

MONUMENT ACADEMY

“A Charter School, a public school of choice”

BOARD OF DIRECTORS REGULAR MEETING

Location: Wesley Owens Coffee Shop

October 10, 2019 – 1150 Village Ridge Point

Board meeting at 4:30 p.m.

Mission Statement: *The mission of Monument Academy is to provide a challenging, content – rich, academic program offered within an engaging, caring, and positive learning environment. Established on a solid foundation of knowledge, Monument Academy emphasizes academic excellence, respect, responsibility, character and exemplary citizenship.*

A. CALL TO ORDER/ROLL CALL/QUORUM/PLEDGE OF ALLEGIANCE

Meeting called to order at 4:38 by Mark McWilliams.

Members Present:

Mark McWilliams

Melanie Strop

Dwayne Cooke

Mike Molsen

Megghan St. Aubyn

Chris Dole

Other Presenters Present:

Julie Seymour

Charlie Richardson

Josh Brethauer

Marc Brocklehurst

Christiana Herrera

Quorum declared.

B. ANNOUNCEMENT OF LOCATION FOR CITIZEN’S COMMENTS SIGN-UP SHEET and QUESTION SUBMITTAL FOR COO CANDIDATE INTERVIEW

Mr. McWilliams made an announcement of the location of all sign-up sheets.

C. ADDITIONS TO/APPROVAL OF AGENDA

Mrs. St. Aubyn made a motion to approve the agenda. Mr. Molsen seconded, and the motion passed unanimously.

D. CITIZEN’S COMMENTS PERTAINING TO AGENDA: *Limit 3 minutes per person*

Community Reporter Jackie Burhans asked for the result of the executive session held on during the October 2, 2019 Special Board Meeting. Mrs. St. Aubyn read the minutes resulting from that meeting. *Refer to October 2, 2019 minutes.*

E. BUSINESS

1. Status of Secondary School Construction: Kurt Connelly, Owner's Rep

Mr. Connelly was not present at the meeting. Mr. McWilliams gave the update that construction of the Monument Academy secondary school continues on track and on budget. Foundation walls are currently in place.

Mr. Molsen, Mr. McWilliams, and Mrs. Strop have attended meetings with JHL (the Owner's Representative). Changes were made to the plans to allow access to the administrative offices that does not go through the nurse's office. All other locations including ESS look good; Mr. McWilliams stated that he has received a lot of great input and feedback.

Mr. McWilliams said the school plans to have events with teachers and students at the new location as construction progresses. This will be organized with JHL.

Mr. McWilliams acknowledged there have been questions on the entrance to the property on Walker Road. County and developers and builders are looking at Oct 23, 2019 to have a follow up meeting to finalize details and drawings for that entrance. At the time of the Board meeting, the thought is to have a round-about type intersection with the majority of the round-about on MA's property. The Walker Road entrance will be one of three ways to enter/exit the property.

Mr. McWilliams read the portion of the update sent on October 10, 2019 to Monument Academy families regarding the land purchase for the project and reiterated that this was a good deal for Monument Academy.

2. SRO Banquet Information: Wendy Brethauer, Chair

Josh Brethauer attended in place of Wendy Brethauer. He and Wendy are the volunteer organizers of Monument Academy Safety Solutions. Mr. Brethauer stated that Safety Solutions has an event coming up on Oct 24, 2019. This event will benefit efforts to fund the SRO at Monument Academy and proceeds will go back to school to help support this position. Tuesday Oct 15 is the final day to register for the event. Mr. Brethauer stated that they are optimistic for the event, and at the time of the Board meeting have 220-230 attendees registered.

3. SAAC Committee Update, Chris Dole, Board Member

Mr. Dole gave a summary of the SAAC meeting which included Charlie Richardson, Julie Seymour, Janyse Skalla, Corrie Dun, Chris Dole, Laura Barrette, Michael Herbert, Brad Cheatwood, Melissa Billiar, and Cheryl Darnell.

Mr. Dole stated that Janyse Skalla was elected to serve as 2019-2020 SAAC Chair. Corrie Dun was elected to serve as 2019-2020 SAAC Vice Chair. Cheryl Darnell was elected to serve as 2019-2020 SAAC Secretary.

