



SOAR Board of Directors Meeting
October 12, 2022 4:00-6:15pm

Join Zoom Meeting

<https://us02web.zoom.us/j/87275691262?pwd=ZUt6alBhaUh2WFILMEZuUW1xS3ZuUT09>

4:00 PM Welcome and Check in

Motion to convene the meeting: Liane moved; Rona second

4:15 PM Consent Agenda

- Minutes
- Monthly dashboard
- Monthly financials

FY23 SOAR Monthly Dashboard Summary	
Sep-22	
Enrollment	483
Mobility	11 Enrolled 6 Withdrawn
Attendance	93.33%
Teacher Attrition	0
Suspensions	1
September Revenue/Expenses vs. Budget	Budgeted monthly cash flow – (552,193)
	Actual monthly cash flow – (578,497)
	Budgeted year to date cash flow – 192,277
	Actual year to date cash flow – 169,977

Motion to approve the consent agenda: Jessamyn moved, Rona second

4:20 PM

Principal Report

- Renewal update
 - SOAR is engaged in the charter renewal process
 - DPS Board members will visit the school (Director Esserman; Director Anderson)
- September Spot Observations and Evaluations
 - 1–15 minutes of time in classroom for spot observations concentrating on ELA, Math, ELD; also looked at Morning Meeting (focused on Habits of the Month); leadership is looking at performance
 - As a coaching school, there is a culture of feedback. There is a clarity around the expectation that teachers will get feedback and support
 - There is a lab classroom for peer learning
 - Board viewed the form to see look fors (planning, learning targets, SOAR Habits, excellent instruction)
 - October will be informal observations (different form but looking deeper) 20-25 minute observation; every staff member will be reviewed in October
- Family Engagement events
 - Flamenco dancers came to the school and taught about the history of flamenco dancing
 - Fall Into Literacy Night next week – families will be welcomed back into the school. There will be make it/take it; outside community resources will be there; library will be there; app communication
 - There have been community circle events where students are acknowledged for their showing of the Habits
 - Parent Accountability Meeting – 15-17 parents, talked about SPF, talked about the MLL parent advisory committee, questions about communication, homework policy, over 90% of parents attending have the school app
 - There is a multi-cultural event in November – usually 98% of families attend
 - Back to School event had 300 families attend
 - Parents are needed as chaperones, parents will be recruited to help in dance and PE
- Center Program update
 - 7 students, and 1 will join (returning student)
 - The school has been working on staffing and how best to support students
- November preview
 - Parent Teacher conferences (in person this year)
 - READ Act conferences
 - Looking at assessment data
 - Attendance piece for every student; there will be a checklist of what teachers should talk about at conferences; there is more work being done to prep teachers for
- Reports Preview

4:50 PM Senior Director of Development & Operations Report

Monthly Financials

- Financial cost of Center Program with additional staff (\$38,000 + expense of current pending hire)
 - We pay more than what we're funded from DPS
- Indeed expenses coming in around \$10,000; so far in FY23
 - Recruitment expenses could be higher (comparing last year with this year)
- Revenue pick-up of \$102,000 as a result of enrollment over budget
 - Due to over-enrollment

Charter Renewal Update

From Tayo Adeeko, Director, Authorizing and Accountability, it is confirmed that SOAR is eligible for Renewal Matrix A due to having at least 95% accountability participation and 60% growth participation on the 2022 SPF assessments.

This means that we will not need to submit a part B supplemental data application; because of the school's rating of Performance/Green on the 2022 SPF. Recommendations may range from a 3+2 to a 5-year term.

