



## Arco Iris Spanish Immersion School

### Minutes

#### Board Meeting

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##### **Date and Time**

Thursday July 24, 2025 at 6:15 PM

##### **Location**

Board & Staff: In person at school 8205 SW Creekside Place Beaverton, OR 97008

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##### **Mission/Vision**

Arco Iris Spanish Immersion Charter School cultivates academic success for all students through a biliterate education and a robust math curriculum. Our students are members of a supportive multicultural community valuing diversity, equity and inclusion.

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##### **Directors Present**

A. Kusaba (remote), A. Nelson, C. Billings, D. Siver, S. Badawi

##### **Directors Absent**

E. Hatch, Y. Jones

##### **Ex Officio Members Present**

J. Urdiales

##### **Non Voting Members Present**

J. Urdiales

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#### **I. Opening Items**

**A.**

## **Record Attendance**

### **B. Call the Meeting to Order**

C. Billings called a meeting of the board of directors of Arco Iris Spanish Immersion School to order on Thursday Jul 24, 2025 at 6:17 PM.

## **II. New Business**

### **A. General Public Comment**

No public comments.

### **B. Approve Meeting Minutes: June 9**

A. Nelson made a motion to approve the minutes from Monday, June 9 Executive Session and Board Meeting on 06-09-25.

S. Badawi seconded the motion.

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

### **C. Family Survey Data Discussion**

A. Kusaba analyzed the Family Survey data. The 2025 survey had 150 respondents and

A. Kusaba compared multiple year surveys to identify trends over time, including multi year survey questions which may have had some differences.

Note: The family survey began to be modeled closely to Beaverton School District questions.

## **Summary of Findings**

- Kindergarten parents are most common respondents. Note that some respondents have multiple children.
- Children feel safe, valued and accepted by peers and teachers.
- Some children may have some challenges coming to school - mostly kinders.
- Parents feel well informed about student learning.
- School provides necessary resources and support to meet learning needs.
- Parents feel they have tools and info to support at home learning.
- The newsletter is well read.

## **Qualitative Data**

- Open-Ended Questions about Values | Families value Spanish Language Education most, followed by cultural diversity, quality teachers, small school environment, strong academics, social emotional growth.

- Other insights | There was mixed feedback on parent teacher communications, Improving tech platforms and apps, desire for more Spanish across all parts of the school.

#### **Areas for Improvement:**

- Communications and Planning (volunteer opps, events, field trips)
- Behaviors and Safety
- Facilities and Outdoor space
- Academic support and equity - inconsistent academic rigor
- Drop off, after school clubs

#### **How Can parents feel more supported from the board:**

- Most haven't needed to reach out, others are unsure how to engage.
- Request for more presence
- Jesus will review administrative and teaching sections.

#### **The board discussed ways for families to be more connected:**

- A. Nelson asked how a parent can be sure that an action is being taken to assist/address a concern. Creating a conduit for communication could be considered.
- Create more board visibility at family events., including Back to School Night, Coffee with the Principal.
- D. Siver suggested and offered to make an opportunity calendar to include internal (PTO, School) and external events (BSD, Chamber, community activities) for the board to review to ensure proper coverage.

### **D. Conference Attendance Updates**

#### **A. Kusaba attended ATDLE in Sacramento in June.**

Priorities included:

1. Identifying bilingual math curriculum - Eureka Math
2. Identify resources for CGI (Cognitive Guided Support) trainers
3. Examine Data Platforms - no one had good answers or consistent answers. Everything from google sheets to Renaissance for bilingual education were suggested. Outsourcing the work is expensive.

A. Kusaba offered that she may be able to build and collect data in Smart Sheets. Additionally, there is an opportunity to secure a Seal of Biliteracy, in hopes of getting it adopted by the state.

#### **C. Billings and Y. Jones Christa attended National Charter School Conference.**

C. Billings found a health insurance vendor to bring all charter schools under one umbrella. Tonya is looking into it.

C. Billings also looked at school expansion and bonding and confirmed that we have met requirements..

### III. PTO

#### A. PTO Report

No report from PTO.

### IV. Executive Director

#### A. Director's Report

##### 1. **Academic (Excellence) - Overview**

##### **School Year 2024-2025**

- We are still waiting for the official release of the 2024-2025 OSAS results.
  - Analyzing both, state assessment results and internal data (e.g., easyCBM), is part of our summer work - to begin the year with a strong focus on informed instructional planning.