Mr. Dole updated the Board on the SAAC Chair Training and that Janyse Skalla attended the District SAAC meeting equivalent (DAAC) on September 25, 2019 and the SAAC Committee Chairperson and alternating Teacher Reps will attend D38 DAAC meetings going forward.

Mr. Dole stated that the committee reviewed the 2018 Annual EOY Parent Survey results. He stated that about 30% of families participated in last year's mid-year survey, and about 22-24% participated in the EOY survey. From last year's survey, nine question results out of fifty were shared on the MA website. One person was privy to the comments in the survey. This year's Committee decided that Mr. Richardson, Mrs. Seymour, and Sherry Buzzell, HR would see all comments on parent surveys moving forward. They will redact some, if necessary, to protect confidentiality.

Mr. Dole informed the Board that the SAAC committee will meet once a month, eight times per school year and will be scheduled at each meeting for the following month. The next SAAC meeting is scheduled for Monday, October 14, 2019.

4. Watch D.O.G.S Launch Update, Chris Dole, Board Member

Mr. Dole updated the Board on the official Watch D.O.G.S kick-off event held last Tuesday in MPR. Mr. Dole congratulated Brad Cheatwood & Eric Hutto on a job well done in organizing the program.

Mr. Dole stated that just over 30 dads attended event. At the event, a calendar of all school days available for D.O.G.S. to volunteer was unveiled; 50% of days available were filled at the event. Mr. Dole personally served last week and enjoyed his time at the school. He complimented the staff and students and stated that he felt the staff was appreciative of the program.

Mr Dole informed the Board that D.O.G.S. work in 40 minute sessions in K-5 classrooms, help at lunch, recess, and carpool. The volunteer session goes from 7:20 a.m. - 4:00 p.m.

Mr. Dole would like to see more of a focus for the Watch D.O.G.S. program on middle school efforts. Mr. Dole stated that less than 10 days are available on the calendar to sign up through Winter Break in December 2019.

5. Treasurer's Report: Marc Brocklehurst, CPA

Marc Brocklehurst, Director of Finance for Monument Academy, gave the Treasurer's Report for September, 2019:

Revenue through September 30, 2019 for the 2019/2020 School Year

Revenue for the month and three months ended September 30, 2019 were \$702,289 and \$2,174,331, respectively. This is 27.45% of budgeted revenue compared to a monthly budgeted amount of \$724,293 and a run rate of 25%. The School's share of District 38's MLO revenue (\$41,110) was received with the September wire from D38. (The MLO revenue is partially offset by the Administrative Fees charged by District 38 (\$22,659), which was subtracted out of the September wire from D38). Academic Fee Revenue was unfavorable for the month compared to the monthly budget. The monthly budget is weighted towards the first couple months of the year when families tend to pay the year's academic fees.

Expenses through September 30, 2019 for the 2019/2020 School Year

For the month ended and three months ended September 30, 2019, MA expended \$647,501 and \$1,446,365, respectively, which equated to 18.26% of budgeted expenses, compared to a monthly budgeted amount of \$683,156 and a run rate of 25%. Monthly expenses were lower than budgeted due to the following unfilled positions: COO, CAO, Director of Technology Education, and 1-2 ESS Teachers. The actual expenses also include the administrative fee charged by D38. Expenditures for the same periods last year were \$617,414 and \$1,304,165.

Net Income (Loss)

Net income for the month ended and three months ended September 30, 2019 were \$54,788 and \$727,966, respectively. Budgeted net income for the month ended September 30, 2019 was \$41,138. Net income was \$718,736 for the same period last year.

Reserves

On September 30, 2019, MA maintained a fund balance of \$2,845,065 in the General Fund, as well as \$2,995,065 in its General Fund bank accounts and certificates of deposits. The general fund balance was up \$334,767 or 13.34% from the same period last year.

