APPROVED

Adelante Schools

Minutes

Adelante Schools Board Meeting

Date and Time
Friday May 17, 2024 at 8:30 AM

Location
Emma Donnan Elementary and Middle School
1202 E Troy Ave.
Indianapolis, IN 46203
Scholar Center, Floor 2

Goals:

1. Approve organizational foundational tools and policies to govern our school and operate effectively.
2. Deepen our understanding of Adelante's Emma Donnan operational state and provide any necessary support and guidance.

Directors Present
A. Smith, B. Burcope, K. Kainrath, M. Staten (remote), M. Whitley (remote), N. Frech, R. Scott, S. Simpson (remote)

Directors Absent
M. Meer

Directors who arrived after the meeting opened
A. Smith, M. Staten

Guests Present
E. Rangel, Hope Young, J. Habayeb, L. Kuruzar

I. Opening Items

A. Call the Meeting to Order

K. Kainrath called a meeting of the board of directors of Adelante Schools to order on Friday May 17, 2024 at 8:33 AM.

B. Record Attendance

C. Public Comment

Key King -Parent at Emma Donnan.

- 3 students that attend - 2nd, 6th, 8th
- 6th/8th - Have decided to not return to the school next year.
- Family is very involved in the school. We love this school very much.
- Older students have decided to not return due to bullying at the school.
- 12 days worth of suspension for the 6th grader - when he is triggered he will respond in outbursts. He now has a behavioral plan in his IEP to support this.
- 8th grader is high ability. She said she did not want to return because of the way the teachers deal with verbal bullying. There are incidents when it happens to her and when she confronts the teacher, the teacher will brush it off. It comes off as they don't care.
- I encourage you to look over bullying policy. What resources need to be brought into the school? Training for teachers?

D. Approve Minutes

B. Burcope made a motion to approve the minutes from Adelante Schools Board Meeting on 04-19-24.
N. Frech seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

K. Kainrath	Aye
M. Staten	Absent
M. Whitley	Aye
N. Frech	Aye
B. Burcope	Aye

Roll Call

S. Simpson	Aye
M. Meer	Absent
A. Smith	Absent
R. Scott	Aye

II. Executive Director Update

A. Ebullience & Spotlight

Provide by Eddie R.

AttendNational Conference in San Diego with Director of Literacy and Chief Literacy Officer- Reading League Conference

- Invited to present at the National Conference in October
- Share about the Science of Reading at Adelante and the impact we are seeing

Staff Appreciation Week

- Hosted an event at Public Greens
- Celebrated with staff with food and awards
    - Staff voted on staff to be awarded. They were recognized at the event.

Field Day is coming up!

- Students are decorating flags
- Students got their shirts today

III. Finance & Operations

A. Consent Vote: Approval of April Transactions

Provided by Jordan H.
Committee met this week to review April Transactions

What are the 5,000 negative transactions? - Kristy
Attempts to move funds to our new savings account. These are returns.
N. Frech made a motion to Approve.
A. Smith seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

M. Staten	Absent
M. Whitley	Aye
M. Meer	Absent
A. Smith	Aye
R. Scott	Aye

Roll Call

B. Burcope Aye
N. Frech Aye
K. Kainrath Aye
S. Simpson Aye
A. Smith arrived.
M. Staten arrived.

IV. Committee Updates

A. Finance & Development

We reviewed 3 proposals as a committee

- **Upgrades to the scholar center**
  - Digital Literacy Course - run a traditional library and lessons around digital literacy
  - We have gotten rid of about 4,000 books due to be outdated and not being age appropriate.
  - We are joining the Indianapolis Library shared system. Allows for support with preparing library, access to e-books, etc.
  - Partnering with with RGE to reimagine this space.
    - There will be 2 phases.
      - Phase 1 - $40,000 - Begins in the next couple weeks.
        - Lower shelfs for our smaller students
        - The Pit - raised stadium seating for instruction.
        - Soft seating
- **New Books - $3500**
  - Bringing in new books from two preferred vendors.
  - Quotes from 6 and 3 meet the need
- **Executive and school Leadership Coaching - $18,000**
  - ADVISA - Partnering with them. We will be working with their team of consultants to define where we are now and where we are going. 10-12 staff will be part of this.
  - Eddie R.
    - We did a diagnostic of our own - Students first, teachers, then systems.
      - The student experience is not where we want it to be currently
      - This leadership development is focused on getting clear on where we are.
        - What are we not yet doing that we can enhance the student experience?
- **Questions/Thoughts Shared**
  - Barb B - Are you hiring a new staff member for the digital literacy role?
    - A current staff member will be stepping into the role.

