APPROVED

Environmental Charter Schools

Minutes

Special Board of Directors' Meeting

Date and Time
Monday June 25, 2018 at 9:30 AM

Location
ECHS Auxiliary Office, 2625 Manhattan Beach Blvd, Suite 100, Redondo Beach, CA 90278 / Zoom: https://zoom.us/j/147466498 Or Telephone: +1 669 900 6833 (Meeting ID: 147 466 498) / Call-in Location: 2741 Peachwood Circle, Corona, CA 92882

ECS Board Members	Term and End Date
Mr. Anthony Jowid, President	2 years June 30, 2019
Mr. Ken Deemer, Vice President	3 years June 30, 2019
Ms. Denise Berger, Secretary	3 years June 30, 2020
Ms. Cathy Creasia	3 years June 30, 2020
Ms. Zena Fong	2 year June 30, 2020
Mr. Ernie Levroney	2 year June 30, 2019
Ms. Jenina Ramirez	3 years June 30, 2021
Lawndale Elementary School District Representative	Rotating Position

ECS Staff
Ms. Alison Diaz, Executive Director & Founder
Ms. Farnaz Golshani-Flechner, Chief Operating Officer
Ms. Danielle Kelsick, Director of Curriculum and Instruction
Ms. Kami Cotler, Acting Principal at ECMS - Gardena
Ms. Beth Bernstein, Principal at ECMS - Inglewood
Ms. KC Villoria, Principal at ECHS

Mission

To create and deliver vibrant, innovative, interdisciplinary learning opportunities using the environment to engage students and connect them to the wider world.

Vision
Our vision is that students are equipped with the knowledge and skills to graduate from college, inspired to discover their own sense of purpose and empowered to become quality stewards of their own communities.

THE ORDER OF BUSINESS MAY BE CHANGED WITHOUT NOTICE
Notice is hereby given that the order of consideration of matters on this agenda may be changed without prior notice.

PUBLIC SPEAKERS AT BOARD MEETINGS
Notice is hereby given that consistent with the requirements of the Ralph M. Brown Act, special presentations not mentioned in the agenda may be made at this meeting. However, any such presentation will be for information only. The public should be aware that the Board is unable by law to deliberate or take action on items raised during the Presentations from the Floor section.

Environmental Charter Schools recognizes that it benefits greatly from public input and perspective. Individuals are invited to address the Board on any topic or subject matter that falls within the Environmental Charter School's purview. Speakers may sign up in person immediately prior to the beginning of the Board meeting by turning in a Speaker Form (available at the check-in table in English and Spanish).

Should a member of the public wish to speak on matters not listed on the agenda, they may speak during the Presentations from the Floor section of the agenda. Speakers will be given a maximum of three (3) minutes each to address the Board (non-English speakers utilizing translators will be given a maximum of six (6) minutes each). Please note that the Board allows a maximum of 10 minutes to each subject as determined by the Board's presiding officer.

Should a member of the public wish to speak on matters listed on the agenda, they may speak during the Presentations from the Floor section of the agenda. Speakers will be given a maximum of five (5) minutes each to address the Board (non-English speakers utilizing translators will be given a maximum of ten (10) minutes each).

The public should be aware that the Board is unable by law to deliberate or take action on items raised during the Presentations from the Floor section.

REASONABLE ACCOMMODATION WILL BE PROVIDED FOR ANY INDIVIDUAL WITH A DISABILITY
Pursuant to the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, any individual with a disability who requires reasonable accommodation to attend or participate in this meeting of the Governing Board may request assistance by contacting ECS at (310) 214-3408, option 5.

FOR MORE INFORMATION
For more information concerning this agenda or for materials relating to this meeting, please contact ECS at (310) 214-3408, option 5.