6. Principal's Report: Dean Richardson & Dean Seymour

Mrs. Seymour, Dean of Middle School, presented the Principal's Report to the Board:

Elementary School:

- Successful fire drill
- Conducted Lockdown drill
- Meet the SRO night
- Participated in 5th Grade team building event @ Ponderosa

- Participated in four 504 meetings
- PARA interviews and hirings
- Met with BOCES teacher mentor
- Conducted two parent meetings
- SACC meeting
- Participated in Field Days
- Interviewed COO candidates
- Participated in PTO Fun Run

Middle School:

- Three Professional Development Fridays: Work day to plan with MA Frameworks, All Staff Vision Work Part 2, NWEA data to drive instruction
- First SAAC meeting- will meet monthly
- Two Lead Teacher meetings and 4 Middle School Communication meetings
- 6th grade attended Camp Shady Brook
- First House vs. House intramural competition
- NJHS Induction Ceremony- 27 8th graders inducted
- House Humanity and House Determination hosted Girls Night Out (over 100 in attendance) and Boys Night Out (About 80 in attendance)
- Offered first Extended Academic Support Time (EAST): 41 students chose to attend.

Preschool:

NAEYC

- Preparing classrooms, class, and program portfolios
- Validation visit request made

Staff

- Preschool PARAS are continuing PD
- Teachers are continuing PD
- A new progress report for the Preschool has been designed

Community

- Preschool Pumpkin Patch day confirmed for October 11
- Participated in Fun Run
- Will participate in the Book Fair and Food Drive in October

In the Classroom

- Ongoing assessments for October conferences

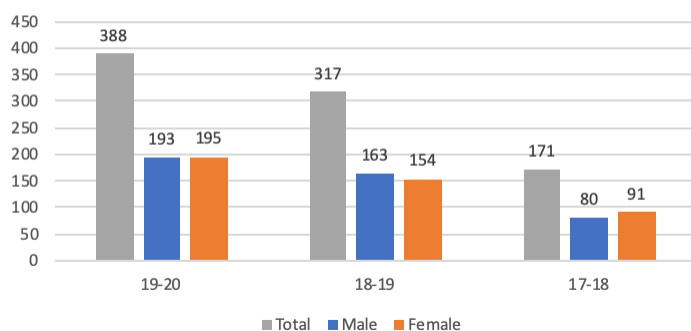
- Library visits every week
- Social/Emotional classes have been successful with Phyllis McComb
- Mrs. Weber and I are working on iPad programs that are appropriate for our preschoolers
- Mr. Richardson has approved the preschool to check out the iPad carts (per Beth)
- Vision and Hearing Screenings will be this month

Counseling:

