



MINUTES
Wyatt Academy Annual Board Working Session
Tuesday, August 9
9am-12pm
Wyatt Academy (Cafeteria)

Attendees:

(note: "v" after a name means virtual attendee)

Board Members: Katie Brown, Brandon DeBenedet (v), Rob Hayes, Terry Usry, Amy Younggren (v), Albus Brooks

Other Attendees: Kate Silverman, Melody Means, Kami Osbourne, Harsha Sekar (prospective board Member), Nicole Servino (prospective board member), Tyler Lane (prospective board member) (v), Mallory Sussman (prospective board member) (v)

9:00 - 9:10 Welcome (Katie Brown, Board Chair)

1. Introductions
 - a. Existing Board Members
 - b. Wyatt Staff & Guests
 - c. Prospective Board Members

9:10-10:00 Board Business

1. New member votes (Katie led)

Amy - Move to accept Mallory Sussman to board

Rob - second

Motion passed

2. Committee overview and sign-up (Katie)

- a. HR Committee
 - i. Made up of exec committee members, however, as special cases arise, others may participate in HR activities (community members, staff, parents, other board members)
 - ii. Meet as needed
- b. Fundraising Committee
 - i. Kate, Terry, Mallory
 - ii. Focuses on annual fundraiser, grant opportunities, corporate sponsors

- iii. Meets the third Thursday of every month at 9:00 starting in October
 - c. Finance Committee
 - i. Exec team (mandatory) + additional board members (optional)
 - ii. Meets the second Thursday of every month at 9:00 starting in September
 - d. Charter renewal
 - i. Exec committee
 - ii. Meet as needed
 - e. Proposal to start DEI Committee
 - i. Members may include Nicole Servino and Michael Benitez (2 prospective board members)
- 3. Onboarding Q&A (Katie)
 - a. Background checks, Headshots, Resumes
- 4. Leader evaluation process overview (Kate)
 - a. Our eval template is similar to LEAD (what DPS uses)
 - b. Ours includes Wyatt core values
 - c. Our eval is based on iReady and Wyatt numbers only
 - d. "360" is another DPS tool that we use; it allows staff to provide feedback.
Three touch points per school year:
 - i. Q1 - The focus is on coaching
 - ii. Mid-year is tied to teacher & staff evals; also iReady data
 - iii. End of year - The focus is on summary & reflection
 - e. HR committee is involved in eval process
- 5. 2022-23 Board Meeting Calendar (Katie)
 - a. Sept 21, 2022 - 8:30 -10:30 am
 - b. Nov 16, 2022 - 5:00 - 7:00 pm
 - c. Jan 18, 2023 - 8:30 - 10:30 am
 - d. Mar 15, 2023 - 5:00 - 7:00 pm
 - e. May 17, 2023 - 8:30 - 10:30 am
- 6. Review By-Laws, specifically the Give or Get expectation (Katie)
 - a. \$500 "give or get" goal for each board member
 - b. Remember to request corporate matching if your employer offers this.
- 7. Sign-up for PD Days to feed the staff (Katie)
 - a. Sheet is on shared drive; Kate sent it out to board members yesterday

- b. Board members - please sign up on the shared Google Sheet to pay for food for our staff on these important inservice days. Work with Kami to pay for food in advance or by reimbursement. If paid to the school as a donation after the event, see if your employer will match the donation to maximize giving.
- 8. Charter renewal update (Kate)
 - a. We're reaching the end of a 4-year contract, which was a "2+2 conditional" contract. This means that at the end of 2021 (after the first 2-year period) we met our goals to renew for the 2nd 2 years.
 - b. 8/4 - first application submitted; 9/1 - part 2 of application is due
 - c. Kate is leading the process. The goal is another multi-year contract, however, three DPS board members are strongly against multi-year contracts for charters.
 - d. The last stage is a site visit; ours will be in November. This is a 2-day visit; in classrooms, meeting with staff and teachers, will possibly ask to interview a board member.
 - e. Board asked if there's a renewal committee that requires board presence. Answer: May not be needed. Wyatt renewal team will ask the board for help as needed.
 - f. The DPS board vote is usually at Dec or Jan DPS board meeting. It would be good for board members, staff, and parents to attend this meeting to show support.

