



**Minutes of the Board of Directors
September 21, 2020**

The meeting was convened by Kelly Braverman at 4:01 P.M via Zoom. Roll call was taken, the following board members were present:

- | | |
|-------------------|---|
| ~ Kelly Braverman | ~ Rose Mays |
| ~ Alex Choi | ~ Matt Tait |
| ~ Oscar Gutierrez | ~ Aaron Williamson |
| ~ Bill Harris | ~ Alex Simonton, Potential Board Member |

Votes were taken by verbal role call for each topic requiring a vote. All Motions were carried unanimously by all board members in attendance.

Kelly Herron, USI Executive Director	Chrystal Westerhaus, AMMS Principal
Jessica Kohlmeyer, Director of Academics	Jessica Parson, VAR Principal – EL
Janie Seivers, Director of Business Affairs	Bilen Mulugeta, VAR Principal - MS
Sean Dunlavy, Director of Development	Kandis Pearson, AMA Principal
Laura Burton, Business Manager	Lori Thompson, Indigo43

Public Comments:

Connect To Purpose:

A Vision Academy 4th grade blog was designed and put in place to help keep the entire 4th grade class connected. On-site students can connect with the eLearning students at set times such as lunch period.

Jessica Parson also showed a video created by 3th grade teacher, Brooke Lindy, showing what she does as an eLearning teacher.

Approval of Minutes

The July 27, 2020 Public Meeting minutes were presented.

MOTION: Approve the minutes, as presented.

Aaron Williamson made the motion, Bill Harris seconded. Motion carried.

Finance Committee Brief:

The fieldwork for the FY20 Financial Audit has been completed. Next steps are SBOA and Board approval.

Financial Statements

Cash on Hand:	2,443,493	Days Cash on Hand	
Investments:	200,268	All Funds	Unrestricted
Total Funds Available:	2,643,761	(OEI)	(Bond)
Restricted:	405,304	AMA: 97	104
Unrestricted	2,238,456	VAR: 84	88
Accounts/Grants Receivable:		AMMS: 103	95
Title I	101,605	USI: -17	-54
Federal Special Ed	27,326	Consolidated: 89	78
CSP	33,960	Projected 6/30/21 DCOH:	88
School Lunch	-	Debt Service Coverage projection:	
Other	219,401	Updated beginning in Oct	
	382,292		
Net Operating Income:		Budgeted:	(163,514)
Avondale Meadows	(116,323)	Budgeted:	(253,479)
Vision Academy	(221,196)	Budgeted:	(114,147)
Avondale Meadows MS	(52,330)	Budgeted:	(27,176)
USI	(57,949)		(58,316)
Consolidated	(447,799)		

REVENUE:

- State revenue is reconciled to current budgeted ADM.
- Per pupil funding exceeds amount budgeted.
- Federal revenue is below budget due to timing.

EXPENSES:

- Marketing expenses are over budget due to timing.
- All other categories are within 10% of budget

CASH TRANSFERS:

No cash transfers for August.

MOTION: Motion to accept the financials through August 31, 2020 as presented. Bill Harris made the motion, Oscar Gutierrez seconded. Motion carried.

Governance Committee Brief:

- Alexandra Simonton was nominated and presented as a potential board member.

MOTION: Motion to approved Alexandra Simonton as board member of USI. Rose Mays made the motion, Aaron Williamson seconded. Motion carried.

- Diversity Inclusion Statement has been drafted to be added to our bylaws. See Appendix A.

Motion: Add the Diversity Inclusion statement to the USI bylaws as presented. Bill Harris made the motion, Rose Mays seconded. Motion carried.

- Bill Harris reviewed the OEI Core Question 3.1 – 3.4 results with the entire board.

Development Committee:

Development Goals for FY2021

Total Amount Raised:	\$350,000
Number of personal visits/solicitations	50
Number of contributions:	150
Number of online gifts:	75
Number of matching gifts:	5
Number of increased gifts:	50
Dollars raised from special events:	\$150,000
Gifts in kind:	\$25,000 (value)

Recent Proposals Submitted:

Grant Proposal	Purpose	Date Submitted	Amount Requested	Outcome
Dollar General Literacy Fund	Educational books and materials	3/17/20	\$3,000	\$3,000
Gov. Emergency Ed. Relief (GEER)	Technology Devices & Internet Connectivity for students	7/17/20	\$275,000	Awarded - Amount Pending
Digital Learning Building Capacity Grant	Professional development for online instruction	9/1/20	\$50,000	\$50,000
CSP Innovation Grant	Sensory Room & PD Training for AMA	8/30/20	\$32,000	Pending
CSP Innovation Grant	Sensory Room & PD Training for Vision EL	8/30/20	\$32,000	Pending
16 Tech - CICF	After-school programming Vision Academy	10/30/20	\$7,500	TBD

Amazon Smile!