Directors Present
Cathy Creasia, Ernie Levroney, Jenina Ramirez (remote), Ken Deemer, LESD Representative, Zena Fong

Directors Absent
Anthony Jowid, Dr. Denise Berger

Guests Present
Alison Diaz, Danielle Kelsick, Farnaz Golshani-Flechner, Jane Wyche, Jeremiah Rosario David, KC Fabiero, Kami Cotler, Sarah Jamieson, Toni Perez

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I. Opening Items

A. Record Attendance and Guests

B. Call the Meeting to Order

Ken Deemer called a meeting of the board of directors of Environmental Charter Schools to order on Monday Jun 25, 2018 at 9:37 AM.

C. Approve the Agenda

Ernie Levroney made a motion to approve agenda.
Cathy Creasia seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call

Ernie Levroney	Aye
Jenina Ramirez	Aye
Anthony Jowid	Absent
Cathy Creasia	Aye
Dr. Denise Berger	Absent
LESD Representative	Aye
Ken Deemer	Aye
Zena Fong	Aye

II. Presentations from the Floor

A. Presentations from the Floor on Non Agenda Items

None.

B. Presentations from the Floor on Agenda Items

None.

III. Study Sessions

A. LCAP for ECMS-Gardena

ECMS-Gardena Acting Principal Kami Cotler presented on the 2nd year of the 3-year 2017-2020 LCAP for ECMS-Gardena:

Due to a leadership transition in the fall for ECMS-G, major changes have been identified and implemented at the school site. This has included a thorough review of the strengths and weaknesses of the current ECMS-G academic program with significant communication with all stakeholders.

The Annual Measurable Outcome (AMO) of student scores on the CAASPP test was examined. Historically, test scores have been on a positive trend but scores fell during the 2016-2017 academic year. NWEA test results from this spring, as well as preliminary results from the 2017-2018 CAASPP test, indicate that scores will be back on an upward trajectory this year.

For English Learner outcomes, the English Learner Progress (ELP) indicator was examined. 87% of EL students met one of three categories: reclassifying to proficient level, raising their CELDT/ELPAC test scores, or staying at the top stratum of CELDT/ELPAC test scores.

Interdisciplinary Benchmarks (IBMs) were used to measure critical thinking skills. The Class of 2019 is lagging in test scores, for a variety of reasons over the past two years: teacher turnover, medical issues, and other transitions. Board Vice President Ken Deemer asked if the scores shown represent growth or a snapshot of the current state. Kami Cotler responded that the scores shown are baselines scores and that future presentations will show growth results.

For operations and facilities, ECMS-G met nearly all goals, except for the following two: teachers misassigned (five teachers) and all teachers assessing English Language Development standards regularly. Mid-year hires were the main reason for these challenges. Very important strategically moving forward to hire and retain the right teachers.

For school climate, met all indicators. Parent survey results were relatively strong. Staff survey results were not as strong, due to staff turnover and transitions as well as some staff not meeting the expectations required of them.

All regular stakeholder engagement took place in the 2017-2018 academic year, as well as some additional stakeholder activities. One of these was conducting an external special education audit, including focus interviews with parents, staff, teachers, and administrators. Another was an all-staff transition meeting where a clear picture emerged on what was working well and what was not working well. Thereafter, goals and priorities for the year were set, including three key priorities: reducing the number of teacher substitutes, focusing on the quality of classroom opening routines, and ensuring that all grades are entered by teachers on a regular basis. The Principal's Advisory Committee was active, bringing in teachers into conversations as well as parents at the School Site Council meeting. In the spring, the incoming ECMS-G principal met with rising 7th and 8th graders as well as teachers to get their feedback.

As a results of stakeholder engagement activities, ECMS-Gardena has implemented the following changes for the 2018-2019 school year: a universal design for learning approach that will improve teacher lesson planning, more special education support with the fall budget including a special education teacher position, and teacher retention from improved hiring practices as well as improving supports for teachers. The Equity and Diversity Committee is also planning to take actions at ECMS-G to improve the environment for and outreach to African-American students and their families.

One major change is to unstagger the bell schedule. The current staggered bell schedule has many negative implications academically and this change will make for an improved and more inclusive academic schedule. Another change is to introduce a co-teaching model for English Language Development teachers and Special Education teachers.