		Eligibility for Renewal Matrix	Likely recommendation	
School Name	2022 SPF Rating	Matrix	With strong site visit	With limited evidence of strong performance in site visit
SOAR	Performance Plan: Meets 95% Participation	A	5 years	3 + 2 years

Enrollment, Enrollment in Center Program

- Currently at 488; Enrollment Target was 470
 - We're keeping our eye on mobility
 - We will see October count numbers at the next meeting; current FRL is 78%
 - School counselor is going to start a group for students new to school
- Center Program Enrollment is at 7; added an additional IA and recruiting for a 1:1 IA
- One student pending enrollment depending on evaluation process

Staffing

- Adding an Instructional Support Teacher (FTE Internal Sub/intervention and small group literacy and math support when coverage isn't needed)
 - The teacher is a licensed teacher so students will be able to benefit from the teacher's expertise
 - This can su
- Recruiting for a 4th grade teacher
- Recruiting for a 1:1 Instructional Assistant for the Center Program
- Special Education teacher resignation; will be on the October Dashboard. We have hired a new Special Education teacher. She will start on October 24th.
 - Natasha Ives comes to SOAR from St. Louis Missouri where she served as a Special Education Paraprofessional, Registered Behavior Technician (RBT) and then became a licensed Special Education teacher. Natasha has taught in Title 1 schools for the last four years; utilizing Zones of Regulation. Her caseloads have consisted of 3rd through 5th grade students as well as a self-contained classroom.

Starting work on FAMLI

- "Colorado voters approved Proposition 118 in November of 2020, paving the way for a state-run Paid Family and Medical Leave Insurance (FAMLI) program. The FAMLI program will ensure all Colorado workers have access to paid leave in order to take care of themselves or their family during life circumstances that pull them away from their jobs — like growing their family or taking care of a loved one with a serious health condition."
- Allows for 12 weeks of leave for new child, serious health condition (you or family member), military deployment, Safety needs like domestic violence
 - 4 additional weeks available for complications with pregnancy
- Benefits start for members 1/1/24, state starts collecting funds 1/1/23
 - Originally members are charged 0.45% of salary; employer matches with 0.45%
- Options
 - There is an opt in option which simply means we start deducting pay on 1/1/23
 - There is an opt out option (this would need board approval before 12/31/22)
 - We can opt out and create a self-insured version
 - We can opt out and sign up with a private provider like Lincoln (our current ancillary insurance provider)
 - Most districts and charters are opting out
 - We are being thoughtful about the budget impacts and the impacts on staff
- Next steps
 - Constant – We are in communication with our lawyer, insurance companies/broker, other financial consultants and school leaders; as well as listening to webinars
 - There is a Q&A webinar being put together by our insurance broker for late October/early November where we will learn more about private provider offerings
 - October/November – We have heard many charter schools and DPS will opt out, when able we will follow up to determine the rational

- Late November – SOAR management will decide on how best to move forward
- In December we will bring our recommendation to the Board and ask for a vote is applicable

5:05 PM Director of MLE Report

- Summer Intensive
 - We served 136 students (10 more than 2021); increased number of students
 - All new students in grades K-5 were invited
 - First READ Act assessments in September
 - Of the students we invited, we had ⅓ of K students, if students were missing, they contacted families; the participation was rolling
 - Most kids ended up coming
 - It was impactful to get to know students early and it was helpful for the students
- After school Tutoring
 - Second year of providing tutoring to all students
 - First block is happening right now. 89 students and 9 teachers. First block is focused on significantly behind students
 - Word is spreading among families about tutoring, so they are adding students
 - It can be indirect contacts with families (like tutoring) that culture is created
- See attached data sheet

5:20 PM Assistant Principal Report

- Attendance
 - School has been working to create partnerships
 - They have created a “Parent Attendance Success” meeting
 - Home visits have been offered; they have touched based with all of the families
 - We have attendance checks weekly
 - There is a program where students can take food home (Food for Thought – this is set up for all families); social worker also helps
- Early literacy observations and trends
 - The leadership team has calibrated as a team and with coaches
 - There have been a lot of instructional growth

5:30 PM Question and Answer

- The Board would like to see the data on the student needs survey
- The Board would like a report on the equity work happening in the school

Recruitment Update

- Jamita Horton from PEBC has been in touch with us
- We'd love to connect with more parents since we now have more in-person

6:00 PM Adjourn

Motion to adjourn: Samm moved; Marisela second