



SOAR Board of Directors Meeting
December 9, 2021 4:00 - 6:15 pm

Join Zoom Meeting

<https://us02web.zoom.us/j/84898093698?pwd=UIkvQTJCeTgyeWczME5lb3h2dDg5QT09>

Attendance: Sonia, Jessamyn, Rona, Christy, Kate, Brad, Karina, Liane, Sarah, Kelly, Marisela, Shane

4:00 PM Check-in

4:22 Motion to convene (Rona), second (Liane)

4:15 PM Consent Agenda

- **Minutes**
- **Monthly dashboard**
 - Correction to dashboard: 1 suspension rather than 2 (it was an in-school suspension)
- **Monthly financials**
 - IAs and SPED teacher in Center program are SOAR employees. DPS provides FTE to staff Center Program

Liane motion to approve, Jessamyn second,

4:25 PM Senior Director of Development & Operations Report

- Staff Mental Health resource: spent \$1700 last month, considered it a bit of a slow start, Sonia put out some ideas to the staff, since then have seen many more reimbursements. Health and wellness is being used at about 50%
- Budget approval: originally planned to bring the budget this month, but it will be delayed until February for full board approval. Waiting on numbers from DPS.
- Staff and student attendance: It is a concern but this is not something that is unique to SOAR or even Colorado. Nationwide issue. could consider a 4 day work week to address staff burnout but not considering a 4 day work week at this time.
 - Hired an “instructional support” person – will start in January after the break. And that may still not be enough so still working on a plan to cover
- DPS terminated 108 staff due to staff not receiving the vaccine (may impact bus operations for SOAR). Pay close attention to this issue to ensure that students who utilize this are not impacted

- After school enrichment will continue in January (basketball, music theater, cooking club, etc) - excellent news!!
- Enrollment for 22-23 kicking off – sending 461 packets to preschool families next week. Application opens January 14th. Last year, sent just over 150.

4:40 PM Principal's Report

- Instructional Items
 - One teacher resignation before Thanksgiving
 - Special Education: team is working incredibly hard to ensure that all support plans are done in order to support the students
 - Individual supports for students who are struggling with behavior - multi-tiered plans for students to support students
 - Fewer staff absences in the past few weeks
 - Field experiences are happening – 4th grade to the zoo and DCPA for Kinder
 - Teacher Advisory Council (current issue with dismissal procedure; trying to meet with teams and trying to plan) Kate is addressing this issue
 - School goals:
 - Equity: met goal of meeting 2 times and made plan for all school equity group
 - Observations and evaluations taking place now
 - Increase achievement on progress monitoring – BAS assessments ongoing
 - Shared message of gratitude for the discretionary fund from staff member
 - Idea to tap into Teacher Advisory Council to talk about staff absences and gather ideas

5:00 PM Director of ELA & Assessment Report

- Block tutoring for students (Block 1 = Sept - Nov – 95 students, 12 teachers 2 times per week) (Block 2 Jan-Feb – 142 students, 14 teachers)
 - Students who are close to proficiency/grade level
 - Teachers are reporting growth and feel that it is a result of the tutoring
 - Block 3 - Mar-May (will target proficient and above).
 - Will continue this next year too!!

5:15 PM Assistant Principal Report

- This is a very stressful time for teachers
- Initiatives are happening to bring the teams together and to celebrate and lift people up.
 - Gratitude week
 - Staff BINGO
 - Dessert exchange
 - Virtual Holiday Party
 - Staff breakfast the day before break
 - Coaching surveys
 - The leadership is thinking about how to support staff and acknowledging the things that feel frustrating (the “not yet’s”)
 - Being honest that it’s not a normal year, and do the work alongside the teachers

5:30 PM Board Recruitment

- We need to keep recruiting!

5:45 PM Adjourn