        - She is a current reading teacher
        - Is a founding teacher
    - Anna S- Where are we seeing the need for these difficult conversations (re: ADVISA Training)?
        - We are not see what each of us need as a team.
        - Creating more self-awareness.
        - How do we push through conflict?
        - We will also be hearing from our staff. What are their experiences like in the school?
    - Eddie R. - My hope is that this work ADVISA is long term. I am connecting with two additional people to facilitate those conversations in service of what we are talking about with ADVISA.
    - Jordan H - At the end of the define and diagnostic phase, what is the long term cost? ADVISA will be providing this for us.

B. Governance

Introduction of Hope Young - Potential Board Member in the Future

- Social worker
- Works for Starfish to provide mentorship for students.

Updated Provided by Anna. S

- DEI articles attached to the agenda.
- Ground and understand that individuals will have disagreements. There are ways to have productive conversations that provide understanding and clarity.
- Highlights from the articles
    - Recommendation is to remove the word fight. Focus on learning. Coming with curiosity and understand the person's experience and view point to help you understand them. Be able to share your own experience and perspective. Others want to learn from you. How does your lens shape your perspective on the topic?
    - If you set clear expectations on how you want to engage in the disagreement, it is helpful. Saying I am here to understand and value this relationship. Setting those expectations and intentions up front.
    - What are your own experiences with productive disagreement?
        - Nelson F- I focus on from the beginning setting the stage for the goal of the meeting. Goal needs to be a measurable action. If there is a disagreement between two individuals, maybe the action is a reoccurring meeting to set a plan for moving forward or maybe a team building activity. Keep sight of the next step and not going into emotions and feelings.

- Rachel C - People can interpret the same facts differently. Relationships between people - getting to know each other. Avoiding certain behaviors that damage relationships.
- Shayla S - Actively listening and engaging with whoever I am having the conversation with. Seek to understand. Know the objective for the conversation. How can we work together to solve this conflict? How can we work together?
- Kristy K - Recognizing the importance of conflict. We are all better when we engage in conflict. The higher trust the easier the relationship. Being vulnerable to have the conversations that need to be had. Seeking permission to have a difficult conversation. Helps people be more open to have open dialogue.
- Barb B- Being self-aware. How are you showing up? Evaluate your mindset in the space. Assume positive intent. Being open to conversation. Focus on the facts and why we are here. Be aware when things are going off track and re-center. Learning to react based on where you are sitting.
- Mary - Active listening - paraphrase for clarification for me. Understand where that person is coming from.
- Matt W - Understand my own emotional intelligence. Understanding my self-awareness and others. Understand my body language and temperament. How do you truly listen? Working through the things that you need to work through and not get bogged down.

• **Next steps**
  ◦ Board Evaluation
  ◦ CEO Evaluation - Next Month

V. Academic Committee Updates

A. Academic Updates

Provided by Eddie R.

• In the thick of State Testing
  ◦ Will have a dashboard ready in June with the results from all state testing.
  ◦ We will have K-8 data for the entire year.

VI. Board Chair Update

A. OEI Reporting Requirements

Provided by Kristy. K

Board Chair Update

- Academic Dashboard in by the end of this month
- Board should keep an eye out for the following:
  - Board insurance forms
  - April transactions

New item Added

- School Leadership share bullying policy and how we track outcome for next meeting.

Questions/Comments

- Nelson F. - Any updates on IPS referendum on updates to the building? Are they are including us in the design process?
  - January to begin
  - IPS still need to put out bids
  - To an extent we are included in the design process
  - What is being done to the building is less than what has been allocated. They would like to move the money that we are not using. We will be following up with IPS on this.

VII. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 9:27 AM.

Respectfully Submitted,
K. Kainrath

Documents used during the meeting

- FY24_Finance_MayReport.pdf

We unite in solidarity with our families and community to create a joyous neighborhood school, preparing all scholars to graduate from college and lead lives of leadership and service to Indianapolis