September statistics: 2017-2019

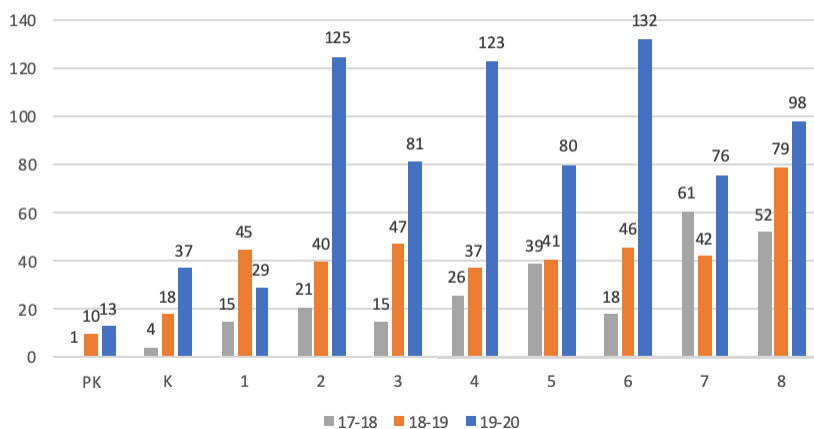
Students seen in Sept: 2017-2019

*Includes individual and groups

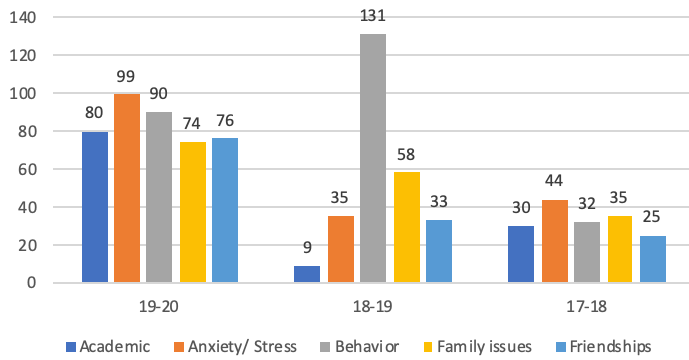


Students by grade in Sept: 2017-2019

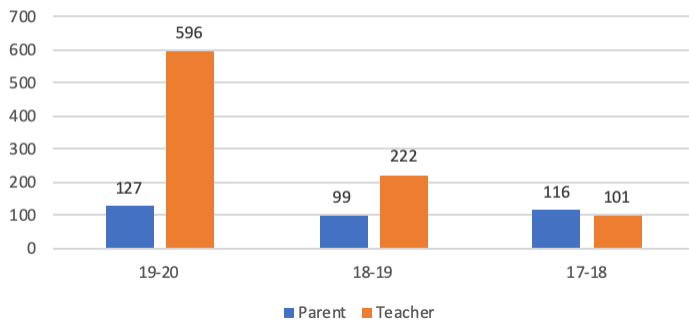
*Note: 48% students seen in Sept 19 come from 3 grades (2, 4, & 6)



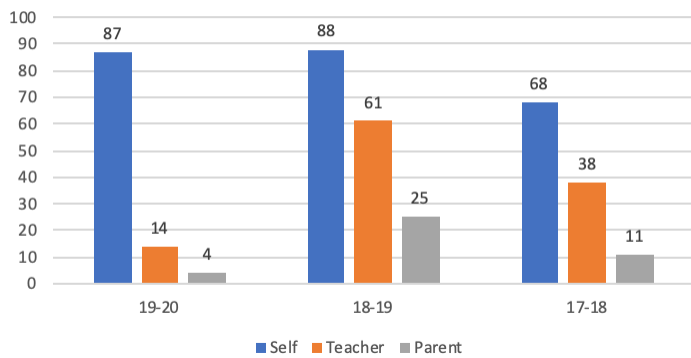
Top students issues in Sept: 2017-2019

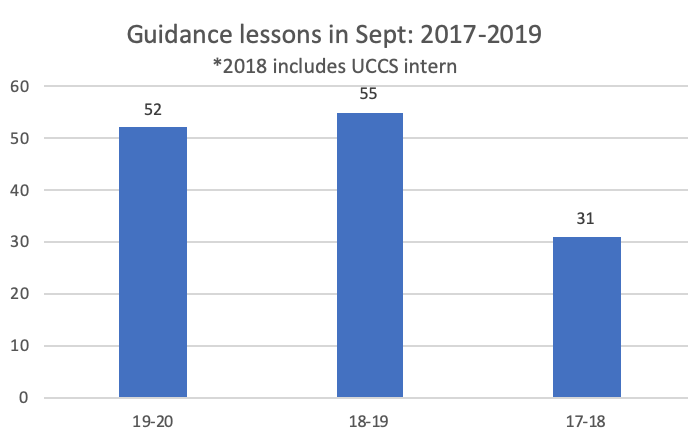


Parent/Teacher communication/consults in Sept: 2017-2019



Source of student referrals in Sept : 2017-2019





Other notables for Sept 2019

- 2 suicide assessments
- 1 threat assessment
- Parent Education Night: Gifted and Talented: 25 attendees
- 4 staff education tips sent
- Psych meeting with district Psychologists (Carrie Howarth)

Assessments:

We had the NWEA folks in to help with classroom usage of the data we gathered from our Fall assessments.

We administered the CogAT assessment to students in grades three and six last week. CogAT satisfies a state requirement that we administer a universal screener to students in elementary and middle school each year to help identify students that may qualify for Advanced Learning Plans. The process went relatively smoothly. We'll wrap up a handful of students that were absent for the CogAT assessment this week.

