



**ATHLOS
ACADEMY**
**ATHLOS ACADEMY OF UTAH
BOARD OF DIRECTORS MEETING**

Date: November 21st, 2017

Time: 7:00 PM

Location: 12309 South Mustang Trail Way, Herriman, UT 84096, Room 142

Attendance:

Andy Lavin:	Present	Absent
Todd Bingham:	Present	Absent
Bethany Zeyer:	Present	Absent
Josh Cummings:	Present	Absent
Jeana Bonner:	Present	Absent
Rob Ninow:	Present	Absent
Eric Christensen:	Present	Absent

Others Present (list):

Standing Items:

Called to order at: 7:02 PM

Approval of Meeting Minutes:

Motion to motion to approve the minutes from October 17 by: Andy
2nd by: Jeanna

Discussion? No discussion

For: Unanimous

Against: None

Public Comment (duplicate if necessary):

Who? No public comment

Comment?

Board Development: Jeff Gunther

Description of Development: Jeff Gunther: Provided the Board with the State required privacy and data security training. The training focused on protecting student data. Board members may have access to student data which needs to be protected. Board has a directory information policy. Share data with state as part of auditing school records and helping school operate. Bethany asked a question about how parent information is protected. Esther responded that it is locked at all times in the business managers office. Jeff informed the Board that the school has purchased security breach insurance.

Director's Report: Esther Thompson

Key highlights: The Breakfast and Books Program is generating a lot of interest. Program has been going for about a month and a half. Enrollment numbers – Currently there are 883 students in the system pending about 888 when we get back from Thanksgiving break. Enrollment is trending upwards gradually. Student Led Conferences utilizing the book fair and flu shots were a good combination for the student lead conferences. The Haunted hallways fundraiser raised over \$2k. Family turf night had poor attendance. Possibly due to scheduling conflicts. Rob mentioned it may be helpful to let people know they can bring kids. Student lead conference attendance school wide is about 92-93% attendance. Rob asked what is typical in most schools? Jeff answered about 60-65%. Goal is 100 percent attendance. Chad



Hymas will be speaking on December 6 and event will be open to parents. For marketing and enrollment, the school is trying to engage community without burning them out. Working to communicate through various channels. A new charter is opening nearby that expects 728 students in grades k-6. State feels that this will impact our enrollment. State projected us at 780 students. State raised Athlos projection numbers to 875 (October 1 count number). We can enroll up to 1040. Bethany asked what is time timeline for the new charter school. Esther said it is this fall. SAGE Benchmark tests identified a gap with no way to predict how students would do on end of year testing. Grades 3-7 currently taking the SAGE benchmark tests (Basically practice tests). Won't go home to parents or the state. Intent is to gauge where students are and what help is needed. Esther feels takes a lot of time and may not be sustainable. Teachers in their first three years are evaluated twice per year. More experienced teachers are evaluated once per year. Evaluations are currently underway. Teachers use 10 effective Utah teaching standards are the standards teachers are graded on. If teachers score a "1" they enter professional development plans. Data is used to determine hiring and employment for following year. Peter Verdin was onsite (Associate Director of Healthy Body) to provide trainings at the school. Headquarters put in a lot of work on report cards. Working on aligning Utah science standards with national science standards. Utah is moving to national standards. 6-7 grade moved to national standards and lower grades are still following Utah standards. Rob asked "Can we market to homeowners by sending out flyers? Esther said they are developing a detailed marketing calendar. Want to door to door hanging of flyers. There are rules and regulations regarding this and the school is looking into it. It cost approximately \$5,000 to send out flyers. Not proving to be effective in recruiting. Jeff- When students enroll, we ask how did you hear about us. Trying to pull out trends year by year. Trying to identify the most cost-effective ways to market. .

Athlos Report: Jeff Gunther

Key highlights: Working on social media campaign. Using GLEAM and giving out prizes for participation in social media. Promotional materials for events. Pillars team is working with focus groups. Looking for ways to improve student performance. Pillars team is doing video coaching cycles with athletic coaches. Operationally headquarters put in a lot of work on making report cards look good. Helping with teacher evaluations and getting ready for enrollment.

Monthly Financial Report: Jonathan Gillen

Key highlights: Cash on hand \$01.3 million. Current ratio is 3.41 – anything is above 1 is standard. Cash on hand 81.19. Anything above 30 days is good. Starting to gather reimbursements. Starting to receive food service reimbursements. Operationally we have adjusted the budget. The budget adjustments have already occurred.

