Docusign Envelope ID: E9426834-BE90-8440-8063-5C6BAA1711B6

SOAR Board of Directors Meeting
September 18, 2026, 9:45 am - 12:00 pm

Staff Attendance: Maria Burdine Principal, Rosalind Gullatt Assistant Principal, Dawn Salter Assistant Principal, Sonia Sisneros Senior Director.
Board Attendance: Rona Wilensky Board Co-Chair, Jamita Horton Board Co-Chair, Liane Morrison Treasurer, John Kearney Secretary.
Board Member on Zoom: Roddrick Marshall Board Member
Board Absence:
Staff Absence: Christi Goetz Director of Academic Programming & Multilingual Education
Guest:
Preparer: Kelly Moulton Finance Consultant
Location: SOAR Charter School 4800 Telluride St Bldg. 4 Denver CO 80249

Join Zoom Meeting

https://us02web.zoom.us/j/84035287577?pwd=zQNLYYJSb2sEVWU19SloSr28qWsFks.1

9:44am Welcome and Check in:

- Minute of silence.
- Check in.
- Introductions.

9:55am Motion to Convene the Meeting:

- Motion: Jamita Horton Board Co-Chair moved to convene the meeting.
- Second: Liane Morrison Treasurer second the motion.
- All in favor to convene the meeting – all

9:57am Public Comment Time If Needed (3 mins per person):

9:59am Consent Agenda:

- Motion to approve the amended agenda and the consent agenda which now includes only the meeting agenda and the minutes from the previous meeting. The dashboard has been moved to the Senior Director's report:
- Motion: Liane Morrison Treasurer second the motion.
- Second: John Kearney Secretary.

Docusign Envelope ID: E9426834-BE90-8440-8063-5C6BAA1711B6

- All in favor to consent agenda the meeting - all

10:00 am Roddrick entered the meeting.

- Dashboard: Moved to Sr. Director's Report
- Monthly Financials Moved to Sr. Director's report:
- Minutes:

- Motion: Liane Morrison Treasurer motion to approve the consent agenda
- Seconds – Jamita Horton Board Co-Chair second the motion.
- All in favor of approving the consent agenda – all.

10:04am Maria Burdine Principal:

- School Updates
    - Assessments.
    - Staff professional development is scheduled for Monday, September 21, 2026
    - Foundation of Literacy Institute.
    - The school is reviewing and revising its culture survey. The current survey will continue with minor revisions, while keeping it separate from feedback on the Strategic Plan which will be obtained at six week intervals in staff meetings.
    - The school is receiving coaching and support related to strategic plan implementation, with an emphasis on collaboration and staff support through PEBC.
        - Strategic Plan Support:
        - Proposal for 12 days with Ashley.
        - The work will focus on
            - Supporting the implementation of strategic plan priorities.
            - Guiding the school through this year's priorities.
            - Supporting staff and leadership.
            - Providing classroom support focused on Tier 1 instruction.

10:13 Dawn Salter left the meeting.

- Ashley will also support leadership and grade-level teams through after-school strategic plan check-ins to identify what is working, what is not working, and how the plan can be implemented effectively.
- Staff feedback will be gathered through small committees.
-

10:18 Dawn Salter returned to the meeting.

- Strategic Plan Priority #1: Tier 1 Classroom Observation/Trends (Ashlee Saddler)
    - The engagement coach will conduct classroom observations with a focus on student engagement and proactive behavior support.

Docusign Envelope ID: E9426834-BE90-8440-8063-5C6BAA1711B6

    - The goal is to identify trends and provide support to teachers with Tier 1 classroom practices

- Strategic Plan Priority #2: Behavior Tracker
    - The school has purchased a behavior data system.
    - Panorama was recommended as a potential system to supplement Infinite Campus.
    - Discussion focused on the limitations of Infinite Campus and how additional data can support Tier 1 behavior management and teacher support.
    - Panorama is not yet available. Pakur helped developed a school based behavior tracking system for the interim.

- Strategic Plan Priority #3: Emergenetics Meeting of the Minds
    - Emergenetics programming and staff development were discussed.
    - New PLC structure (discussed below) is also part of Teacher Efficacy work

- Strategic Plan Leadership Team Coaching (Yolanda Greer)
    - Leadership coaching began with individual coaching during the first year and transitioned to leadership team coaching during the second year.
    - Emergenetics modules will be utilized with staff and leadership.
    - Consultation and ongoing coaching will support implementation.

- Staffing/Hiring Updates
    - Kindergarten teacher positions have been filled. Candidates were given an opportunity to spend a day in the classroom before accepting a position.
    - The school is continuing the hiring process for a fifth-grade teacher and has several candidates.
    - The school is also working to hire General Education Instructional Assistants and Special Education Instructional Assistants.
    - Sonia discussed the increase in special education needs in kindergarten, including approximately four to five new IEPs and additional students currently being evaluated.
    - Approximately nine hours of special education support are currently needed in kindergarten, not including the four additional students undergoing evaluation.
    - A new school psychologist from the district will be supporting the school.
- 2026-2027 Professional Learning Committee (PLC):
    - The Professional Learning Committee (PLC) process and the SOAR PLC Agenda and Note Catcher for 2026–2027 were reviewed.
    - Maria Burdine, Rosalind Gullatt and Christi Goetz will be attending each grade level weekly planning and PLC meetings
    - The lesson plan template includes links to planning materials and presentation slides.