##### **School Year 2025–2026**

Our academic priorities for the upcoming year will include:

- Delivering targeted student interventions informed by data analysis (see point above).
- Ensuring consistent and effective curriculum implementation across SLA, ELA, and Math.

##### **Summer Work & Professional Development**

This summer, we are focusing on developing a more robust professional development plan aligned to identified academic needs. Key areas include:

- Deepening expertise in curriculum implementation - particularly in ELA, SLA, and Math - through targeted training leading up to and during the 2025-2026 academic year.
  - We will enhance our Math instruction by focusing on professional development in **Cognitive Guided Instruction (CGI)**.
  - We will strengthen our ELA/SLA approach by finding more ways to **align our Spanish and English instructional practices**.

During the past few weeks, we have also focused on making adjustments and changes to our Master Schedule, Handbooks, and Report Cards.

## 2. (Empowerment) Staff Training and Retention - Overview

### SY 2025–2026

As we enter a new school year, our commitment to supporting staff continues, with the focus to continuing the following initiatives:

- Targeted Internal Training, Coaching, and Support:
  - Focused internal summer and year-long sessions based on school-wide needs, including SLA/ELA, Math, Intervention Systems, and Data Analysis.
  - Instructional growth through regular classroom observation and feedback cycles.
  - Expanded planning times which include Wednesdays after school.
- External Opportunities and Retention Initiatives:
  - Mentorship Opportunities through NWRES.
  - A \$1,000 reimbursement per employee for coursework and personalized training opportunities.

### Staffing Updates

- **Pending board approval**, we are excited to welcome **Viviana Melo Tobar** as a new member of our teaching team. She has signed her employment offer. Due to significant delays with Agustin Mora Segura's J-1 visa process, Viviana Melo Tobar will fill the position originally offered to Agustin. Viviana is a dual-language educator from Colombia who is currently residing in Oregon.
- **Other team members will not be returning. Pending board approval**, we are excited to welcome the following team members:
  - Eli Serrao (PE)
  - David Zahn (PE)
  - Nicolas Larrea (IA)
  - Ivan Garcia Jerez (IA)
  - Claudia Acuña (IA)
  - Jannette Diaz (Office Assistant)
- **Pending board approval**, Hannah Cross was extended the Office Manager role. Cyndi Beach and Michelle Ston will continue their office and administrative support on an as needed and work from home basis. Also, as hourly rate employees.
- **Ongoing Hiring Efforts**: We are in the process of finalizing our hiring efforts.
  - 1 more team member needed for Nutrition Services.

### Things to consider for SY 26-27

- We are aware of the impact currently being experienced by delays with new J1 VISA applications. As a result, we are already planning and adjusting our hiring timelines for the open positions we will have next year in our Beaverton school, and with the second school in TTSD.

### 3. (Engagement and Equity) Community Engagement and Positive School Culture Family Feedback & Survey Results

Key positives\* from the survey include:

- **An increased sense of support and community.**
  - Regular communication and timely updates.
  - Opportunities to engage with student learning, and a welcoming and responsive school culture enhanced by different community events.

Areas identified for growth\* include:

- **Playground experience:** Some concerns noted around not having a proper playground.
- **Driveline logistics:** Continued need for improved efficiency and clarity.
- **Understanding of behavioral support systems:** Families have requested greater transparency around our use of the Responsive Classroom approach to support students in need.

***\*There is also an opportunity to take a deeper look at these results today, and/or in future meetings.***

We will use this feedback to guide improvements for SY 2025–2026 wherever possible.

#### **Summer family engagement:**

- First communication was sent to new and returning families with information about summer events such as Meet the Teacher, and information about our first day and first week of school.
- Second communication will include a recorded video that will provide a school orientation.

#### **Updates on Traffic Commission and City Council meetings:**

- In a recent City Council meeting, the decision made by the Traffic Commission was remanded, giving us an additional opportunity to present our case on **August 7, 2025**.
  - **Update:** We met with Jabra Kasho, who presented us with different alternatives to remedy the parking concerns around our school. Jabra will be presenting a proposal to the Traffic Commission that will prohibit overnight parking around most of the streets surrounding our school.
  - **Discussion:** Yessenia and Adreana will be speaking. Dani will draft a testimony letter for the board members to review, approve and submit.

**Reminder: Arco Iris will be hosting a Coffee Connection in partnership with BACC on August 15.**

### 4. Financial Responsibility

We closed the year with a strong financial position, operating responsibly and maintaining a debt ratio that meets required benchmarks, ensuring continued fiscal sustainability. This reflects our continued commitment to sustainability and sound fiscal management as we grow.

