



MINUTES

Full Board of Directors Meeting

February 26, 2024

6:15 pm

The meeting was held virtually via Zoom using this [link](#)

MISSION: We exist to foster a diverse and equitable community of youth and adults striving together for academic, personal and civic excellence.

VISION: Inclusive excellence in public education.

The Board uses a series of qualifiers, where appropriate, to help clarify the nature of each presentation/report.

1. The decision has been made and updates are provided (Inform)
2. Input is needed to assist the board to make the best decision (Discussion/Input)
3. Brainstorming is needed to help identify all options (Brainstorm)
4. Input and/or decision is assigned to a Special Committee (Small Group)
5. The decision is ready for vote (Vote)

ATTENDANCE

Board Executive Committee:

Joe Whitfield, Chair
Stephanie Grossman, Vice Chair
Annie Bielecki, Secretary
Drew Goltermann, Co-Treasurer
Marc Furton, Co-Treasurer

Board Members:

Kamrin Coffey, Board Member
Grace Nailing, Board Member
Nikea Bland, Board Member
Kamrin Coffey, Board Member
Kaylee Hart, Board Member
Kenny Smith, Board Member
Erika Paulino, HASE Front Office Manager
Katherine Casey, Board Member
Meg Ramey, Board Member

Highline Ex-Officio Members:

Chris Ferris, Highline Academy Executive Director
Sarah Verni-Lau, Highline Academy Southeast Principal
Vanessa Rodriguez, Highline Academy Northeast Principal
Manda Troutman, Outreach and Communications Manager
Austin Young, HANE Teacher
Alex Bowden
Nora Clark, HASE Flex Teacher
Abby Ariaga, Assistant Principal HANE
Maya Balakier, Assistant Principal HANE

Other:

Max Tweten, DPS
Cortney Fry

Absent:

Ambar Suero, Board Member

<i>Topic</i>	<i>Presenter</i>	<i>Goals</i>	<i>Outcome</i>
Call to Order – Joe Whitfield – Call to Order (6:15 pm) Quorum Establish A quorum of the Board was established. The agenda was adopted with no changes.			
Mission Moment Chris Ferris read aloud the mission and vision statement. Shared about a visit to HANE 5th grade, where Ms. Balakier asked kids to pick one of 3 meaningful quotes. The group with Chris was impressed by the conversations.			
Consent Agenda – Joe Whitfield – Governance – Vote (6:19 pm) Minutes from the Jan 22, 2024 meeting A motion was made by Joe and seconded by Stephanie to approve the Jan 22, 2024 meeting minutes. The motion passed unanimously.			
See BOD Packet for: - Minutes from the January 22, 2024 board meeting - Strategic Plan update - budget actuals 2425 budgets for hase and hane - principal update			
Public Comment (6:21 pm) No public comment			
E.D. Update - Chris Ferris - Inform (6:23 pm) Strategic Plan Update - (available in Board Packet) Academic Excellence Goals - We had high goals and we are not quite meeting them (see board packet for details) Becoming an Anti-Racist School - School is teaching Conflict Resolution, cross-cultural engagement, hosting equity events for staff and community. Service Learning Has not been as robust a program since coming back from the pandemic. Staff Diversity 45% or greater- HASE is at 30% HANE is at 57% Overall 44% Become an Ethical and Sustainable Organization: our fiscal health is sound, and we have met enrollment targets at both campuses. We are monitoring teacher retention rates. Become One Highline - Aligning student performance expectations and teacher evaluations is going well. Increasing “Shout Out” culture needs to improve (see board packet for details). Chris shared a method for tracking goals. She will use two methods. Drew suggested a quarterly update. Joe shared that he is happy with the Staff Diversity numbers, and how impressive that number in particular is and how far it has come. Joe asked about the metrics for Service Learning and how we can improve it. Chris said that Service Learning was halted during the pandemic and has not really picked up since then- it’s been a bit on the back burner to academic and social emotional learning. Kaylee shared some thoughts on parental involvement and wondered what metrics are used for that. Chris mentioned HANE’s huge math night. Construction Update - the building is close to being sealed. We are working with a furniture vendor. Students and teachers will be helping choose the furniture. The mosaic wall is in process as well.			

Principal Update - Sarah Verni-Lau & Vanessa Rodriguez - Inform (6:42 pm)

Data around Attendance, Discipline, Safety (see board packet for slide show and details)

Attendance - has increased in both schools from last year, and is above DPS average. HANE has an attendance committee, and teachers are doing more engagement activities. Sarah shared that we are working with DPS to provide supports for transport and childcare that might impede attendance.

Discipline - see Board Packet for details. Discipline seems to be pretty widely distributed throughout the ethnic groups. HANE and HASE practice restorative discipline. Re-entry meetings have been successful in preventing recidivism. Katherine asked how this data compares to last year- Sarah says it's fairly consistent. Joe asked how our numbers compare to DPS in general. Numbers are not available, but Chris opined that our numbers are typically better than district numbers (Chris later shared an email to the board with data that shows that Highline is slightly better than district numbers).

