

INVENT LEARNING HUB

Thursday, April 1st, 2021
5:30PM to 7:00PM

Location: Zoom meeting

April 1, 2021- ILH
Board Meeting.pdf

Meeting Item	Corresponding Indicator	Description
<p>Board Members Present</p>	<p>The Board is comprised of all essential skillsets and all members are contributing</p> <p><i>Core Question 3: Is the organization effective and well-run?</i></p> <p><i>3.1. Does the board demonstrate strong governance oversight?</i></p>	<p><i>*Live streamed*</i></p> <p><i>Board Members:</i></p> <ul style="list-style-type: none"> - Paul Smith – Present - Natalie Huestis - Present - Kierstin Janik - Present - Paul Whitmore – Present - Meghan Ruesch – Present - Amber Broughton – Present - Kia Wells – - Tyler Ewigleben – Present - Zachary Alexander – - Trevor Butler – Present - Cece Zhou – <p><i>8/11 board members = Quorum</i></p> <p><i>Staff Members</i></p> <ul style="list-style-type: none"> - Aleicha Ostler, School Leader - Gabe Surface;
<p>Briefing and Discussion</p>	<p>Mission Moment</p> <p><i>Core Question 4: Is the school providing the appropriate conditions for success?</i></p>	<p><i>Black History Month Video</i></p> <p>Spent 2 months on Black history month project Did these in Hub time Because we couldn't invite the families into the school, we put together a video instead</p>

	<p>4.1. Does the school have a high-quality curriculum and supporting materials for each grade?</p>	<p>Students did projects representing Black artists, inventors, musicians, politicians and business owners and their successes – The high level grades did projects around community events related to Black history</p>
<p>Briefing/ Discussion</p>	<p>Executive Report</p> <p><i>Core Question 1: Is the educational program a success?</i></p> <p><i>1.5 Is the school's attendance rate strong?</i></p>	<p><u>COVID</u> No COVID updates No recent cases Most teachers have been able to get vaccines Have onsite COVID tests which have been a game changer</p> <p><u>Enrollment update</u> 134 students</p> <p><u>Attendance</u> Average has been 88% as of April 1, 2021 OEI likes to see 95%, has been very difficult with COVID New expectation is 90% with e-learning</p> <p>Tyler: Do you take roll at the beginning of each class? How does it work with e-learning</p> <p>Aleicha: Do attendance checks and see if they are on e-learning, if they are not we immediately text the parent. Before live sessions we were doing completed assignments.</p> <p>Tyler: Strikes me as odd that OEI has chosen this time to implement this around attendance. Maybe they are trying to motivate for more attendance, but seems odd.</p> <p>Aleicha: Didn't just start, but will give an acceptable rating now if at 90% - Decreased 5%</p> <p>Tyler: Ah, didn't realize it was a decrease.</p> <p>Aleicha: From what they've told me, all schools are struggling. IF we make it to 90% we REALLY celebrate. We are trying to do some incentives with prizes, etc.</p> <p><u>Pathways</u> Because of the shortened school day our Pathways program hasn't really been happening. Rachel and I talked, and we decided we'd do a unit at the end of the year.</p> <p>Using Thrively – Digital portfolio about you. Assessments on personality types, strengths, career interests, etc. Students can also set goals and earn badges for doing certain things.</p> <p>Cece reached out about what TFA does around careers – TFA has</p>

agreed to feature ILH. Thinking that we'll have them do a story on 3 students experience with Thrively.

Also going to do a virtual career fair.

Tyler: Like how it's kind of like LinkedIn

Natalie: Love this. Secretary Jenner may like to see this. I know the state has been wanting to highlight these types of things. Indiana Councilors Org. also is a good connection

Aleicha: Connect with Natalie on ideas for the career fair

Board Updates

Cece will be moving to CO, so will be transitioning off the board.

OEI Training

Goal Setting Summit – April 15th 5:30-7:00

School Leaders Evaluation – May 6th time TBD

Tyler: I have participated in a few of these and generally they are great.

Paul S.: Debi Lyster and she does a really good job. I am happy to go and do it. OEI is keeping score and if we don't send someone

Aleicha: They did present it as optional, but it's good to connect with other school leaders and board members.

Paul: Harder to network on Zoom, but I understand.

Aleicha: Will send and

Policy Committee

Megan: Recommending that we have a policy writing committee to help avoid liabilities and create more clarity. Happy to spear head it and run it.