We continue with this trajectory, already exceeding our enrollment goals for the upcoming school year.

### **Enrollment Update**

Our enrollment goal for 2025–2026 is 422 students, and we are pleased to report that we have already surpassed this goal with a current enrollment of 430 students.

### **Grant Opportunities & Updates**

- **We have submitted two new grants during the summer:**
  - Oregon Community Foundation: We have submitted a grant to the OCF requesting \$40,000 to support our J-1 expenses for exchange teachers.
  - PEEK grant: We received this grant through ODE on 23-24 for two years. We have reapplied for this grant.
- We did not receive the second grant for expansion with New Schools.

### **School Learning Plan SY 24-25 (SY25-26 coming soon!)**

1. (Excellence) Meet or Exceed our Math and ELA Performance Goals through systems of support (Interventions) and data analysis cycles.

- 1a. 75% of students in need of ELA and/or math interventions will show more than one year's growth in their state assessment scores, and/or will exit interventions, by July of 2025.
- 1b. Close subgroup gaps in ELA and math, with a focus on Hispanic/Latinx and ELL students
- 1c. Create the culture and conditions for well-managed, joyful and academic-focused learning environments along with clear tiered-behavior intervention systems that align to our academic, SEL, and equity approaches..

2. (Empowerment) Integrate opportunities for growth and joyful collaboration for all team members

- 3a. Lift team culture. As indicated by results on the year end staff climate survey, at least 75% of team members will report that collaboration with colleagues has positively affected their teaching practice.
- 3b. Recruit, retain and provide leadership opportunities to our team.

3. (Engagement and Equity) Ensure opportunities for community engagement and joy are built into our work through an equity and inclusivity lens

- 2a. At least 80% of families will report feeling that their children feel represented, included, and respected at school as indicated by the annual family survey. Increase levels of community participation in our Coffee with the Principal Events, PTO, family learning, cultural, and/or celebration of learning opportunities.
- 2b. Develop and continue implementing an aligned framework for engaging or re-engaging our community based on feedback. Events such as Coffee with the Principal, PTO and school-wide events, celebrations of learning will continue to be revised and/or expanded as needed.

#### 4. (Financial Responsibility) Be financially stable

- 5a. Meet enrollment goals for SY 24-25
- 5b. Meet or exceed SY 24-25 attendance rates
- 5c. Meet parent-based fundraising goals and external fundraising goals
- 5d. Meet budget targets

D. Siver made a motion to Approve the Ten New Employment Agreements as presented.

S. Badawi seconded the motion.

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

## V. Finance

### A. Treasurer's Report

Treasurer's Report to Close Out the Fiscal Year 2024 - 2025

#### June 2025

- Monthly loss of \$71,903.37
- YTD gain of \$738,959

#### Report

- ADMw received for (Month): \$372,436.00
- Total income for (Month): \$424,574.44
- Cash balance for (Month): \$3,391,214.21
- Accts Receivable for (Month): \$600.00
- Net gain/loss for (Month): **(\$71,903.97) - There is always a loss in June due to no ADMw paymnet in June. However, the school receives two payments in July.**

## VI. Development

### A.



### **Development Report**

Reschedule August Development Committee due to other organizational commitments.

A. Nelson made a motion to Renew the contract with FundEd and authorize C. Billings to sign the agreement as presented.

A. Kusaba seconded the motion.

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

### **B. Chamber of Commerce**

Discussion was covered in Executive Director report.

### **C. Expansion Updates**

C. Billings will be looking at two buildings and meeting with David about financing.

TTSD issued a waiver to ODE to postpone public meeting to august to determine whether the application is complete enough to move to the technical phase.

In September, Arco Iris will present at the public meeting.

### **D. City of Beaverton Traffic Meeting**

The Public Hearing with Traffic Commission is August 7. Dani will share a draft testimony letter for board member sign on.

## **VII. Closing Items**

### **A. Action Items**

- D. Siver to draft testimony letter for board to review and submit re: Traffic Hearing.
- C. Billings to sign FundEd agreement.
- D. Siver to create an Opportunity Calendar for Board Engagement activities.
- E. Hatch to Reschedule the August 7 Development Committee.
- Next Meeting - Thursday, August 21 and move to fully remote.

### **B. Adjourn Meeting**

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 7:48 PM.

Respectfully Submitted,  
D. Siver