Safety - Environmental Analysis, Building Analysis, Remediation Suggestions, Crimecast Analysis. Vanessa shared that DPS will be taking care of various things at HANE through DPS. HANE will be conducting Crisis Intervention and de-escalation training with staff. 2 Lockdown and 2 Lockout and 1 Tornado Drill. HANE has one of the safer buildings in the district. Sarah shared that HASE is NOT a DPS building and therefore does not have as much DPS support. HASE will add staff trainings in the next module and during summer institute. Test and upgrade of Alarm system as needed, and replaced expired fire extinguishers. Joe asked if any information gets out of the building in the event of a lockdown- Vanessa shared that yes, all staff members who have the app get notification. Erika mentioned a staff survey that was done and asked if results were going to be shared with the board. Chris said that this data will be shared along with next steps at the next board meeting.

Reach UP - Katherine Casey - Vote (7:05 pm)

Reflect on HANE and HASE progress towards UIP goals - for HANE, 4th and 5th grade are exceeding our goals for ELA, 3rd grade is not meeting goals. Growth is very strong. Math goals are not being met, but growth is strong. ELG is meeting goals for K, 1st and 2nd, yet 3rd is not meeting the goal. Vanessa shared that we are piloting A-Net testing. She wants to celebrate that the growth level is very high, even while getting new students every month. Shared that growth is happening throughout all ethnicities as well.

For HASE - Early literacy gaps is meeting goals, Social Emotional Support goals - 13% of students are at extremely elevated risk and are receiving supports. Achievement of MLL - on track for this goal as well.

Celebrate highlights - Both schools have very strong growth numbers across all racial and ethnic groups in both schools. We are very much seeing equitable growth.

Drew asked about Star testing vs. CMAS, if we can use that measurement for Star to compare to CMAS. Chris said that the measurement between the two tests is not very transferable..

Discuss strategies to anticipate academic performance -

1. Utilize intentional progress monitoring
2. Build a culture of data driven instruction
3. Focus UIP goals on growth, which will help get HANE off the accountability clock
4. Set internal STAR progress targets higher than CMAS targets, as they do not translate well.
5. Utilize test skills prep as an opportunity for learning and not just "teaching to the test"

Finance Committee - Marc Furton - Inform (7:27 pm)

Marc shared budgets for the next 5 years. We will be voting on these next board meeting. Projecting a PPR increase of about 5% and 4% for the next two school years. HASE pupil count will increase next year. Surpluses are projected for the next 4 years. For HANE - surpluses for the next 2 years and then slight deficits for the following 2 years. No immediate concerns.

Marc shared the Budget to Actuals - working to resolve the HASE Special Ed funding differential. Chris spoke to the district and thinks there might have been a mistake in funding distribution. HANE's special ed funding was higher than anticipated. New health insurance plan is now in effect. HASE has a small shortfall, HANE has a large surplus. Drew brings forward a discussion and motion to the Board - how do we meet the needs of each campus differently.

HANE gets more Title 1 funding. Given the title one funds are to support staff at title one schools the finance committee wants to offer staff at HANE a bonus from Title 1 funding. There was some discussion about the challenges at HANE this year with the constant influx of additional students and an inability to fully hire for all positions. Nora Clark mentioned that HASE teachers are not getting the bonus, which might cause issues and that they have had challenges this year as well. The bonus will be \$3000 per staff member. Sarah cautioned that we might not be able to do this every year, which could cause issues. Erika mentioned that this is strategic and not sentimental, it is because the available Title 1 funds should go to staff just as they would if the south campus was a title one school. Nora mentioned that this could turn into a huge issue at HASE. She also mentioned that HASE could become a title one school sometime in the future as well. Cautions that the board notes will contain this discussion and that it won't feel great for HASE staff if there isn't clear communication shared out in advance. The board discussed a values statement- we need to create some wording around how to let everyone know that as a Title 1 school we will be giving the extra funds, as much as possible, to staff. Meg asked about timing, and Chris mentioned that before Spring Break would be a good time to give the staff this bonus.

Drew motions to approve a 3000 bonus for all of HANE staff, Annie seconds. Motion passes unanimously.

REACH In Committee - Stephanie Grossman - Inform (8:15 pm)

- Potential board candidates - seeking a couple from HANE and one from HASE. 9 - 11 members is a good amount for a Board. We will have a list of candidates by March and will begin interviewing. Joe will support Ambar in the coming year as President.

Reach Out Committee - Manda - Inform and Vote(8:18 pm)

- Teacher Appreciation week - we have money budgeted for it already so no need to vote. Subcommittees are involved with planning.

Old Business - Chris Ferris - Inform (8:21 pm)

- None

Reminders/Announcements – Annie Bielecki – Inform (8:22 pm)

- Next BOD meeting: Monday, March 18th at 6:15 pm [Here Via Zoom](#)
- April 20th Casino night at HASE
- March 15 Culture Night at HANE

Adjournment – Joe Whitfield – Adjourn Meeting – Vote (8:23 pm)

With no further business up for discussion, a motion was made by Joe and seconded by Stephanie to adjourn the meeting. The motion passed unanimously.