



Board Meeting Minutes

Meeting Information	
Date:	August 24, 2022
Time:	7:30 pm
Location:	Renaissance Academy, 3435 North 1120 East, Lehi, UT.

Attendee Information			
Board Members		Schoolhouse	Public in Attendance
X	Ryan Hunter, Board President	Mark Ursic, Executive Director	Kieth Garner (potential board member)
X	Cameron Hughes, Board Treasurer	Stephanie McCappin, Dean of Students and Families	Jared Barfuss (potential board member)
X	Lance Anderson, Board Secretary	Anna Felton, Dean of Instruction	Shannon Topham
X	Jennifer Lambert, Board Member	Patti Davis, Office Manager	Micah Hauley
X	Emily Haleck, Board Member	Tracy Scott, Reading Specialist	
		Emily Depallens, Executive Assistant (remote)	

Motions			
#	Motion made by	Motion	Vote
1	Jen Lambert	To approve the June 15, 2022 board meeting minutes.	Emily Haleck seconded the motion. All voted in favor by name.
2	Emily Haleck	To approve the Early Learning Plan as presented by Tracy Scott.	Jen Lambert seconded the motion. All voted in favor by name.

3	Jen Lambert	To move to closed session based on 52-4-204.	Cameron Hughes seconded the motion. All voted in favor by name.
4	Jen Lambert	To move back into open session.	Emily Haleck seconded the motion. All voted in favor by name.
5	Cameron Hughes	To adjourn the meeting.	Jen Lambert seconded the motion. All voted in favor by name.

Time	Topics
7:37 pm	Welcome and Call to Order
7:40 pm	<p>Motion</p> <p>Jen Lambert made a motion to approve the minutes from June. Emily seconded the motion. All voted in favor by name.</p>
7:41 pm	<p>Early Learning Plan</p> <p>Tracy Scott, the reading specialist, presented this plan to the Board. The state requires an Early Learning Plan which covers reading and math for all students K-3. We have to submit the materials we use and our goals to the State.</p> <p>In our school we use Reach for Reading as our ELA Reading system. It has an online component, books, readers that accompany it as well as Letterland. This is a program for phonics for K-2. Supplemental things that we use in Tier 2 and Tier 3 are Read Naturally Live, the Next Steps program from the University of Utah and iReady.</p> <p>For math we use MyMath for our program. We have Acadience math that also tracks the math program to keep track of how the students are doing. They also use iReady for math.</p> <p>We have to set goals as well for the State. This year, we decided to set two literacy goals and one math.</p> <ol style="list-style-type: none"> 1. The first literacy goal is a maintenance goal. We will maintain the percentage of second grade students who are scoring at or above benchmark on Acadience Reading ORF (fluency) from BOY to EOY by providing ongoing professional learning and instructional coaching to all second grade teachers, including ongoing LETRS training, analysis of and planning with progress monitoring outcomes, classroom observations and feedback on fluency goal implementation to increase the likelihood of students scoring at or above benchmark EYO. At the end of 1st grade, students should read at 47 words per

	<p>min and in 2nd grade, they should have 87 wpm. Having a maintenance goal is really improving as they increase their reading speed.</p> <ol style="list-style-type: none"> 2. The second literacy goal is a growth goal. We will increase the percentage of 1st grade students who are reading at or above benchmark BOY to EOY by 6%. This will be done by ongoing professional learning and instructional coaching to all first grade teachers, including ongoing LETRS training, analysis of and planning with progress monitoring outcomes, classroom observations and feedback on NWF goal implementation to increase the likelihood of students scoring at or above benchmark at the end of the year. An average for a student at the first of the year at the start of 2nd grade would be 20 whole words read. By the end of 2nd grade, they should be reading about 32. 3. For math, it is another maintenance goal. RA will maintain the percentage of 1st grade students scoring at or above benchmark on the Acadience Composite scores from BOY to EOY. Maintaining this goal would also result in student growth. <p>Before COVID, we were always reaching our goals. Since COVID, we, like most schools, are struggling to reach these goals. The State has made laws that we have to progress monitor students that are way behind every two weeks and students that are a little behind once a month. We will be assessing the students so much that we won't have the time to help them. We may have the resources to help but not necessarily the manpower. Every student that is below grade level we meet with twice a week. Tier 3 students are in SPED.</p>
7:58 pm	<p>Motion Emily made a motion to adopt the Early Learning Plan as presented by Tracy Scott. Jen seconded the motion. All voted in favor by name.</p>
8:08 pm	<p>Board Retention Report Macro issues: nationwide turnover rate, impact of COVID-19 on society, growing need/shrinking supply.</p> <p>In 2007 58% of Utah's teachers came from Utah schools. By 2017 that number dropped to 34%. Nationwide, before the pandemic, 50% of teachers leave the profession within the first five years. In a 2022 NEA survey, 55% of teachers are considering leaving the profession earlier than planned. The Bureau of Labor Statistics say there are 576,000 fewer teachers in American than before the pandemic. This summer was probably the worst we've seen it. In June 2021, 32% of teachers surveyed said they were considering leaving the profession earlier than planned. By June 2022, that number had risen to 55%.</p>

	<p>Mark presented a pie chart from 2010-2022 that shows the reason for teachers leaving our school.</p> <ul style="list-style-type: none"> - Not renewed – 21.2% - Moved out of State – 21.2% - Stay home – 19.2 %5 - Moved to local school – 23.1% - Return to school – 1.9% - Left teaching or retired – 13.5% <p>Teacher retention efforts:</p> <ul style="list-style-type: none"> - Competitive pay – equal to local districts - Generous 401k – 7% employer contribution (no vesting period) - Added a Christmas bonus - Provide a cash out incentive for unused PTO - 2021-2022 school year paid \$2,400 stipends for unfunded State mandated training - Preparation time or buyout if not possible - Grade level aides - Work to minimize non-teaching duties - Double the state materials allotment - Hired substitute service to facilitate PTO - Added dean of instruction position - Increased our counselor position from part time to full time - Provide a 3 person reading team for grades K-3 - Contract mental health services for behavior support - Added a staff break room at faculty request
9:55 pm	<p>Motion Jen motioned to move to closed session. Cameron seconded the motion. All voted in favor by name.</p>
11:20 pm	<p>Motion Jen motioned to move back into open session. Emily seconded the motion. All voted in favor by name.</p>
11:21 pm	<p>Motion Cam made a motion to adjourn the meeting. Jen seconded the motion. All voted in favor by name.</p>