

Leadership Learning Academy Winter Retreat Minutes Wednesday, January 16, 2019



Place: Academica West, 290 N. Flint Street, Kaysville, UT 84037

NOTE: It is possible that the LLA Board of Directors may be utilizing an electronic meeting component with one or more of their members.

In Attendance: Chuma Uzoh, David Gray, Terry Capener, Deb Hefner, Jimmy Sunlight

Others in Attendance: Ken Jeppesen, Lani Rounds, Brandon Fairbanks, Kim Dohrer, Ryan Arrington, Heidi Bauerle, Dawn Kawaguchi

Mission: The mission of *Leadership Learning Academy* is to provide the unique, innovative teaching model of Project CHILD to help achieve a high degree of academic success while developing problem solving skills, independent learners, and future leaders in all our students.

Vision: *Leadership Learning Academy* will use the innovative and unique model of Project CHILD to challenge our students to be confident and independent learners. Our students will learn to inspire others, achieve high academic success, and become personally accountable for themselves and their education; thus helping to lead our future.

Minutes

2018-2019 Board Priorities
Teacher and Staff Retention
Full Enrollment for LEA
Maintain LLA's Culture
DIBELS Goal (Literacy Plan)

5:13 PM – Call to Order

- Welcome by Chuma Uzoh
- School Mission – Jimmy
- School Vision – David
- Board Mission – Terry

There was no PUBLIC COMMENT.

REPORTS

- **Eide Bailly**
 - *Review FY18 Audit* – Ken Jeppesen reviewed the board letter that is a standard letter that is sent to the board. He reviewed the FY18 audit. Ken reminded the board that Eide Bailly is an independent auditor and although they work with AW during the

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audit, they would report any discrepancies directly to the board. Ken reviewed the statements of financial position, statements of activities, and the statements of cash flows. The big adjustment in assets was the addition of the second campus. He also mentioned to the board about the new standards that they might see next year. Ken reviewed the notes to the financial statement. They were as follows: 1) Principal Activity and Significant Accounting Policies; 2) Property and Equipment; 3) Notes Payable; 4) Related Party Transactions; 5) Employee Benefits; and 6) Concentration. There are three reports that Eide Bailly as the independent auditor, compiles to send into the state. All three reports were clean. *Ken Jeppesen was excused at 5:34 p.m.*

➤ **Board of Directors**

- Review Board Calendar – Chuma Uzoh reviewed the board calendar.
- Review Action Items – Chuma Uzoh reviewed the action items.

Jimmy Sunlight made a motion to approve the CONSENT ITEMS. Deb Hansen seconded the motion. Motion passed unanimously.

- Approve December 17, 2018 Board Meeting Minutes

BUSINESS ITEMS (To Be Voted On)

- Discuss and Vote on Financial Advisor for Facility Financing – Chuma Uzoh stated that he and Jimmy are on the building finance committee. After looking into possible financing, the committee determined that they should to hire a financial advisor. Chuma gave some background on why they are looking to refinance the Layton campus building and purchase the Ogden campus building. They have received two proposals and after reviewing both proposals they would like to engage Lewis Young Robertson & Burningham. The estimated cost is \$39k for financing both facilities. **Deb Hefner made a motion to approve to obtain the services of Lewis, Young, Robertson and Burningham for financial [advisor] services at a price not to exceed \$45,000. Terry Capener seconded the motion. Motion passed unanimously.**
- Discuss and Vote on Amended 2018-19 Budget as of December 31, 2018 – Due to the large increase in students exceeding our original projected amount, Ryan is recommending amending the budget to reflect the higher revenue due to the increase in students. There was a discussion on the local revenue sources. Ryan Arrington reviewed the amended 2018-19 budget as of December 31, 2018. The budget is about where it should be for this time of year. There are no significant areas of concern. **Terry Capener made a motion to approve the amended 2018-19 budget as of December 31, 2018. David Gray seconded the motion. Motion passed unanimously.**
- Discuss and Vote on 2019-2020 School Calendars – Heidi Bauerle reviewed the 2019-2020 calendars for both campuses. They are both similar to the current year. Each campus starts a week earlier than their corresponding districts. Heidi did a comparison of days off to their related districts. We have the required 180 days and well over the required 990 hours. There was discussion on if Fall Break coincides with DSD. **David Gray made a motion to approve the 2019-2020 school calendars for both the Layton and Ogden campuses. Jimmy Sunlight seconded the motion. Motion passed unanimously.**
- Discuss and Vote on Amended Child Abuse & Neglect Reporting Policy – Heidi Bauerle stated that we are amending three policies tonight. Basically, these amendments are

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updates or revisions that we need to make us compliant of new laws. Brandon created a policy summary sheet that is included in the packet. Heidi asked the board if they wanted her to give more detail on these policies. Chuma asked if the members had any questions or changes they would like to see in the policies. See below for approval.

