



STEM School Highlands Ranch SAC Monthly Notes September 18, 2019

Meeting Date: September 18, 2019
Meeting Location: STEM School: HS Commons
Time: 6:00pm – 8:00pm

Present:

Kelly Reyna, SAC Chair	Anne Marie Blackburn, SAC Vice Chair
Amy Winans, SAC Recorder	Aleza Bautista, PTO Rep
Angela Tolar, Parent Rep	Abbi Kaplan, Secondary Rep
Erin Gomez, Parent Rep	Ishmeet Kalra, Parent Rep
Dr. Karen Johnson, Dir of Curriculum and Accountability	
Patrick Callahan, ES Teacher Rep	

Absent: Tom Wendling DAC Rep

Guests (not all guests signed in): Amanda Lear, Gregg McGough, Owen McGough, Adelita Campbell, Tara Broyd, Kelly Fitzgerald, Marna Keibel, Lori Michels, Shelly Schell, Shanna O'Reilly, Kimberly Lander, Meredith Tong, Andrew Tong, Sandy Herrick, Lisa Mitchell, Maria Campen, Stephanie Hooley, Laura Wyse, Bernadette Amaya, Karyn Weiffenbach, Ed Spencer, Tamara Emge, Edyta Zawisza, Bob Ardalan

Meeting was called to order at 6:05 by Kelly Reyna
Introductions
Minutes approved from last meeting Nicole and Dr. Johnson need copies via email

Teacher Report:

ES report by Callahan on the staff feedback team. Good turnout among staff. Has a list of what was on feedback some of which was:

- Pay is lower than other schools
- Parents aggressive - not supporting teachers
- Lack of community and school culture
- Staff needs more time for planning
- Teachers have to Innovate too much – Teachers feel frustrated by having to innovate everything, lack of curriculum and resources
- Need to have exit interviews
- Time for training

Dr. Johnson gave a history of the feedback data. Started last year.



STEM School Highlands Ranch SAC Monthly Notes September 18, 2019

Secondary report by Abbi Kaplan. Her feedback from secondary teachers was:
Worktime and safety concerns – being addressed as well and quickly as possible
Parents stop using HS lots for pick up and drops
Several lots where parents wait in the a.m.
Finding workspace is difficult
Most teachers like working with STEM students
Project based curriculum is liked, but Chinese is hard to incorporate in to a PBL
Teachers who were asked said there was no real training for PBL's

DAC Report:

Tom Wendling was absent so Kelly gave a report on DAC. Dr. Tucker was present
2 new members on DAC
New co-chair
Named candidates for BOE
Winter forum is coming up
SAC regional training was run by DCSD
DAC top priority is the budget survey, UIP, policy reviews etc
Board is doing policy reviews
breaking into subcommittees later this year
DAC needs one new teacher member (secondary level)

PTO Report:

Given by Aleza.
Kelly Marie is the President
PTO granted 8k for all new entrance mats
\$1500 for new teachers (setting up new stuff in the classroom 10 new teachers)
Dr. Johnson said that was in April and they anticipated 10, but actually have 29 new teachers
and the 1500 will be split among the 29)
They voted in the spring board and nominated the fall board
Karen, accountant, working on financials and will be posted by EOM
Will post all financials every 6 mos
going through audits and accountability committee (internal audit done by the foundation)
Blast off is Thursday. 5-8pm
Several sign up sheets available for volunteers
fundraising has been delayed (just a gap in time) will move forward
Some new positions filled.

BOD Report:



STEM School Highlands Ranch SAC Monthly Notes September 18, 2019

Given by : Kelly Reyna

a non STEM student started a gofundme for the injured kids and teacher from May 7, 2019 and now STEM would like ideas on how to thank him.

A STEM student who is now a Junior, had an internship with Lockheed Martin and talked about it.

Have a “safety among us” committee

Results CMAS, PSAT etc

voted in the “whistleblower” document

election in May for 2 candidates

everyone on the board signed a conflict of business contract to be transparent

Principal Report:

Reported on by Dr. Karen Johnson.

Talked about School Performance Framework which takes into account PSAT, SAT, CMAS
STEM received 86.8/100

Dr. J broke it down by level (ES, MS, HS)

All information available at the CDE website

<https://www.cde.state.co.us/accountability/performanceframeworks>

A question was asked how this compares to neighborhood schools. Dr. J said we are ahead of DCSD and the state.

Question asked why MS is approaching if ES is excellent and meets

Question asked if we are reviewing basics of math for HS as well as MS as many of the kids are 2 years ahead. Answer was yes.

