APPROVED

# Cold Spring School

# Minutes

## Board Meeting

**Date and Time**
Wednesday October 19, 2016 at 5:00 PM

**Directors Present**
B. Albano

**Directors Absent**
*None*

**Guests Present**
C. Bruns

### I. Opening Items

#### A. Record Attendance and Guests

#### B. Call the Meeting to Order

B. Albano called a meeting of the board of directors of Cold Spring School to order on Wednesday Oct 19, 2016 at 5:12 PM.

#### C. Approve Minutes

Motion to approve the minutes from Board Meeting on 09-14-16.
The board **VOTED** unanimously to approve the motion.

#### D.

**Community Opportunity for Input**

No community members attended.

## II. Old Business

### A. Corrections/Additions to Minutes of Board meeting September 14, 2016

Minutes already approved. Duplicate agenda item

### B. CSE Professional Goals and Objectives 2016-2017 – Principal Bruns

Mrs. Bruns and Mr. Hakim attended a Board On Track training on Tuesday, October 18, 2016.

Mrs. Bruns discussed goals for Cold Spring School for 2016-2017.

- 50% of students in grades 3-6 will hit growth targets on NWEA assessment.
- All teachers will hit their growth targets for their classrooms.
- Students will achieve a 50% pass rate on ISTEP mathematics and English language arts tests.
- 80% of third-grade students will achieve passing on IRead test.
- 75% of K-2 students will be on grade level, as measured by the Text Reading and Comprehension (TRC) assessment of DIBELS, by the end of the year.

The numbers of Special Education students will waivers and of ESL students can affect pass rates. Last year, Cold Spring School had a 65% pass rate on IRead, but this pass rate increases to 86-86% when scores of waiver students are not included in the calculation.

Mr. Hakim proposed goals for the Board:

- Develop a comprehensive growth strategy which includes finances, marketing, and recruitment
- Implement processes and structures to ensure sustainability.

School capacity is 325 students and there are currently 289 students in the building. Because new sixth-graders aren't accepted, enrollment is lower than it could be.

The Board should take action on the goals at the November meeting.

Mr. Hakim provided the board with information about ISTEP and how pass rates recently declined at many schools. Schools within the I-465 loop are finding it difficult to reach a 50% pass rate.

At Cold Spring School, 2/3 of the students were below the national benchmark on their first NWEA test in fall 2016. Teachers are encouraged to keep both growth and proficiency in mind.

**C. Teacher Merit Pay Proposal – Administrative Team**

The Board discussed a merit pay opportunity for teachers. Mr. Hakim provided information to board members and requested that they read and review it to prepare for more discussion at the November meeting and action on the plan at the January meeting. The merit plan may be revised for 2017-2018. The board will consider the amount that each teacher could earn to help build the budget. The board also must consider non-core teachers and how to award merit pay to them. The central question is: What is the appropriate amount of money that incentivizes teachers?

A concern was expressed by Mr. Leroy Robinson about how teacher effectiveness will be rated and whether there is a method of holistic measurement that will include issues such as student engagement and classroom culture in addition to academic progress.

Cold Spring school is an independent school within a school system and has academic accountability to IPS. The Every Student Succeeds Act (ESSA) requires that non-academic measures be included in assessments of school and teacher effectiveness.

How to award other support staff, including school custodians, was discussed. The board will take action in November on a one-time payout for staff. The board will get staff feedback on the merit pay process and re-visit bonuses for next year.

Mrs. Bruns informed the board that Cold Spring School will participate int he IPS Choice Program at the Showcase of Schools which will be held at the Indiana State Museum on November 19, 2016. Parents will shop for a school and start the enrollment process.

**D. CSE Marketing Strategies 2016-2017 –Administrative Team (Note: November IPS Choice)**

Mr. Hakim asked the board to think about updated print materials, use of social media, targeted mailers, open houses at Cold Spring School, and the possibility of holding a fundraising event. The board should solidify the school mission and offerings and work to increase enrollment so that there is a waiting list for students. Cold Spring School must attract and keep families. Retention is important. About 95% of the students who leave do so because they are moving. Cold Spring must market what it offers above and beyond other schools, such as the overnight camping trip, garden, and STARBASE. Board members discussed whether retention should be a board goal.

The November 9 meeting may be longer than usual.

Mrs. Hicks-Slaughter asked whether a consultant should be hired to assist with marketing. Dr. Hertzer will check with Marian University faculty and staff about whether they or their students can help.

### E. Board Goals and Objectives 2016-2017 (Clarifications)

## III. Monthly School Update

### A. Principal Bruns Monthly School Report

Mrs. Bruns gave an update on school activities:

- 6th graders had a successful overnight trip to Camp Tecumseh. The group included 24 children and 4 staff members. Activities included canoeing, shooting bows and arrows, testing water and soil, and team building.
- Partners in the Environment (PIE) Day was held at Cold Spring School on September 30, 2016. Camp Tecumseh staff traveled to the school and assisted with PIE Day activities.
- Mr. Petty has built a barn for the chickens and goats.
- Marian University students are assisting with Junior Achievement and teaching five lessons to Cold Spring Students
- Marian University students and staff will facilitate a Family Math and Science Night on Nov. 16, 2016.
- The Cold Spring Book Fair starts next week
- All Pro Dad is active at the school and will host a breakfast and speaker next Friday from 7:30am-8:30am
- Cold Spring students and their families are invited to the MU football game on Oct. 29, 2016. Cold Spring students who are Triple Crown winners in attendance, honor roll, and citizenship will run out of the tunnel with the football team
- Showcase of Schools will be November 19
- Cold Spring has 23 seats at the Marian University Gala on Nov. 4
- Monday, October 17 was a professional development day for teachers and activities included website training, use of the Lexia program, an NWEA breakout session, and starting the self-assessment for STEM Certification.

Mr. Hakim shared information about Learning Garden and the school's opportunity to submit a grant application. If funded, the grant would help create an outdoor learning space that included modular planter, benches, and shade.

Cold Spring School will be closed on Election Day Nov. 8. December 16 will be a student day rather than a records day.

## IV. Closing Items

### A. Adjourn Meeting

A motion was made and seconded to close the meeting. The motion carried with 5 aye votes and the meeting adjourned at 6:26pm.

Recorded by Dr. Cheryl Hertzer
Reviewed and Submitted by Dr. Cheryl Hertzer

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 6:26 PM.

Respectfully Submitted,
C. Bruns

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**Documents used during the meeting**

*None*