

SOAR Board of Directors Meeting
March 10, 2023 8:45 am - 11:00 pm

8:45 AM Welcome and Check in

Motion to convene meeting
Liane Motion
Rona second

Change to agenda, motion to consent agenda.

9:00 AM Consent Agenda

- Minutes
- Monthly dashboard
- Monthly financials

Motion to approve

Liane motion

Rona second

All approve

9:10 AM Principal Report

- Teacher Intent to Return and School Update

Intent to return

- 5 unsure and 5 not returning
- Not returning/unsure themes: life events, shopping for other places, some culture concerns
- Plan to make sure data is comparable year over year to improve tracking

School update

- Preparing for CMAS
- Infrastructure trial
- Preparing students for the stamina
- Practice tests for all grades, review in the morning
- Testing starts in a week

Staffing updates

- Placing teachers who are returning and assigning classrooms
- Deciding who they may not ask to return
- Job fair tomorrow 3/11 for charter schools

Holidays and Observances at SOAR

- Progressive and inclusive

- Celebrating holidays and birthdays is an equity issue
- Protect instructional time
- Heritage Calendar Months
 - February. Black History Month.
 - March. Women's History Month.
 - May. Asian Pacific American Heritage Month.
 - September 15 – October 15. Hispanic Heritage Month.
 - November. Native American Heritage Month.
 - November 11 Veteran's Day
- Values
 - celebrate with consistency
 - give each the same value
 - provide training and learning
 - use teaching tolerance/splc resources for lesson planning

9:36 AM SOAR Classroom Tours

9:52 AM Senior Director Report

Board Introduction to the FY24 Draft Budget (Board Approval May 11th)

Nothing has changed since my report from last month; however, we have made some adjustments:

- Recommendations from the Finance Committee:
 - Take our per pupil funding assumption from 5% to 7%
 - Move more aggressively with our salary increases initially; while we're in the process of our salary analysis.
 - Allocated the proportionate school psychologist time to the center program for accuracy.
 - Increasing the healthcare budget to increase from 10% yearly to an increase of 15% yearly
- Currently in legislation is an employer PERA rate decrease of 3%; if passed the school could have \$100,000 returned to the budget.
- Center Program Budget
 - \$48,000 deficit with the accurate allocation of school psychologist time
 - This deficit could be made-up if enrollment reaches 10-students
 - [Dependent on enrollment in the center program](#)
- Adding two Teacher Leaders:
 - Multilingual Education (MLE) Teacher Leader
 - Special Education Teacher Leader
 - [how to support students better](#)
- Reminder, the FY25 "cliff"
 - [Reminder that ESSER funds will go away](#)
 - [Wanting to keep tutoring and summer intensive programs](#)
- Enrollment targets being met - word of mouth supporting getting students to enroll

Special Education

Increased caseload and staffing

- In FY24, we will have 3 special education teachers and 2 Instructional Assistants in Mild/Moderate; 1 special education teacher and 3 Instructional Assistants in the Center Program.

Current Special Education Caseloads

- 11% overall incl. Center Program Students
- 9% in the general education population
- This is up 4.4% from last school year, 6.2 % from the school year before
- *Colorado average for special education caseloads in public schools: 11.64%*
- *Denver Public Schools average for special education caseloads: 12.6%*

Staffing

In the month of February, our PE teacher resigned. This teacher had been out on FMLA leave and after much consideration; he was not able to return to SOAR. Kathleen Weber joined us on March 6th. She relocated from Illinois where she gained over 14 years of PE teaching experience. Kathleen has also coached volleyball, soccer and track. She has extensive experience in fitness education and overall physical wellness training. Kathleen has her Bachelor of Science in Kinesiology and her Master's degree Teaching Physical Education.

Kat Martin joined us as an IA. Kat comes to SOAR having been a paraprofessional at AXL Academy in Aurora and a sub. Kat has several years of experience with upper grade students and she lives in our community.

Teacher Recruitment

We added two new teacher recruitment platforms:

- **HBCU Career Center:** The HBCU Career Center was founded in 2007 for students and professionals underrepresented and left out of the expensive career management market. They educate around job search skills, workplace realities and employment equity and support the career and professional goals of students, alumni and the broad HBCU community. They focus to keep Historically Black Colleges and Universities respected, resilient and relevant. **Cost: \$449 per posting, for 30-day**
- **Diversity in Education:** DIVERSITY in Ed offers multimedia recruitment solutions — a job board, print magazine and virtual recruitment fairs to connect teachers of color and diverse languages, cultures and backgrounds with schools, institutions and organizations committed to recruiting and hiring a diverse workforce. **Cost: \$1,900 per year**

10:17 AM Director of MLE Report

- Report on Phonics for Reading

An overview of the **Phonics for Reading** Literacy intervention program we adopted to support some of our most struggling readers. We are pleased with the growth students have made thus far, not only in this program, but with their individual reading skills. We currently have 41 students in the Phonics for Reading intervention three times each week. We will continue to progress monitor and assess growth this 3rd trimester. We are confident some of our most struggling readers will continue to make consistent growth in reading.

Phonics for Reading		
2 nd , 3 rd , 4 th Grades		
	Instructional Assistants + Teachers Teaching	Students per Grade Level
2 nd	4	18
3 rd	4	19
4 th	1	4
Total Staff Trained + Students using Phonics for Reading	9	41

- All students but two have grown in reading through the program based on iReady data

10:21 AM Assistant Principal Report

- See attached Powerpoint

Attendance

- Had a good number of students coming on the late state

Discipline

- Looking at equity in school discipline – disaggregated data by race, English language, and events more broken down

Spelling Bee

- May 15 tentative date
- Encouraging 4th and 5th graders to attend

Clarity Conference in San Diego

- Alignment with vision for the strategic plan
- How to lead classrooms with clarity including clear learning targets, success criteria, gradual release, etc.

Gifted and Talented

- 10 students additionally identified as Gifted and Talented
- 12 out of 13 students identified are students of color
- One student is identified as twice exceptional.
- Gifted and talented workshop was held on Wednesday, March 8

11:05 AM Board Items

- **Strategic Planning update**
 - Met with Pip Cousins to get a brief on strategic planning
 - Pip will work with the design team to determine steps for SOAR to use
 - Design Team: 2 IAs, 2 Teachers, Kate, Kristen, Rona, Samm
- **Board Recruitment**

Motion to Adjourn