To emphasize inclusion, interventions will be taught by core teachers during regular weekly schedule. Finally, a new math curriculum (which ECMS-Inglewood is adopting) will be adopted by ECMS-Gardena for the 2018-2019 school year.

B. Informal Board Efficacy Assessment

An informal poll was taken by the meeting attendees on the board's effectiveness. A rubric was shared with a rating scale from Level 1 Basic to Level 5 Excellent. Ratings provided by the poll respondents ranged from Level 2 Emerging to between Level 3 Intermediate and Level 4 Advanced, with the overwhelming majority of the responses being Level 3 Intermediate.

Attendees broke out in groups of 3-4 and shared out their suggestions on how to strengthen the operation of the board meetings:

Group 1: Board members would like to see student classes in action, to be able to see how the decisions are affecting academic outcomes, both intended and unintended. Second, having students present to the board at future board meetings to be able to gain

from their perspectives. Third, board members need a litmus test to see individually how each board member can be more effective to work on behalf of ECS.

Group 2: Feeling that the board is disconnected from school operations, from school leadership and staff. Potentially more informal interactions would help. For another point, the board is 90% compliance and approval-driven, rather than being integrally involved in the work underlying the compliance efforts. Participating more in the strategic planning of ECS would be very beneficial for strengthening the operation of the board.

Group 3: Board members individually have a lot of content expertise. Need to know what content expertise the board needs in order to participate in decision-making for each aspect of operating ECS. Would like to see the strengths of the board used as a collective. Would like to have more collaboration with LESD to leverage their knowledge of sustainable and effective board processes.

C. ECS Mission Statement Discussion

ECS Chief Operating Officer Farnaz Golshani-Flechner provided the introduction and instructions for the study session activity:

ECS is working to update its Mission Statement so that we can “Make the implicit explicit.” ECS has had a longstanding commitment to social justice that is not adequately reflected in our current mission statement and thus was would like to update it to reflect this commitment. Farnaz shared recent history on ECS' current and proposed mission and vision statements. Attendees broke out into groups and brainstormed on which of the mission and vision statements they favored, then they shared out the following:

Group 1: LESD Board Representative Gretchen Janson asked the organization to rethink the wording "low-income communities of color" because it comes from a deficit perspective. She added that she liked wording that is less determinative, such as students in traditionally marginalized communities. Board member Cathy Creasia shared the group would like to see more language around curriculum such as "culturally responsive and linguistically validated."

Group 2: Board member Ernie Levroney shared that group wants to avoid painting students with a broad brush, but sees the importance of getting everyone on the same page using explicit common terminology. Reason to revamp mission statement is to make the commitment to social justice and equity as well as preparing students to graduate from not only high school but from college.

Group 3: Board member Zena Fong shared that group felt the mission and vision statement did not really address social justice. This may affect hiring because potential applicants will not know from reading the statements that ECS' has a very strong commitment to social justice. Board member Ken Deemer shared that words are powerful

and therefore must be careful to use the right words that will empower leaders and not further divisions among groups.

Group 4: CEO Alison Diaz shared that group had difficulty with the word "disrupt" because it refers to a problem rather than a solution. The group identified that words relating to "parent" and "families" were missing from the suggested mission statements. Board member Jenina Ramirez suggested changing the word "world" to "culture" in the suggested revised mission statement. The group commented that when ECS students graduate from college, they come back to serve their own communities. This would be beneficial if it were reflected in the revised mission statement.

Director of Curriculum & Instruction Danielle Kelsick commented that she sees a tension among the meeting attendees between more conservative, euphemistic references and more explicit, unapologetic references to social justice and this needs to be resolved.

Assistant Principal Jane Wyche commented that in the area of environmental practice using the wording "using the environment" in the existing mission statement sets humans above the environment and this should be modified in the revised mission statement.

CEO Alison Diaz reflected that she is struggling with how to move the organization through the conflict that exists around adding social justice language to the mission and vision statements. She commented that she hasn't heard all of the information that was shared within each group about what the gaps are that are causing the conflict and that she feels responsible in her role for helping to resolve these gaps toward maintaining an inclusive environment.