Amazon has a “give-back” program that allows nonprofit organizations to receive 0.5% of all eligible purchases spent on Amazon. For example, USI signed-up and actively uses it for all purchases made by our schools. Since April 2018, we have received over \$300.

Sign up at <https://smile.amazon.com> rather than Amazon.com and designate Avondale Meadows Academy, Inc. to be the non-profit organization to receive a contribution. (Note: Avondale Meadows Academy is USI’s legal name.) Any eligible purchase will automatically generate a quarterly contribution to the USI bank account and helps to support our schools. Orders only generate donations if they are placed at smile.amazon.com. Nothing about your Amazon service changes and Prime still works the same.

If you use the Amazon app on your phone, simply open the app and on the top left corner tap on the three bars. Go to settings, then amazon smile. Then turn on amazon smile. It’s that simple. To learn more about the program, go to https://smile.amazon.com/gp/chpf/about/ref=smi_se_rspo_laas_aas

September Advancement Journal Articles:

USI COVID Task Force update; Judith Hall Proclamation; Vision’s Uniform assistance program; Eagle Scout project; Amazon Smile Program; Chromebook Campaign Update.

Performance Dashboards – Highlights Academic Goal

- VAR-EL: Strong start; only 2 new hires; entire restructure of all systems previously in place; staff has embraced the new challenges; focused efforts for exceptional learners acclimating them to new changes.
- VAR-MS: Homeroom is no longer transitioning; staff are adjusting better than expected with focused and energized efforts; eLearner attendance is struggling; ongoing adjustments and efforts to see improvement
- AMA – 7 new staff members and all new admin team; new SEL specialist is proving to be effective; continuing to navigate through onsite and eLearning procedures.
- AMMS – Strong start with full staff/team; staff diversity and retention are improving; staff teaches both onsite and eLearning classes; whole school zoom morning meetings sustain school culture; Friday community meetings are relevant and thriving; Attendance and parent engagement are of great concern.

Focus Topics

1. Enrollment Update – Total Enrollment = 986; Budgeted Enrollment = 1015

- AMA – 399: 211 in-person; 188 eLearning
- AMMS – 169: 72 in-person; 97 eLearning
- VAR-EL – 238: 104 in-person; 134 eLearning
- VAR-MS – 180: 58 in-person; 122 eLearning

Response to Financial Implications: Budgeted per pupil funding is less than actual, each school has at least one vacant position in anticipation of a reduced enrollment.

2. Diversity, Equity & Inclusion Efforts

Kelly Herron updated the board on the year-long training series for staff facilitated by the Peace Learning Center. Staff will receive training one time per quarter to ensure we are intentional in our diversity, equity and inclusion efforts.

TMT asked if we would participate in a yearlong Leadership Equity Cohort hosted by Beloved Community. Seven schools will be participating in the cohort, involving staff and board members alike.

3. Preliminary NWEA Data

NWEA is a computer based, nationally-normed, student assessment to help us to know proficiency grade level and personal growth per student. It is a metric allowing us to watch student progress throughout the year. NWEA did a study to identify both the Summer and COVID Slide, which is the negative impact on reading and math due to being out of the classroom. This study allowed us to be prepared and to attack the slide as the school year started.

The current NWEA Fall assessments revealed that our elementary students performed strong in reading but dropped in Math, just as the COVID Slide projected. Middle School data showed a gain in Reading proficiency while math stayed steady. The takeaways from this preliminary data allow the team to strategize and implement the strong curriculum in place this year while continuing to offer strong supports to our students as they fight to overcome the COVID slide.

4. 2020-2021 School Goals*

The team shared the process of curating the 20-21 school goals and presented them to the Board for approval.