2020 launches new academic standards

Parent Survey

Had 222 responses in the spring

HS had lowest participation

Dr. Johnson went through the info in detail

Board survey results tabled until next time

Teacher Exit Data – Dr. Johnson

Data is going to be presented at next board member meeting

Showed us a high level view

33% teaching staff did not return as of 2 weeks ago

13% of that total were not renewed.



STEM School Highlands Ranch SAC Monthly Notes September 18, 2019

80% returned

total number of teachers at STEM is 85

So 80% of the teachers they wanted to return, stayed.

100-13% not asked to stay = 87%

of those 87%:

7% left teaching

13% non renewed

3% moved out of region

7% better offer, better fit

3% dissatisfied

Nationwide the reason for teachers leaving the profession: (in order of importance)

Pay

Stress/pressure

Lack of respect

STEM teachers reasons for leaving (in order of importance)

Stress/Pressure

pay

lack of respect from admin and parents

what % of the teachers responded to the survey? No answer. Tabled for next time.

Coaching surveys are done by the teachers (they have coaches to guide them)

Did not take into account the 2 recent departures (HS math and HS science)

OPEN FORUM for Teacher exit data

Question asked about Parent survey...do the students do a survey like the parents to align it

Came up last year. No answer

Many teachers in ES left proportionally

How many teachers at STEM stay for 4 years or longer and of those, how many leave after 4 years? This will be looked into and reported on next time.

Please compare to DCSD which will be presented to the board.

50% attrition in ES however, many were after May 7, 2019



STEM School Highlands Ranch SAC Monthly Notes September 18, 2019

Dr. J talked about the support for new teachers and the coaching cycle, Question was asked how long does a new teacher have to prove themselves. The coaching cycle was explained again.

Every teacher was offered an exit interview who left before the summer. The ones who left this year (2019-2020) were not offered an exit interview.

Asked to speak to the recent turnover in core classes in HS.

They do have a pool of applicants they can refer to, but by the time they need to hire, the people have been hired.

Bob mentioned exit interviews are done with your boss who is writing your reference letter. He says he doesn't know any other teacher who was offered an exit interview.

Dr. Johnson rebutted with they are offered who they want to speak with for the exit interviews. Bob brought up a 3rd party issue with exit interviews. Why haven't STEM instituted 3rd party company for exit interviews?

Check with Charter School Alliance for possible HR people. STEM needs a HR dept

Safety - Dr. Johnson

Safety Measures

Raptor guest registration

Security cameras / panic buttons

security personnel: Private unarmed and a SRO

Safety Drill

changed the tone of the alarm and the voice. Now Weymans voice

Bells/Alarms/announcements

Standard response protocol training

DCSD support and training

Multiple mental health providers

Question was how are the kids who are PT off campus alerted to the drills/emergencies. Nothing specific.

Callahan said school for the deaf uses a light outside the building that lets people know they are doing a drill. Said Robert was supposed to be looking into this.



STEM School Highlands Ranch SAC Monthly Notes September 18, 2019

Tamara Co-Chair (and a board member as a co-chair)
safety and wellness committee
listed her qualifications for this.
Need to build a committee and all trust each other.
Suggestions for improvement

Advisory classes will go over the text to tell and safe 2 tell focus on support for students

Door locks
all doors have appropriate locks and are in compliance however the locks are slated to be replaced this year

Bob informed everyone about the locks and code.
Debate on the magnets outside the door. Teachers were allowed to remove the magnet.

BOD
Grant application submitted for DCSD Security Funding Grant

Public forum
Amanda – wanted to know about the standard response protocol
Who manages the plan?
Each admin has a role and has been trained. When 1st responders come, they take over
She has a constructive comment about the events and was instructed to email SAC about her concerns
Why did they break the doors down? That was the directive of the 1st responders
One parent commented on the disconnect at the time to pick up kids after the event

Gregg whose son is 8th grader (honors trig, honors chem, and more)
has an issue with the teacher retention (no trig or chem teacher)
He stated SAC is not in compliance with anything including
2019 STEM charter contract that was just signed.

There was talk about a wall being put up between ES and MS. Robert was looking into.
Maybe we need to invite Robert to a SAC meeting,

Fun Run question. Has lots of ideas and help for the fun run but has been shot down and wonders why. That's a PTO issue. Referred to email PTO.



STEM School Highlands Ranch SAC Monthly Notes September 18, 2019

Leanne Weyman, Dr. Penny Euker and Robert Hoornstra should attend a SAC a quarter per Anne Marie Blackburn (AMB)

AMB motioned the above, Aleza 2nd and majority approved.

Meeting called to a close at 8:26 by Aleza and 2nd by Anne Marie