Kierstin, Paul W. and Amber willing to start on the committee
Megan will send out a meeting to get a start.

Aleicha: The school wellness policy is something I'd like to prioritize and work on – Amber will bring in resources.

<p>Briefing/ Discussion</p>	<p>ILH Pay Increases</p> <p><i>Core Question 2.0</i> <i>Is the organization in sound fiscal health?</i></p> <p><i>2.1 A. Short-term health: Does the school demonstrate the ability to pay its obligations in the next 12 months?</i></p> <p><i>2.3. Does the organization demonstrate it has adequate financial management and systems?</i></p>	<p>Last year we did a standard 3% pay increase. Would like to tie increases to performance.</p> <p>Propose standard increase across the board this year – Not the right year to start basing it off pay with us having to totally shift with COVID</p> <p>Don't think the salary budget will support 3%, but am going to look at the budget after we get the new employees hired</p> <p>Would love to put a policy around how we do pay increases.</p> <p>Paul S.: I was on the evaluation committee for Aleicha, but we did not talk about pay increase. The compensation needs to be a part of that process going forward.</p> <p>Kierstin: 2-3% is standard, understanding you have to look at budget. Happy to be involved in moving towards performance based, right thing. Need to structure and design it thoughtfully to incentivize the right behaviors.</p> <p>Megan: We will put it on the policy list</p> <p>Aleicha: Looking at what other schools do and on the DOE website. A lot to decipher. Maybe we go to the teachers and ask feedback and ideas.</p>
<p>Action Item</p>	<p>Maternity Leave Policy</p> <p><i>Core Question 3: Is the organization effective and well-run?</i></p> <p><i>3.1. Does the board demonstrate strong governance oversight?</i></p> <p><i>3.2 Does the board utilize appropriate structures and tools to execute against strategic vision?</i></p>	<p>Feedback is included from board input, our lawyer changed something important too.</p> <p>Reviewed the document</p> <p>Lawyer pointed out that you really have to make the medical and parenting leave distinct. Medical leave for 6 weeks and parenting leave for 6 weeks.</p> <p>Megan – Changed the paragraph with if both parents working for ILH to make it more clear. Included the last sentence on “if additional time needed...”</p> <p>Kierstin: Something to consider, expanding parental leave for serious illness of a child.</p> <p>Aleicha: Would we include that in our medical leave policy, Megan?</p> <p>Megan: Yes, I think this is something we should include in the expanded medical leave policy.</p> <p>Aleicha: Need clarity on eligibility in last sentence</p> <p>Megan: 90 days – Typically a trial period. We could structure it to allow it, but not paid. Because not 50 employees we have some flexibility.</p> <p>Aleicha: We have 30 days of employment before we will pay for</p>

		<p>benefits. Should we align?</p> <p>Megan: Yeah, we could do that. Someone just hires on and do not meet the 30 day threshold, we still have the discretion to give them. The problem is if you have a written policy and then we just don't follow it. Maybe we write in the 30 days and structure it as unpaid or subject to the board's discretion if needed before.</p> <p>Aleicha: We have 3 staff members that will need to be on maternity leave soon</p> <p>Paul: Need clarity on paid time off to us</p> <p>Aleicha: They could use their sick days if it was unused to get paid.</p> <p>Paul S: So they could have a number of weeks where they are not paid? For some reason, I thought it was paid.</p> <p>Aleicha: It's pretty typical for schools to not give paid leave.</p> <p>Motion to approve policy: Megan Second: Kierstin</p> <ul style="list-style-type: none"> - Paul Smith – Ay - Natalie Huestis - Ay - Kierstin Janik - Ay - Paul Whitmore – Ay - Meghan Ruesch – Ay - Amber Broughton – Ay - Trevor Butler – Ay - Tyler: Dropped off prior to vote
<p>Committees</p>	<p>Sub-Committees</p> <p><i>Core Question 3: Is the organization effective and well-run?</i></p> <p><i>3.1. Does the board demonstrate strong governance oversight?</i></p>	<p>Finance:</p> <ul style="list-style-type: none"> - Been working with Bryan Anderson on budget. Will review at committee meeting this month and bring to next board meeting. <p>Governance: No updates</p> <p>Academic Excellence: No updates</p> <p>Facilities: No updates</p> <p>Development: No updates</p>

Meeting end: 6:40PM