Board member Cathy Creasia commented that with where ECS currently is, it is important to have the conversation about making the implicit explicit take place so that everyone at ECS can be on the same page. Also, she commented that if disrupting and reimagining the education system is the goal, the board will need to expand its proposed mission statement language about social justice to be more inclusive than for only students of color.

Board member Ernie Levroney commented that the mission and vision statements are living and breathing documents. He added that ECS needs a revised statement now to help recruit and retain its employees, knowing that it will likely again need to be revised 5 and 10 years from now.

COO Farnaz Golshani-Flechner commented that in her experience working with organizations to craft mission and vision statements, very rarely was there 100% buy-in. She added that it is important that everyone's voices are heard during the formation stage of the statements, knowing that there is a good chance that there will be a word or two that will affect people negatively in the final statements. Farnaz encouraged meeting

attendees to individually share with her any new insights toward revised mission and vision statements anytime after the meeting.

IV. Approve Consent Items A-L

A. Approve Previous Meeting Minutes for June 4, 2018 Board Meeting

Cathy Creasia made a motion to approve minutes from the ECS Board of Directors' Meeting on 06-04-18 ECS Board of Directors' Meeting on 06-04-18.
Zena Fong seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call

Anthony Jowid	Absent
Ken Deemer	Aye
Ernie Levroney	Aye
LESD Representative	Aye
Dr. Denise Berger	Absent
Zena Fong	Aye
Jenina Ramirez	Aye
Cathy Creasia	Aye

B. Accept Minutes From the Following Committee Meeting

Cathy Creasia made a motion to accept minutes from the committee meeting listed on the agenda.
Zena Fong seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call

Cathy Creasia	Aye
LESD Representative	Aye
Zena Fong	Aye
Ken Deemer	Aye
Dr. Denise Berger	Absent
Anthony Jowid	Absent
Jenina Ramirez	Aye
Ernie Levroney	Aye

C. Approve Teachers on Special Assignment for 2018-19 School Year (Board Policy 32188)

Cathy Creasia made a motion to approve the teachers on special assignment for 2018-19 school year (Board Policy 32188) who are listed on the agenda.
Zena Fong seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call

Dr. Denise Berger	Absent

Roll Call

Cathy Creasia	Aye
Ken Deemer	Aye
Ernie Levroney	Aye
Zena Fong	Aye
Anthony Jowid	Absent
LESD Representative	Aye
Jenina Ramirez	Aye

D. Approve Anthony Jowid as additional signer for check writing

Cathy Creasia made a motion to approve Anthony Jowid as additional signer for check writing.
Zena Fong seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call

Ernie Levroney	Aye
Jenina Ramirez	Aye
Ken Deemer	Aye
Cathy Creasia	Aye
Dr. Denise Berger	Absent
Zena Fong	Aye
Anthony Jowid	Absent
LESD Representative	Aye

E. Approve Qiana O'Leary as check signer for ECMS-Gardena

Cathy Creasia made a motion to approve Qiana O'Leary as check signer for ECMS-Gardena.
Zena Fong seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call

Zena Fong	Aye
Dr. Denise Berger	Absent
Anthony Jowid	Absent
LESD Representative	Aye
Ken Deemer	Aye
Cathy Creasia	Aye
Jenina Ramirez	Aye
Ernie Levroney	Aye

F. Approve Farnaz Golshani-Flechner as additional signer for ECS Schools

Cathy Creasia made a motion to approve Farnaz Golshani-Flechner as additional signer for ECS Schools.
Zena Fong seconded the motion.

The board **VOTED** unanimously to approve the motion.