- *Discuss and Vote on Amended Sex Education Instruction Policy* – There was no further discussion. See below for approval.
- *Discuss and Vote on Amended Student Conduct & Discipline Policy* – There was no further discussion. **Jimmy Sunlight made a motion to approve the amended Child Abuse & Neglect Reporting Policy, amended Student Conduct & Discipline Policy and the amended Sex Education Instruction Policy [formerly the Human Sexuality Instruction Policy]. Deb Hansen seconded the motion. Motion passed unanimously.**
- *Discuss and Vote on Maturation Curriculum* – Heidi Bauerle stated that this is the same curriculum that we have used every year. It's the Proctor & Gamble "Always Changing" curriculum. We have a nurse come and teach it to both campuses. **Deb Hansen made a motion to approve the maturation curriculum. Terry Capener seconded the motion. Motion passed unanimously.**

OTHER BUSINESS ITEMS

- Calendaring Items – ALL
 - March Pre-Board Meeting – March 4th
 - Next Board Meeting – March 18th
 - Reschedule Strategic Planning Retreat currently May 13th – Dawn will send out a Doodle for available dates

6:12 PM – Terry Capener made a motion to RECESS for Dinner. David Gray seconded the motion. Motion passed unanimously.

6:42 PM – David Gray made a motion to RECONVENE the meeting. Jimmy Sunlight seconded the motion. Motion passed unanimously.

BOARD RETREAT

- *State of the School* – Heidi
 - Report cards for 17-18 came out from the state. They are not giving grades. The key areas that were measured were attendance, achievement, growth and ELL.
 - Review of teacher survey data. There weren't very many responses but Heidi doesn't require the teachers to take the survey.
 - Lottery is open. The student recommitment letters went out today so we will know how many spots that we have open for next year. They will run their first lottery on February 4th.
 - We have new personnel but still open positions.
 - Large technology purchases due to increase of the digital teaching and learning grant. Kim added that LLA is piloting the new Aspire registration which is through the state system.
 - Heidi went over the 5 Things I want you to know
 - ✓ I still have the best board around

- ✓ Principals and coaches are still amazing
 - ✓ I couldn't do my job without the support of AW
 - ✓ Our student leadership retreat is happening again
 - ✓ Our ESL students are making tremendous gains
- Define the "Special Sauce" – What does it mean to you? – Kim asked the board to write down two things what they think defines the special sauce at LLA and it can't be Heidi.
- ***HEIDI***
 - Teachers who can teach Project CHILD
 - High energy (work environment)
 - ✓ Student and staff buy-in
 - Teacher continuity with Project CHILD (station-based learning)
 - High standards in behavior and academics
 - Maintaining high standards (we're not going to settle)
 - Caring teachers (having great educators who care about what they do)
 - Highly interactive teachers and believe the model
 - Staff comradery with a family feeling
 - School of choice – people want to be there
 - Student leaders
 - Good facility with large classrooms
- Potential Threats Stumbling Blocks – The second part of this exercise is to write down what are some of the stumbling blocks for us to get to the special sauce.
- Students, parents, and staff that don't want to be there
 - Lack of understanding of Project CHILD
 - Teacher retention
 - Student attendance
 - Animosity/Conflict
 - Burn out of staff
 - Unsupportive/challenging parents
 - Challenging students
 - Compensation (combat pay)/differential incentive
 - Culture
 - Poor habits
 - Low expectations
 - Project CHILD changing lead "Winky"
 - People who poison
 - Students running from another school
- Kim wanted to get some "Ideas and Resources" to get passed these stumbling blocks. She asked Heidi to talk about what she is doing and her ideas.
- Ogden Campus
 - ✓ November 1 training on community – DONE
 - ✓ Take out specials – now each cluster teacher asst. run the specials in the classroom (consistent adult and no movement) – DONE
 - ✓ Full time counselor
 - ✓ Resource officer

- ✓ **Compensate teachers**
- ✓ **Additional people**
- ✓ Additional administration
- ✓ **Not growing enrollment for 19/20** (feel like you got in)
- ✓ Continue training on community
- ✓ **Reward system for student attendance**
- ✓ **Lessen “victim” mentality (changing mindset)**
- Both Campuses
 - ✓ **Orientation for students, teachers and parents to explain expectations**
 - ★ **Explain Project CHILD**
 - ✓ Developing Student Leaders (ambassadors of the school)
 - ✓ Marketing to the targeted students we want
 - ✓ Additional training for difficult students
 - ✓ Business partnership to inspire students
- *Next Steps* – Kim asked Heidi to pick her top (2) action items [**BOLD**] and the board got to pick two items each [**YELLOW**]. The board would like Heidi to think about this idea and bring it back to the March board meeting.
- *Team Building* – The board and Heidi were split into two groups. Lani and Brandon supervised the group in an LLA specific Pictionary game using the iPad. After four rounds, Heidi, Chuma, David and Dawn were victorious.

There was no need for a CLOSED SESSION

8:37 PM – Deb Hansen made a motion to ADJOURN. Terry Capener seconded the motion. Motion passed unanimously.

January Action Items:

1. Send out a Doodle for May meeting dates – **Dawn**
2. Bring ideas to March Meeting on what compensating teachers might look like – **Heidi**