We had our first meeting at the district regarding the CMAS assessment for the 2019-2020 school year. It appears Monument Academy will be chosen to participate in the Social Studies section of the assessment this year. Monument Academy was chosen in the 2017-2018 school year as well and we were under the impression that Social Studies was on a three-year cycle, so the District Assessment Coordinator is going to investigate that for us.

If you'd like to see the generic assessment information we provide to the parents visit our assessment page on our website at <http://www.monumentacademy.net/assessments/>

Athletics:

Early Fall Updates:

CCAL Football – The team finished the season with a 6-1 record losing only to Banning Lewis in the season opener. The boys outscored their opponents 266 – 35 on the season and finished in second place behind Banning Lewis for the season. The team was mildly disappointed as they believed they could have beaten Banning Lewis, but the coaches communicated to the boys that Banning Lewis also had a very good team and earned the league Championship.

CCAL Cheer – The girls dutifully attended all the football games bringing the banner that the boys run through and cheering hard at all times during the games. They also stopped by one of our Girls Volleyball games to provide support to the team. We appreciate all that they do!

CCAL Girls Volleyball – The A-team will participate in the CCAL playoffs this week. At the time of this communication the A-Team has only lost a single team and the B-Team remains undefeated. Should the A-Team defeat CSCS on Monday we will host a home playoff game on Wednesday and depending on results of the first round possibly on Friday.

CCAL Cross Country – The boys team won many meets this year, so it wasn't a big surprise that they earned the CCAL Championship at the CCAL Championship meet that Monument Academy hosts at Fox Run Park each year. What was mildly surprising is that our girls, after going all year competing well but not winning any individual meets, also earned the CCAL Championship! We're looking to host a tune-up meet at Dirty Woman Park this Friday (weather permitting) before the Colorado State Middle School Championships on Saturday, October 19th.

Jr. Lynx Girls Volleyball – Our 5th & 6th grade girls have won some matches and lost some matches (current record is 3-2) but have been competitive in all games. Many of the girls are new to the sport and I know Coach Pierce is proud of the improvement they are showing!

Late Fall Programs just getting underway...

CCAL Matchwits & CCAL Chess practices are underway, Jr. Lynx Poms just wrapped up tryouts, and tryouts for the CCAL and Jr. Lynx Boys Basketball teams

occurred earlier this week. The coaching staffs are all set, and we'll be busy getting everyone registered and equipped for the coming season.

ESS:

Staffing Needs:

- 1 part-time (~10 hours/week) School Psychologist
 - This is currently being fulfilled by a staffing company.
- 1 full-time ESS Teacher (currently being fulfilled by Jessica Coote)
- 1 part-time paraprofessional

September 2019 Data:

Students staffed off IEPs: **0 students**

Initial evaluations completed: **1 evaluation**

Initial evaluations requested/started: **9 evaluations**

Watchlist: **7 students**

Students put onto IEPs: **1 student**

Total ESS staff members: **14 staff**

- 1 Director of Exceptional Student Services
- 1 ESS teacher
 - 1 para receiving CO licensure & 1 acting teacher for middle school
- 1 OT
- 1 COTA
- 1 Social Worker
- 7 paras

Service Data:

Students with IEPs: 49 students

Speech services: 25 students on IEPs, 0 students on RtI

Speech direct time: 2480 minutes/month

Speech indirect time: 325 minutes/month

Screeners: 4 completed

Occupational Therapy services: 22 students on IEPs, 1 student in MTSS

.00T direct time: 1245 minutes/month

minutes/month

OT indirect time: 310 minutes/month

Motor Lab: 3 groups/day M-Th. for 30 min. per day, 4 days per week

General Education: push-in for support services as needed

Mental Health services: 20 students on an IEP, 5 students on 504

Social/Emotional Groups: N/A at this time

Scheduled 1:1: N/A at this time

MH direct time: 1260 minutes per month

MH indirect time: 300 minutes per month

ESS Academic service time:

Case load #1: 6-8

- 17 students: 45.25 hours/week (serviced through Reading Labs, Math Resource, and resource periods)