Roll Call	
Ernie Levroney	Aye
LESD Representative	Aye
Anthony Jowid	Absent
Dr. Denise Berger	Absent
Jenina Ramirez	Aye
Ken Deemer	Aye
Cathy Creasia	Aye
Zena Fong	Aye

G. Approve 2018-2019 VNS Janitorial Contract for ECHS

Cathy Creasia made a motion to approve 2018-2019 VNS Janitorial Contract for ECHS.
Zena Fong seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call	
Cathy Creasia	Aye
Dr. Denise Berger	Absent
Jenina Ramirez	Aye
Zena Fong	Aye
LESD Representative	Aye
Anthony Jowid	Absent
Ken Deemer	Aye
Ernie Levroney	Aye

H. Approve Curtom-Dunsmuir General Construction Contract for ECHS DSA Portable project

Cathy Creasia made a motion to approve Curtom-Dunsmuir General Construction Contract for ECHS DSA Portable project.
Zena Fong seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call	
LESD Representative	Aye
Cathy Creasia	Aye
Dr. Denise Berger	Absent
Zena Fong	Aye
Ernie Levroney	Aye
Jenina Ramirez	Aye
Anthony Jowid	Absent
Ken Deemer	Aye

I. Approve ECHS, ECMS-G, ECMS-I LCAP Federal Addenda

Cathy Creasia made a motion to approve ECHS, ECMS-G, ECMS-I LCAP Federal Addenda.
Zena Fong seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call

Cathy Creasia	Aye
Dr. Denise Berger	Absent
Zena Fong	Aye
Jenina Ramirez	Aye
Ken Deemer	Aye
Anthony Jowid	Absent
Ernie Levroney	Aye
LESD Representative	Aye

J. Approve Form CL 500 - Declaration of Need for Fully Qualified Teachers

Cathy Creasia made a motion to approve Form CL 500 - Declaration of Need for Fully Qualified Teachers.
Zena Fong seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call

Cathy Creasia	Aye
Ernie Levroney	Aye
Anthony Jowid	Absent
Jenina Ramirez	Aye
LESD Representative	Aye
Zena Fong	Aye
Ken Deemer	Aye
Dr. Denise Berger	Absent

K. Approve 2018-2019 Woodcraft Rangers Contracts for ECMS-Gardena, ECMS-Inglewood

Cathy Creasia made a motion to approve 2018-2019 Woodcraft Rangers Contracts for ECMS-Gardena, ECMS-Inglewood.
Zena Fong seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call

Ken Deemer	Aye
Zena Fong	Aye
Dr. Denise Berger	Absent
LESD Representative	Aye
Ernie Levroney	Aye
Jenina Ramirez	Aye
Cathy Creasia	Aye

Roll Call

Anthony Jowid	Absent

L. Approve revised ECMS-I, ECMS-G 2018-2019 Academic Calendars

Cathy Creasia made a motion to approve revised ECMS-I, ECMS-G 2018-2019 Academic Calendars.
Zena Fong seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call

LESD Representative	Aye
Anthony Jowid	Absent
Ken Deemer	Aye
Cathy Creasia	Aye
Ernie Levroney	Aye
Zena Fong	Aye
Jenina Ramirez	Aye
Dr. Denise Berger	Absent

V. Action Items

A. Approve ECMS-Gardena LCAP

Zena Fong made a motion to approve ECMS-Gardena LCAP.
Ernie Levroney seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call

Anthony Jowid	Absent
Ken Deemer	Aye
Cathy Creasia	Aye
Dr. Denise Berger	Absent
Jenina Ramirez	Aye
LESD Representative	Aye
Zena Fong	Aye
Ernie Levroney	Aye

B. Approve Leadership Salary Increase

The board recommended that this action item be tabled so that it can go first to the Finance Committee for further research and discussion toward a recommendation.

VI. Closing Items

A. Adjourn Meeting

Cathy Creasia made a motion to adjourn the meeting.
Ernie Levroney seconded the motion.

The board **VOTED** unanimously to approve the motion.

Roll Call

Dr. Denise Berger	Absent
LESD Representative	Aye
Ernie Levroney	Aye
Jenina Ramirez	Aye
Ken Deemer	Aye
Cathy Creasia	Aye
Zena Fong	Aye
Anthony Jowid	Absent

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 11:28 AM.

Respectfully Submitted,
Ken Deemer