Teacher Salary Schedule*
 - Motion to approve - Rona, second - Marisela

9:15 AM Vote on Samm Donelson joining the board

- Motion to approve - Liane, second - Marisela

9:25 AM Board Working Agreements - Sharing and Feedback

9:40 AM Principal's Report

1. Summary of spring tutoring plan
 - a. This was created in response to literacy achievement data and the need to mitigate learning loss from the past calendar year.

- b. 60+ in person, 30 remote, participating in after school tutoring through the end of the year. 2 hours per week
- c. Started with students on a READ plan
- d. Focus is on literacy
- e. Small groups, 1-1, reading leveled books, sight words, phonics
- f. Students report that tutoring has been really helpful in helping to catch up. Parents are appreciative!

Questions for the Board: How will we track data to see if the tutoring is working?

- Next week - Pre-assessment - reading level
- 8 weeks later - post-assessment
- Using Core Phonics Assessment - pre-assessment and a post-assessment
- Also, tracking on iReady
- How do you get parent feedback from students who are participating?

2. Summary of summer institute plan

- a. This was created in response to the need to mitigate learning loss from the past year and to prepare our youngest learners for a successful school start in August 2021.
 - i. 9am-2pm last two weeks of July (ELA and Math)
 - ii. Pre-kindergarten class - planning and prepping for how to go to school
 - iii. Students who are new to SOAR

Questions for the Board: How will we track data to see if the program worked?

3. Summary of SOAR Equity Cohort meeting

- a. This was created in response to the Board looking for ways to support equity development at the staff level.
 - i. Working with equity consultant once per week to do some coaching, collaborating and consulting for the past 4 weeks
 - ii. First Equity Cohort meeting on Tuesday - building community in the group
 - iii. Next meeting in April - terminology, what equity looks like at SOAR
 - iv. Third meeting - parent engagement
 - v. Would like to continue the contract with consultant through August (maybe an August - December contract for FY22)

Questions for the Board: What do you think the staff response to the equity cohort will be? How has the work between the principal and the consultant been going? What do you see as steps for summer and August opportunities for staff development?

10:10 AM Senior Director of Development & Operations Report

- 1. Total add to 2021-2022 (FY22) Budget Draft: \$240,000

- After School Tutoring Program
 - \$8,640
- Summer Intensive
 - \$31,800
- Positions New to SOAR
 - \$140,000
- REVISED: Teacher Salary Schedule
 - \$42,000
- Staff Stipend Positions (Grade Level Chair, Bilingual Interpretation Support, Lead Instructional Assistant)
 - \$15,000

These are strategic additions to address areas of need as identified in academic data, Board survey to staff and in response to district salary adjustments.

Question for the Board: Does the Board need more information on the 5-year sustainability of these additions?

- We've taken a very conservative approach, a lot of federal/state funding potential with ESSER and other emergency relief. Potential for 1.5 million in FY22. Possibly a need for further conversation about how to spend these emergency funds on the leadership team.

2. Enrollment Update

- a. The first round of applications closed Feb. 16 at 4 PM. Overall, we closed round 1 with 14% fewer applications than last year.
- b. Next steps*:
 1. Choice will correct errors and address support needs from families.
 2. The accepted list is finalized.
 3. Our accepted families receive a welcome packet from SOAR, mid-March.
 4. Round 2 opens April 6 and ends Aug. 31, 2020.

*Next steps are based on what a typical enrollment cycle looks like.

Question for the Board: What are some contingency plans/ideas in the event enrollment doesn't meet the budget target?

- Possibly filling the gap if enrollment and ppr are down next year

3. 2021-2022 Staff Contracts - Update

- a. Staff contracts will be delivered to returning staff before we depart for Spring Break. They will be due back signed on our first day back from Spring Break, April 5, 2021.

- b. Staff Intent process identified on current teacher that will not be returning. She is moving out of state.

10:25 AM Director of ELA Report

1. 2020-2021 READ Plan Update

- a. Fall and Midyear READ Plan Change (+/-) Comparison
 - i. Use iReady for assessment
 - ii. BASS assessment for leveled readers
 - iii. Data: students took assessment in August/September, then again in February
 - 1. 13 additional students went on READ plans
 - 2. 34% on READ plans (Christi - this is way too high)

Question for the board: Are there any questions about what a READ Plan is and/or the plan's requirements?

10:40 AM Assistant Principal Report

1. MTSS at SOAR

- This is a committee of teachers/leaders that meets weekly to determine interventions and data collection for our most struggling learners. Provided a PD on 2/16 for overview, case study, and next steps.
- Multi-tiered systems support: academic, SEL, food security, home security. It encompasses the whole child
- Have worked with 12 students this year but there are many more that could use this level of support

Question for the Board: Are you familiar with MTSS? If not, would you like a brief overview of MTSS?

2. GT at SOAR

- So far, we have identified 8 students, established a strong talent pool, and have several students on our radar for potential future ID. We have also begun planning for a more robust GT program in 2021/22.
 - i. MOVED to April meeting due to time

Question for the Board: Do you need more information about GT?

11:01 AM Adjourn