Content	Measure	AMA					AMMS			
		16-17	17-18	18-19	19-20	20-21 Goal	17-18	18-19	19-20	20-21 Goal
iLearn	Reading	65%	52%	25%	27%	35%	49%	25%	31%	40%
	Math	48%	35%	27%	32%	37%	12%	15%	18%	25%
IREAD-3	Reading	83%	83%	88%	52%	90%				
NWEA Reading	1 yr growth	69%	60%	49%	49%	65%	39%	45%	45%	45%
	1.5 yrs growth	47%	34%	30%	39%	45%	29%	33%	42%	40%
NWEA Math	1 yr growth	69%	65%	56%	48%	65%	49%	51%	52%	45%
	1.5 yrs growth	41%	35%	28%	35%	45%	39%	40%	30%	35%
Attendance	Attendance	95.40%	95%	95%	93.40%	95%	95%	95%	91.68%	95%
	Average Tardy	7.90%	9.39%	7.85%	10.50%	< 10.0%	7.42%	8.30%	10.20%	< 10.0%
Parent Eng.	P/T Conf	88%	92%	95%	94%	92%	57%	80%	85.72%	80%
Student Conduct	OSS Rate	15%	20%	25.90%	25.53%	< 20%	36%	44%	29.91%	< 20%

Content	Measure	VAR EL					VAR MS				
		16-17	17-18	18-19	19-20	20-21 Goal	16-17	17-18	18-19	19-20	20-21 Goal
iLearn	Reading	38%	28%	11%	21%	28%	32%	44%	19%	23%	30%
	Math	20%	25%	14%	27%	30%	15%	15%	9%	7%	15%
IREAD-3	Reading	64%	67%	84%	51%	85%					
NWEA Reading	1 yr growth	43%	57%	55%	49%	65%		59%	61%	53%	60%
	1.5 yrs growth	24%	32%	29%	35%	45%	56%	56%	56%	45%	50%
NWEA Math	1 yr growth	49%	57%	55%	46%	65%	55%	56%	52%	41%	50%
	1.5 yrs growth	24%	30%	25%	33%	45%	39%	35%	39%	31%	35%
Attendance	Attendance	91.79%	93.88%	93.22%	91.77%	95.00%	90.84%	93.69%	93.42%	92.03%	95%
	Average Tardy	10.20%	10.91%	11.60%	9.73%	<10%	10.20%	12.21%	12.06%	8.83%	10.00%
Parent Eng.	P/T Conf	57%	87%	90%	80%	85%	57%	76%	73%	79%	82%
Student Conduct	OSS Rate	25%	21.08%	15.49%	16%	<18%	25%	19.75%	26.90%	30.04%	< 25%

MOTION: Approve 2020-21 school goals as presented.

Aaron Williamson made the motion, Oscar Gutierrez seconded. Motion carried.

5. Vision Charter Update

Vision Academy is up for renewal during the 20-21 school year. The renewal application was submitted in August. An interview with school leadership and the OEI team is scheduled for October. The hearing will be on December 9, 2020.

6. Staff Wellness Days

Because of the demand on teachers and staff due to COVID, and because we schedule 183 student days, we have the flexibility to offer two Staff Wellness Days. A survey was distributed and it was determined the days off are preferred on Fall Break. Fall Break will now be an entire week long, rather than three days.

The meeting adjourned at 5:59 p.m.

ATTEST: _____
Oscar Gutierrez, Board Secretary

Appendix A

Diversity and Inclusion Statement

United Schools of Indianapolis

Diversity & Inclusion Statement (proposed addition to the By Laws)

We strive to maximize our impact on the community by creating and sustaining an environment that leverages the creativity and innovation that result from the unique perspectives that individuals bring. We believe that our community is best served when diversity and inclusion are embedded in everything we do. As such, we encourage the active participation of our students, faculty, and staff, including our volunteers, donors, advocates, and community partners.

Diversity refers to the similarities and differences, both visible and invisible, that exist among people. Diversity includes values, beliefs, lifestyles, abilities, ethnicities, ages, genders, experiences, thinking styles, backgrounds, orientations, behaviors, cultures, socioeconomic status and the innumerable other aspects that shape an individual's personality and unique identity.

Inclusion is inviting and embracing the full breadth of perspectives, fully engaging those perspectives, and leveraging them to achieve our individual and collective potential. Inclusion requires action. Inclusion is more than accommodating or allowing diversity. It is about building strength through the inherent value of diversity and seeing it as a fundamental part of all we do. It requires a focus on how each of us makes decisions and a willingness to recognize and eliminate barriers to inclusion.