Case load #2: 4-5

- 13 students: 41.75 hours/week (serviced through Wilson reading groups, pull-out instruction, and push-in instruction)

Case load #3: K-3

- 8 students: 12 hours/week (serviced through pull-out and push-in services, Wilson and resource groups)

Speech case load:

- 11 students
 - Provided through tele-therapy

Human Resources:

- Continuing to review policies and procedures
- Interview committee has been conducting interviews for COO position

Technology:

- Specials Team PD – How Trauma Impacts Student Learning
- Specials Team PD – Updating Web Pages and Using Alpine Refresher
- Specials Team Outlook Calendar Refresher
- Attended Technology Round Table and sessions at the Colorado League of Charter Schools Leadership Summit (Beth)
- Attended Camp Shady Brook with 6th Grade Students (Tricia)
- Attended the High School Technology Meeting (Tricia and Beth)
- 4 offsite iPad repairs
- Set up two new computers for Library Lab
- Visiting Author via Skype/Facetime Setup in Library
- Obtained the iPad agreement forms that were not previously completed
- K-5 Updated all iPad carts to iOS 12.4
- K-5 Epic Books Intro and Teacher Refresher Training
- K-5 Seesaw Intro and Teacher Refresher Training
- Kindergarten – Intro to Cursive with Doodle Buddy
- Kindergarten – Intro to Starfall ABC's
- 1st Grade – Digital Citizenship #1 – Online Safety - *Lee and Kim Animal Magic*
- 2nd Grade – Digital Citizenship # 1 – Online Safety – *The Berenstain Bears Computer Trouble*
- 3rd Grade – Digital Citizenship #1 – Online Safety - *Timon and Pumbaa Safety Smart Online*
- 3rd Grade - Quiver Vision 3D Augmented Reality Activities – *Viking Mask and Bird*
- 4th Grade – Map Coordinates Activity – *International Pizza Delivery*
- 4th Grade – Chrome Music Lab Experiments Activity
- 4th Grade – Intro to Typing Pal
- 4th Grade Digital Citizenship #1 – *Powerful Passwords*
- 5th Grade – Google Maps – My Maps Activity – *Aztecs, Incas, and Maya*
- 5th Grade – Intro to Typing Pal

- 5th Grade Digital Citizenship #1 – *Powerful Passwords*
- 6th Amplify Science Set Up
- 6th Gizmos Science Set Up
- 6 - 7 Integration Planning Meetings for October Activities and Digital Citizenship Lessons

Gifted & Talented:

- August - Sent detailed survey to all GT parents and ALL staff regarding the status of the GT program at MA - results summary - parents want more programming, teachers want more training.
- Completed ALP Goal setting - input from teachers, students and parents
- Updated all ALPs in Alpine, will be signed at conferences
- 44 identified students - 34 in middle, 10 in elementary
- Talent Pool/watch list - 18 students, monthly progress monitoring, providing intervention options
- Met with all grade levels to inform them about students identified, go over programming options and detailed how I can support teachers and students
- Observed all middle and elementary school classrooms of GT students at least twice so far. Provided feedback to teachers
- Met with all identified GT students for goal setting either one-on-one, small group or via Canvas.
- Sent 7 Bulk emails to parents of GT students - topics varied - monthly articles sent about relevant GT topic
- Communicating with middle school students via Canvas - set up Problem of the Week
- Created and facilitated Parent Night presentation on 9-25 from 6-8PM - we had between 21-25 parents attend
- Training teachers - elementary teachers and electives/specials teacher have had one training by me so far on 2 Fridays, middle school to come
- Set up pull out groups up for 5th grade, push in for all other elementary grades
- Meeting with middle school groups on Tuesdays during advisory, attendance has been positive
- Trying to organize clubs - science and math are priorities as students are advocating for these, need sponsors
- Attending district meetings for LPSD - I'm presenting some ideas in October for all GT facilitators

- Meeting with individual grade level teachers and teams to differentiate topics for the classroom and tailor programming to needs of specific students
- Creating math games for elementary grade levels to embed higher order thinking and problem solving in the classroom for all
- Conducting data digs weekly using NWEA and Alpine
- Promoting UCCS science fair applicants for middle school students
- Designing a class for EAST so that GT students have enrichment and extension options