Jeff – 883 students with another 4-5 in the pipeline, 7th grade increased 1 over last month. This is up 4 since last month. Bethany brought up the fact that no one is on the waitlist. Bethany asked if there is a way to see how many available seats in each class. We are under-enrolled. Enrollment is slowly going up.

Motion to receive monthly financial report by: Andy

2nd by: Rob

Discussion? none

For: unanimous

Against: None

Finance Committee Report: Andy

Key highlights: Nothing to add. Just what was shared by Jonathan. Talked about lunch reduction accounting system issues

FACE Committee Report: Nothing



Academics Committee Report: Jeanna Bonner

Key highlights: Met and went over DIEBEL Scores by grades. Ben brought up early phonetic early development for kindergarten. School and headquarters have found new program and is starting to be incorporated.

Governance Committee Report: Eric Christensen

Key highlights: Reviewed policies

Discussion Items:

Student Performance: Esther Thompson

Discussion: Handling student incidents. Trend up in behavior data. Want to see that because we implemented a new system. Number of referrals went up from Sept. that means teachers are using system properly. 5% of student population is being referred. 18 days of suspension days. Bethany clarified that it was 18 days not 18 students. 5% office referrals is typical for a school. Tiered intervention pyramid. Systematically working down list from highest need kids, down. Making progress with addressing needs of children that being referred to the office.

Bethany – asked that the board receive a more behind the scene report.

Breakfast and books – 1147 total days attended. Program is seeing good success. Average number of days per student is 7. Jeff – first few weeks of November – 63% of students who ate breakfast attended breakfast and books. Jeff-low income students performing more than is typical last year. A lot of participation by low income students. Targeting breakfast because low income student eligible for breakfast.

Eric asked how program works – staff members do read aloud, books are provided so kids can read their own books, or students can bring their own books. Bethany recommended inviting parents to read with their kids.

Update on Budget Revisions: Jonathan Gillen

Discussion: Operationally it has already happened.

Enrollment Window and Recruitment Plan: Jeff and Esther

Discussion: December 4th is when they plan on opening the enrollment window. Sending out soft intent to return form to 5,6,7 families to help facilitate decision making on December 4th. First week back in January there is a middle school family meeting. Also, same week there is a kindergarten open house.

Lottery will be held at February board meeting. Esther working with Tabitha and Homecourt to ensure emails are being sent out to notify families of the steps during the enrollment process.

Jeff - Duplicating last year's efforts. Focusing on contacts over the course of the summer. After accepted seat keeping contact until they show up to school. Improve on summer contacts over the summer. Engage committed families. Andy-difference December 4 intent to return and enrollment (soft -how likely will they be to come back)

Bethany- is lottery for waitlist students or students enrolling? After returning students, then lottery for students wanting to enroll. Can get on list starting December 4. Last year there was a waitlist of 500 kids.

Action Items:

Lottery Date: February 20th, 2018 (Bethany)

Motion to set February 20, 2018-2019 lottery by: Jeanna

2nd by: Eric

Discussion? None



For: Unanimous
Against: None

Approve Amended Policies (5102, 5201, and 5202): Jeff Gunther

Motion to Approve enrollment and lottery policy by: Andy,
2nd by: Jeanna,

Discussion? Andy – asked a clarifying question about H.2. Made a change for board member preference. Added preference language for someone who moves within 2 miles. Bethany-how do we know if it is really 2 miles? Headquarters uses a system to determine that. Added language for board member preference

For: Unanimous

Against: None

Motion to Approve the Attendance Policy with clarification to strike the last 8 words from E.1.a.: Andy
2nd by: Rob

Discussion? Andy asked a question about D.1.a. “Absence” is a term. Notice of truancy was struck from policy. Added a piece about escalating chronic absences. Bethany brought up question about F.1. Jeff explained that the 10% is over the course of the year. It is a moving target. Andy had a question about E.1.a. Jeff recommended removing last 8 words from the sentence.

For: Unanimous

Against: None

Motion to postpone indefinitely the approval of the Truancy Policy until the January 2018 Board Meeting by: Bethany

2nd by: Jeanna

Discussion? Jeff explained that policy was adjusted to reflect changes to Utah’s truancy code. Bethany wanted clarification on how this impacts students who may be missing days due to athletic activities. Jeff recommended tabling this discussion. Bethany recommended adding definition of truant.

For: Unanimous

Against: None

Adjournment:

Motion to adjourn at 8:26pm by: Rob

2nd by: Andy

Discussion? None

For: Unanimous

Against: none