10:00-10:20 Fundraising & other updates (Kate)

- 1. 2022-23 Goals & Strategy
 - a. Strategies for our fundraising are: events and major gifts; 10% on "other" like grants
- 2. Wyatt's Back to School Benefit update
- 3. Partnership with Welcome Tech
 - a. Welcome Tech's Mission - solutions to aid immigrants
 - b. Will deliver health benefits and medical discounts to families in need at no cost for 2022-2023 school year through our Empowerment Center. No documentation required of families so this is open to non-documented families. Cost to families AND staff is \$18/month no matter how many members in the family.
 - c. A donor has offered to cover the cost for all families at Wyatt this year.
 - d. Advantages: Coverage includes Telemedicine, Medical, Vision, Dental, Pharma - families with Welcome+ save an average of \$2000 per year.

Many students are covered by Medicaid, but family members may not be. In addition, Medicaid requires in-person appointments, which can delay service. Welcome+ offers telemedicine for quicker service.

4. Data Dashboard is coming back - it facilitates prep and delivery of info for staff to board at board meetings
 - a. Dashboard to include data on Enrollment, attendance, culture, literacy, math

10:20-11:00 Update from School Leader (Melody Means)

1. General Updates
 - a. Wyatt as a potential community hub: Superintendent wants to create community hubs to provide wraparound services. He did a site visit at Wyatt recently and likes what Wyatt offers through the Empowerment Center. We submitted a bid. DPS chose a hybrid solution with Focus Point & Wyatt; Focus Point will work out of here 3 days a week.
 - b. YMCA partnership growing. After school program; will offer youth sports at Wyatt; also wellness nights at Wyatt for families.
 - c. Denver Foundation is interested in what YMCA and Wyatt are doing.
2. Current State of Wyatt
 - a. Enrollment
Oct. 2021 - 179
May 2021 - 189
2022/2023 goal - 185
 - b. Staff demographics
30 staff (13 of color 43%)
Staff of color: only 2 or 6% are certified staff - this is an area of focus - goal is 60%
 - c. Student demographics
White - 15
Native Hawaii/Pacific - 2
Multiple - 6
Hispanic - 109
Black 47 and growing
 - d. Gentrification
FRL - in last 5 years dropped from 95% to 85%
ELL - dropped from 53% to 37%
SPED - maintained

3. 2022-23 Priorities and Goals

Reading - 65% at grade level or above

Math - 55% at grade level or above

ELD - 50% at grade level or above in literacy

Social emotional - 100% of Wyatt will develop an understanding of what it means to be self-aware - self perception, self confidence, and self-efficacy; include staff in goals

4. 2022 Data Review

a. iReady assessment 4xyear; all students take by computer

- i. 52% students made typical growth (but if student starts in red zone, she's still in red)
- ii. 22% students made stretch growth
- iii. K & 2 didn't hit 50% typical growth - why?
- iv. 1st, 3rd, 5th did well
- v. 4th did amazing
- vi. Too many kids coming out of primary grades under grade level
- vii. Proficiency - 46% reading at grade level by end of year; started at 19%

b. CMAS Reding Results

- i. Pretty evenly distributed between not meet, almost meet, meet, and exceed
- ii. 3rd grade (rising 4th graders) - large percentage not meeting
- iii. 4th - scored highest of all 4th graders in our zone

c. CMAS Math Results

- i. 46% on or above grade level (starting at 8%)
- ii. 4th grade - only one met expectations - why?
- iii. 5th did well

d. Reading data compared to zone

- i. Highest performance in zone, and slightly under district average

e. Math data

- i. Performing OK in zone but whole zone suffering

5. Recruitment Plan

a. ENROLLMENT

- i. As of yesterday - 183
- ii. Goal - 185
- iii. Stretch goal 193
- iv. Seats available 236
- v. To balance budget - 225 is sweet spot

b. University Prep Academy is playing dirty

- i. U Prep is calling families and emailing teachers; we plan to meet with their ED and address it.
 - ii. Could be why Kindergarten enrollment is below where we want to be: May 2021 it as 40; enrollment to date 34; budgeted for 40
- c. Charter School Capital promoting Wyatt through social media and billboards
 - i. Distributed printed materials
 - ii. Engage with community:
 - Movie night
 - Bbq - meet the teacher/back to school night 8/19 - board please come!
 - Harvest festival

11:00 - 11:30 Budget Presentation (Brandon Chrisp)

1. Brandon Chrisp was not available, so Kami gave an overview. School is in excellent fiscal condition for the first time in a while. Prepping for audit.
2. Brandon D added: we made large salary increase in 2022; we have a hit to health insurance of about \$60K coming
3. Kami - we were under budget on health insurance and hoping to get some of the 60K back through subrogation, but still a hit to the bottom line.

Meeting adjourned at 11:40 a.m.