Instruction and Evaluation:

- Observing and evaluating morning and afternoon carline
- Observing and evaluating lunchroom procedures and class schedules
- Met with elementary and middle school PARAs to discuss beginning of the year performance and successes
- Created PARA carline schedule
- Observed and made positive comments to 31 out of 46 teachers via an informal walk through
- Planned and organized elementary LA Frameworks introduction/training and work time
- In the process of setting up Reflex math facts online practice program in grades 2-6 (7-8 as needed).
- Preparing information and set-up for NWEA training on September 13
- Taught the “Ownership” key of excellence to all four second grade classrooms and implementing this key during lunch time
- Coached one middle school teacher on time management and classroom management
- Planning **Dare to Lead** all school book study to begin later in the month

Director of Literacy and Intervention: 90 Students being serviced through the Literacy Dept.

- **Literacy**
 - 46 current READ plans

- 5 MTSS plans
 - 39 K-5 students receiving Literacy Intervention
 - 26 students on the Literacy “Watch” List-means we are watching their data along with the 90 other students in our program. (116 students being actively monitored through Dibels data)
 - Teachers will use the data from DEEPing students this month to create READ plan goals
 - Teachers are progress monitoring students who scored partially proficient or unsatisfactory every 2 weeks
 - Weekly Friday morning meetings with reading interventionists
- **Intervention**
 - 2 Days of READ Plan workshop for teachers to provide support in creating and updating READ plans
- **Other**
 - Weekly staff meetings with Charlie and cohort
 - Conducting four 504 meetings
 - PD webinar on *3 Steps to Effective Interventions and Progress Monitoring for MTSS*.

Library:

- Circulation started Sept 9th (Student data from IC was uploaded into library software.)
- All elementary classes visited the library, plus preschool classes were also able to visit.
- Computer Lab and Storytime visits were booked frequently by teachers.
- Karl Brown (8th grade science teacher) visited the library to introduce his next science unit using a picture book.
- Author visit to MA on Sept 23rd. Sunny Weber www.sunnyweber.com spoke to Joy Maddox’s 4th grade class via Skype about writing and reading, in particular her fiction series based on dogs. Mrs. Maddox followed up with me that her students are very excited about writing now!
- New copies added to collection in September: 125 copies
- 5th grade Battle of the Books kickoff meeting took place on Sept. 30th. About 30 5th graders came to the first meeting.
- NWEA and Vision testing were completed using the library.
- Middle School students frequented the library during advisory period.
- Library was also used for teacher trainings, parent education meetings and board meetings.
- Teachers requested materials on Human body, Water, Rocks/Minerals, Matter, and teaching concepts such as Plot with picture books.

- Themed book displays that generated much interest in students this month: Dinosaurs, Fall/Halloween, Knights/Dragons, Back to School, and stories with a twist or told from different viewpoint (such as Rumpelstiltskin giving his version of what happened.)
 - Circulations between Sept 9th – 30th: 2,713
- (Overall, Fiction chapter books and Non-Fiction *Pet* and *Gaming* categories were most popular. Most in demand fiction series was *Dog Man*.)

Grade Level	Total Patrons	Average Circs/Patron	Total Circulations
1. 3rd	118	15.43	1,821
2. 2nd	123	6.15	756
3. 1st	112	5.08	569

- a) KFD – 134 circulations
 - b) 1st grade – 146 circulations
 - c) 2nd grade – 289 circulations
 - d) 3rd – 801 circulations
 - e) 4 – 537 circulations
 - f) 5 – 339 circulations
 - g) 6 – 33 circulations
 - h) 7 – 59 circulations
 - i) 8 – 6 circulations
 - j) Teachers – 136 circulations
- Upcoming October events in Library:
 - a) CogAt makeup testing
 - b) Author visit – Marcia Canter, Oct 7th
 - c) Fairly Fun Day for students to kick off book fair, Oct 9th
 - d) Employee Book Fair sneak peek, Oct 11th
 - e) Scholastic Book Fair, Oct 14th-17th
 - f) Vision/Hearing screening (two days)
 - g) Spooky Story Day, Oct 31st
 - h) Battle of the Books practices
 - i) 5th grade explorers report (Computer Lab)
 - j) Carol Skinner’s book club for employees
 - k) Curriculum meeting with Julie Seymour
 - l) Parent Education night with Jim Cunningham
 - m) Board meeting

