

# STEM School Board of Directors Meeting

October 6, 2020

5:30pm – 7:00pm Zoom:

[https://zoom.us/j/91638667257?pwd=VzBJVThYT2VTR3U0T0dNTnFhWndrdz09\\_passcode016309](https://zoom.us/j/91638667257?pwd=VzBJVThYT2VTR3U0T0dNTnFhWndrdz09_passcode016309)

## Minutes

### I. Call to Order

- A. Roll call- led by Nicole Smith
- B. Pledge of Allegiance - led by Rudy Lukez
- C. Recitation of the Mission Statement- led by Michael J Green

### II. Review and approval of previous board meeting minutes

- A. September 1st was approved without additions
  - 1. Motioned by Roy Martinez
  - 2. Seconded by Nicole Smith
  - 3. Motion passed unanimously
- B. September 29th was approved without additions
  - 1. Motioned by Roy Martinez
  - 2. Seconded by Nicole Smith
  - 3. Motion passed unanimously

### III. Student leadership report

- A. Student Government Update: Led by Lorelai Haycock and Shawn Mauch
  - 1. Current focus is on the online events and making students comfortable with virtual learning and socializing
    - a. Cameras being off have increased student interaction
    - b. Requesting Admin approval for:
      - i. Homecoming drive in movie
      - ii. Outside Volunteer events/ In-school volunteer events
    - c. Student Government plans to propose more asynchronous classes to teachers
    - d. Students report that workload has increased. Student government will conduct a student survey which will be made available to applicable teachers.
    - e. Interest in creating a cap and gown rental program for graduating seniors
- B. Student government will work with Karen Adam/Dan Hoffman for direction and approvals

### IV. Executive Director's Report: Data collection for the October 8th report

- A. Parent and Student Survey Achievement Results- presented by Karen Johnson
  - 1. Parent survey results examined including parent satisfaction, areas for improvement and STEM's plan of action to improve these areas

2. Student survey results examined including student satisfaction, areas for improvement, and STEM's plan of action moving forward
    - c. Achievement data: Unified Improvement Plan is required by every school and submitted in April. The CMAS assessment is on hold, but we will be getting more information on that in the spring. In the meantime we will continue analysis of multiple points to ensure success for all STEM students.
    - d. AP/SAT data: 77% of STEM Students continue to achieve a score of 3 or above on average on AP exams. Last year, STEM SAT scores were reported 8th out of 345 high schools in Colorado.
- B. Teacher Care Model- presented by Stephanie Mendrala
1. Overview of Teacher Care Model from August 2019 -present
  2. Regarding the 1 year and 3 year goals that were set at the onset of the Teacher Care Model, there has been consistent reported improvement.
- C. Teacher retention and feedback
1. Exit interview feedback, reinforcing what is working and implementing plans to address any negative feedback
  2. TLCC Survey:
    - a. Support for new teachers (mentors)
    - b. Professional Development- What is offered is aligned to other work, is adequate and providing opportunities
    - c. Time - Availability of and use of time
    - d. School leadership- The school leadership role, vision and culture of the building
  3. The coaching process- Clarity regarding teacher supervision and evaluations.
    - a. The Teacher Care Model is ever-evolving. We need more mentors, and are struggling to find a balance between supporting our teachers and providing enough time with our mentors. This is what we will continue to work on in the 2020-21 school year
    - b. Professional Development: Major focuses have been social /emotional learning, problem based learning and data informed instruction; All vital components for teaching in the time of COVID-19
      - i. STEM onboarded new teachers 1 day earlier
      - ii. Set expectations for virtual and hybrid, relevant Applications
- D. Staff Feedback Team Update- presented by Katie Hoffman
- Purpose is to be the liaison and advocate between instructional staff, coaching staff, administration and the board.
1. Staff survey participation has grown over the last 2 years.
    - a. There is a positive trend in:
      - i. Comfort level with going to their coach with questions
      - ii. Feeling supported in their endeavor to improve instruction

- iii. Feeling supported by administration when conflicts arise with parents
- iv. Feeling respected and fairly treated by the administration

b. There is a large concern with burnout and morale has been reported as lower than at the end of the 2020 school year

c. The team is focusing on:

- i. Helping families to adjust to online and hybrid learning
- ii. Addressing the hierarchy of needs for staff and family
- iii. How to support the admin team during transition
- iv. How to address staff fears of being evaluated based on current chaotic circumstances.

E. Advisory Council-presented by Cameron Ryan

Team of 4 (soon to be 6) was developed last year to advise leadership on staff retention, trust, morale, culture, etcetera, and the primary objective is trust building. The long term goal is to create a school that staff and students love

1. P-TECH- presented by Mike Shallenberger

a. Seeking 3 cyber-security and mechatronics companies to join the leadership board.

b. P-TECH is actively working on getting an industrial robot donated to STEM. If a donation is not procured, we will look into fundraising in January.

F. STEM Replication Update- presented by Nicole Bostel

There are 3 possible sites for STEM Campuses and branding of KOSON Schools. The STEM School Highland Ranch name will be maintained.

V. PTO update- presented by Aleza Bautista, the PTO Co President

PTO has been working with the Administration and teachers to provide services and accommodations to the same standard as previous years

- 1. There is a budget meeting on October 8th to appropriate funds to best use the funds to support staff during COVID
- 2. The Website has been changed to reflect the PTO COVID plan
- 3. Booster-a-thon participation has been comparable to last year.
- 4. Parents have donated to the teacher's lounges, and with the higher stress levels this year, PTO would like to thank parents for their support. They are continuing to look for resources to continue their mission to support teachers.

VI. SAC update- presented by Ishmeet

The September 16th SAC Meeting was conducted over zoom

- 1. SAC board was introduced and sub committees were created to tackle the agenda items on the SAC docket

- a. DAC representative is David Emge. Corey Weiss is the interim superintendent
  - b. Secondary Teacher Report conducted by Abbi Kaplan found that
    - i. Students are happy to be back in school and are engaged
    - ii. Teachers are supported by admin and parents
    - iii. Some areas of concern are that expectations must be adjusted, teachers need more time to prepare for the lessons, there is a high fear of burn out and there is concern about the recent admin staff changes
2. SAC Agenda items for 2020-21

SAC will continue to work on student enrollment and recruitment and engagement and the hybrid feedback for this year. SAC leadership is as follows:

- a. Teacher Retention and Satisfaction- Erin Gomez and Angela Tolar
  - b. Diversion, Inclusion and Equity Committee- Dr. Johnson and Ishmeet with Tamera and Elisa (representing PTO)  
Requesting Board leadership on that committee
  - c. UIP subcommittee- Dr. Johnson
  - d. Finance Budget Subcommittee- David Emge
  - e. Parent and Student Survey- Dr. Johnson, Ishmeet and Angela Tolar
  - f. Safety and Wellness-Carla Gufstafson and Tamera
  - g. Driveline-Kelly Reyna
  - h. Strategic Planning Liaison and Recorder- Amy Wynans
3. Next meeting is October 21st and all are welcome to attend

#### VII. Public comment:

Public comments presented have been recorded by Nicole Bostel and Dr. Eucker who will research and address the questions directly.

#### A. Questions and comments presented by

1. Erin Gomez regarding TLCC Summary
2. Karen Weiffenbach regarding teacher retention and workplace culture
3. Nicole Jones regarding parent communication, Engineering and Computer Sciences and teacher retention in core classes

#### VIII. Motion to Adjourn

1. Motioned by Roy Martinez
2. Seconded by Nicole Smith
3. Motion passed to convene executive session at 7:12 PM MDT