**SOAR Charter School Board Retreat**

Date, Time and Place: February 9th, 2018, 600 Grant St #525, Denver, CO 80215

**Attendance of Board Members**:

Present: Sue Sava, Rona Wilensky, Liane Morrison, Claudia Gutierrez, Sarah Glover, Tiffani Lennon

Present by Phone: Brad Fischer, Kelly Moulton

Recused: n/a

Absent: William Weintraub, Jerry Osei-Tutu

Staff Absent: n/a

Quorum? Yes

Also in attendance: Laurie Godwin, Sonia Sisneros

Members of public in attendance: Jocelyn Stephens, Roberta Walker, Rob Shaler

**Going forward, all Board meetings will adjourn at 11:30 AM.**

Meeting brought to order – Rona moved, Sarah seconded 8:55 AM

8:45 Public Comment

8:50 Consent Agenda

* Minutes
* Monthly dashboards

6 students left -- Students moved out of the neighborhood; 3 enrolled

* Monthly financials

Brad and Kelly should note that they are consultants

Motion to approve consent agenda: Tiffany moved, Rona seconded 9:01 AM

8:55 Approve FY18 Budget

The board discussed G/T designations

Demographics are changing, and we are currently 78% FRL (district average is 56.79%); we value diversity

Motion to approve FY18 budget: Tiffany moved, Liane seconded 9:05 AM

8:55 Approve 990

* Family members: No longer have to report that we paid family members for work performed
* Schedule J: Laurie Godwin salary; Salary plus what she paid into Pera reached $150k, requires Schedule J.
* Schedule D: Money is no longer held at the district, held in restricted cash
* Finance Committee recommendation that the board accept and approve the 990 as presented.

Motion to approve 990: Liane moved, Rona seconded 9:12 AM

9:00 High Level Introduction of FY19 Budget & New Teacher Salary Schedule

We looked a salary comparison of SOAR and DPS, Adams 14, APS, Jeffco and Boulder (BA and MA)

We considered moving teachers with MA’s to a higher level on the pay scale

Laurie and Sonia will come back with an update in March

120k impact on FY19 with the change just for BA’s

Laurie and Sonia will bring back information about number of days worked, number of PD days, etc.

Refined version in March, then approval in April to go to DPS

9:05 Head of School Report

* Engaging in the SOAR Habits & Staff Accountability

We noticed:

-We saw evidence of students using the habits

-We saw evidence of teachers reflecting on their own embodiment of the habits

Next steps:

-Teachers asked for opportunities to reinforce habits at Community Circle

-Teachers asked for more structure to working with the habits beyond the 5 months

-Do students hold each other accountable? (possibly assess through student culture survey?)

-Identifying a home and school connection

-Give background on why the habits exist

9:30 Weight Lottery Presentation: Roberta Walker, Rob Shaler (Manager of Choice Systems team)

* Overview of Weighted Enrollment Lottery concept

Follow up from November meeting on

Want to help us meet our goal is serving a diverse community – we want to be sure we give access to the great community

What does our recruitment strategy look like?

DPS gets 23-24k applications for choice; 1 week in and they have half

The choice office is not hearing that people want to leave SOAR

A little less than 5% attrition; average in the area is 15%

We are curious if a weighted lottery would help us achieve our mission of serving a diverse population

There are priority groupings (siblings, then enrollment zone)

They work closely with developers to make predictions

There used to be an inter-governmental agreement where families near Gaylord went to DPS; APS is now going to bus those children

We are allowed to use FRL as a proxy

Recruitment is the most important tool to use as a lever to have a diverse student body

Weighted lottery looks at FRL status on choice applications, then gives better lottery numbers to the FRL students if the total applicant pool has 80% or more FRL

We can monitor data over time

The weighted lottery is tailored to the specific needs of the school – it’s like a dial

77.3% FRL of Ks in the priority zone

The zones were created to include a heterogeneous mix of students

The next priority zone for SOAR is from Montbello

We want true integration

What other recruitment strategies should we be utilizing?

Montbello families want to feel that their kids are safe

Make sure families know color, calendar and safety

We viewed SOAR overview (<https://dps.schoolmint.net/school-finder/schools/172/soar>) on DPS school finder

* Experiences of schools where it is in place
* How weighted lottery could apply to SOAR

11:00 Adjourn Board Meeting

Motion to adjourn: Sarah moved, Rona seconded 11:00 AM

11:00 Commence Executive Session

* Personnel

1:00 Adjourn Executive Session