



SOAR Board of Directors Meeting
December 9, 2022 8:45 am - 11:00 am

Join Zoom Meeting

<https://ecszoom.zoom.us/j/86400423377?pwd=UXNCNXA5SDVhOW1GRjgxMIJQVHFQQT09&from=addon>

8:45 AM **Welcome and Check in**
Convene: Liane, Rona

9:00 AM **Consent Agenda**

- Minutes
- Monthly dashboard
- Monthly financials

Approve: Rona moved, Marisela seconded; unanimous approval

9:20 AM **Senior Director of Development and Operations Approvals & Report**

- Approval of a revised 2022-2023 Instructional Salary Schedules
 - We are looking to the salary schedule from Aurora and Denver and want to be competitive
 - APS: 8% increase; DPS increase 4.5% so we went to 5%
 - Make the change effective in January

Motion to approve the salary schedule: Rona moved; Samm seconded; unanimous approval

- Reapproval of the FY23 Budget
 - Increased salary
 - Rona moved to approve the salary schedule; Samm second
 - Increased revenue
 - Accurate teacher salaries, i.e. newly hired staff salaries and resigned staff salary removals
 - New hires, some at different experience levels, increased expenses to the center program

- IA will support the center program and early readers

Motion to reapprove the FY23 budget: Motion by Liane; Samm seconded

- Approval of FAMILI Opt-Out Recommendation
 - State plan requires staff to contribute to a fund for FMLA
 - SOAR is keeping 6 weeks at full pay; if needed the next 6 weeks would be covered at 60% (looked at industry standard) and employees get the same/more coverage than they would get from the state
 - The state-level program requires a heavy administrative leave
 - Disability insurance would not cover what SOAR will cover

Motion to approve the opt out of : Samm moved; Marisela second; unanimous approval

9:35 AM

Principal Report

- Equity
 - The staff engaged in work after Thanksgiving to reflect on their experiences, feelings and to reflect on what students might be experiencing
 - All staff in service day, teachers were reflective and talked about being compassionate
 - Discussion about making more of an effort to connect with HBCUs and Hispanic-serving institutions to recruit a more diverse teaching pool
 - Instructional Assistant → Teacher pipeline
 - Advance EDU makes it possible to get a bachelor's degree for a low amount of money
 - We have candidates who may be future PEBC residents
 - SOAR is addressing the systemic barriers to diversifying the teacher workforce
- Site visit
 - November 17th site visit
 - 2022 had many areas of exceeds expectations
 - We know we need more w

9:50 AM

Counselor Report

- Needs survey results
 - Questions are about how students feel in the classroom; teachers also take the survey
 - Jamie creates action plans with teachers based on data
 - Survey goes grades 2-5
 - Teachers took the survey for grades K-5

- Goal: create Tier 1 strategies; Jamie and Megan lead Tier 2 groups
 - Workshops have been at school (surveys to get info on best time and will add location); there are some home visits
 - Jamie will send data to the Board and will come for the next Board meeting
- Approach to counseling is about building a program from the ground up
- There is a crisis team and a safety plan
- Parent workshops (SEL concerns)
- 5th grade leadership team; they are taking on leading the community circles
- Buddy program (5th graders meeting with 2nd grade buddies)

10:05 AM Assistant Principal report

- Review of Multi-Cultural Night, December 8
 - 250+ attendees
- Attendance Update
 - attendance and tardy data was shared with parents and guardians during both conference nights
 - increase in notifications for absences
 - families are communicating more with the school
- Gifted and Talented programming
 - K and 2 NNAT (nonverbal) assessment
 - CogAT assessment for three students
 - Three students have Advanced Learning Plans (ALPs)
- 17 home visits completed this week; specials team instituted a standing Tuesday morning meeting to meet with families at Starbucks
 - Goal was 30% by the end of T1
 - 82% of parent teacher conferences have been completed

10:20 AM Director of MLE report

- Student Learning Outcomes
 - Christi shared the SOAR Final Teacher Evaluation Weights (professional practices: 50%; i-Ready Literacy Growth: 20%; Math SLO Assessments: 30%)
 - SOAR has formalized the process, aligned with CDE requirements, for tracking and grouping related to student learning outcomes

10:35 AM Board business and recruitment

We would love to have more parents on the Board, so we'd like members of the school staff to continue to think about parents who would be interested and available to serve

11:00 AM

Adjourn

11:00 Rona moved; Liane seconded