Docusign Envelope ID: E9426834-BE90-8440-8063-5C6BAA1711B6

    - Jamita requested that the board revisit the process to evaluate how effectively it is working.
    - Discussion included evaluator consistency and the frequency of classroom observations.
    - The team clarified that teachers should prioritize the designated priority area first, followed by unit planning.
- DPS Charter Quality Schools Cohort Update
    - SOAR's SPF was discussed. DPS reported a 12.2% result.
- Principal Leadership Institute Update
    - The Principal Leadership Institute was held September 14–15.
    - Team members are working with other principals from across Colorado.
    - The group will continue to meet monthly.

10:49 am Sonia Sisneros Senior Director Report:

- 2026-2027 Budget Approval
    - May was the last budget approved for DPS and included several assumptions and staffing placeholders.
    - The additional projected surplus was primarily attributed to salary and benefit savings.

        - Motion: Jamita Horton Board Co-Chair motion to approve the 2026-2027 Budget.
        - Seconds – Roddrick Marshall Board Member seconds the motion.
        - All in favor of approving the 2026-2027 Budget – all.

- Leadership Bonus Policy Approval
    - The proposed Leadership Bonus Policy was discussed.
    - The proposed policy establishes a 2.1-point SPF increase as the threshold for the bonus payout in Sept 2027, which would support the school's goal of reaching the green performance category.
    - The board discussed whether to establish the threshold at 2.1 points or return to the previous three-point threshold.
    - Discussion Included:
    - The purpose of the bonus and its relationship is to meet or exceeding established goals.
    - The relationship between SPF results and the timing of available data.
    - The importance of recognizing the work required to reach the green performance category while maintaining continued growth.
    - The importance of continued improvement and avoiding regression after reaching the green category.

Docusign Envelope ID: E9426834-BE90-8440-8063-5C6BAA1711B6

- The implementation of new staff, kindergarten programming, and other initiatives that may affect SPF.
- The proposed policy will be revised by Sonia to include language about Board commitment to continued SPR growth over time.

  - Motion: Liane Morrison Treasurer motion to approve the 2026-2027 Budget.
  - Seconds – Roddrick Marshall Board Member seconds the motion.
  - All in favor of approving the leadership bonus policy – all.

11:14 Rosalind Gullatt Assistant Principal Report:

11:15 Sonia left the meeting.

11:18 Sonia entered the meeting.

- Attendance
  - Attendance trends were discussed.
  - Although attendance has been challenging following weekends, significant improvement has been observed.
- Denver Rapids Incentive
  - SOAR students will have the opportunity to participate in a Denver Rapids incentive.
  - Students will receive tickets to a Rapids game.
  - The Rapids mascot will visit the school, and students will receive soccer balls.
- Restorative Practices
  - Staff professional development is scheduled for Monday, September 21, focused on restorative practices and role-playing activities.
- Mediations
  - Mediation work with students was discussed.
  - Students have been responsive to the process and have expressed that they want their voices heard.

11:20am Dawn Salter Assistant Principal:

- SOAR Denver Behavior Code Tracker v5
  - The current behavior tracking spreadsheet was reviewed as a tool being used prior to implementation of Panorama.
  - The tracker provides dashboards showing trends by students, class, time of day, and referrals.
  - The school hopes to export the existing data and import it into Panorama.
- Panorama
  - Panorama will provide tools to track behavior data and provide resources, interventions, and implementation guidance.

Docusign Envelope ID: E9426834-BE90-8440-8063-5C6BAA1711B6

- The system will also be used to support attendance tracking.

11:28 am Maria Burdine (Christi Goetz) Director of Academic Programming and MLE Report:

- Beginning-of-year i-Ready assessment data was discussed.
- Classroom Look for/Walkthrough document

11:45am Rona Wilensky Board President:

- Board Business: Clarifying SOAR Google Drive and Board attachments.
  - Board members and LT members were reminded that meeting attachments are due by 4:00 p.m. on the Friday before the board meeting.
  - The live board agenda and Google Drive organization were discussed.
- Board recruitment
  - The board discussed the possibility of recruiting another parent board member.
  - Additional board recruitment needs include a Treasurer and another board member.
  - The board expressed an aspiration to have a full board by this time next year.
- Fall Board Meetings – Technology Discussion.
  - The board discussed potential topics for upcoming fall meetings related to technology use by students and staff.
  - Topics may include technology agreements for teachers and students, use of artificial intelligence, and student screen time.
  - The board discussed reviewing applicable state policies regarding student technology use.

11:53 motion to adjourn the meeting:

- Motion: Liane Morrison Treasurer motion to adjourn the meeting.
- Seconds – John Kearney Board Member seconds the motion.
- All in favor of adjourning the meeting – all.

DocuSigned by:
Kelly Moulton
E89BF26ACA9F42B...

Preparer: Kelly Moulton

Signed by:
John Kearney
6C6A7804D81541C...

Reviewer: John Kearney Secretary and Rona Wilensky Board Co-Chair