Library Snapshot from 10/3

Circulations

- Checked Out: 897
- Overdue: 183
- Lost: 264

Holds

- Ready: 10
- Pending: 22
- Expired: 1

Unpaid Fines from loss or damage

- Library: 16
- Amount due: \$158.00

Materials

- Titles: 13,251
- Copies: 16,409

Patrons

- Total: 1,458

Facilities:

- Replaced door lock on Dean Seymour's office door.
- Replenished teacher's lounge supplies throughout the month of September.
- Organized facilities hardware closet.
- Cleaned and sanitized all lockers and door handles in the building throughout the month of September.
- Cleared rocks and debris on sidewalks and around Kindergarten playground ramp.
- Walked the property and collected trash around the playground and surrounding areas of the school.
- Repaired traffic signs and moved car line sign.
- Installed driving ramps on vacant lot by LASER.
- Constructed a shelf in the Athletics Closet to make room from for athletics bins.
- Performed night crew duties daily throughout the month of September.
1) Cleaned/Mopped and Disinfected all bathrooms in the school. 2) Collect all trash daily throughout the school. 3) Vacuumed each day on different levels as per schedule.
- Disinfected each room/bathroom weekly on scheduled days.
- Cleaned windows and washed walls throughout the school.
- Cut and removed broken and dead tree limbs from pine trees in front of the school.
- Fulfilled library request for tables and chairs to set up for Scholastic Workshop.
- Set up/tear down curtains and chairs for NJHS induction.
- Set up in MPR for SRO meeting.
- Assisted Lunchroom Paras during lunch.

- Contracted HVAC system repair due to lightning strike.
- Repaired interior main entrance doors and MPR doors.
- Repaired exterior gate by portables leading to playground.
- Repaired/replaced transmitter on LED sign by road.
- Elevator inspection completed.
- Conducted and completed monthly Fire Drill Protocol.
- Completed Lock Down & Lock Out Drills.
- Exterminated wasp nest inside brick wall along sidewalk. Treated/sprayed tree on Preschool playground for wasps.

Registrar:

GRADE	Total Enrolled	FTE
	2019-2020	2019-2020
PRE-SCHOOL		
Ps-3	15	
Pre-K	50	
Total Preschool	65	NA
KINDERGARTEN		
K-1/2	24	
K-Full Day	59	
Total Kinder	83	72.92
ELEMENTARY		
1	83	
2	98	
3	96	
4	99	
5	107	
Total Elementary	483	483
MIDDLE SCHOOL		
6	104	
7	113	
8	118	
Total Middle School	335	335
Total FTE		890.92

7. Next Meeting – November 14, 2019

F. ITEMS REQUIRING BOARD DISCUSSION/ACTION:

1. Presentation of Vision and Qualifications by COO Candidate, Christiana Herrera
Mr. McWilliams read a letter from the interview committee from October 9, 2019 recommending Christiana Herrera be considered by the Board to fill the COO position at Monument Academy.

Mr. McWilliams welcomed Mrs. Herrera and invited her to share with the Board and attendees at the meeting her qualifications and vision if selected for COO of Monument Academy.

Mrs. Herrera thanked everyone for being here and stated she was honored to be here as the single remaining candidate. She started her career in education as a middle school teacher in Tucson, AZ in 2001; has creative writing degree and background in art; she has a Masters in Education; worked as the head of a small school in Colorado Springs and that began her career in leadership which lead to her position at RMCA. She worked at RMCA for 9 years. During her tenure, RMCA grew from 380 students to over 1600 students, built a new school and added several programs. Mrs. Herrera stated that her belief in charter education has only strengthened from this experience.

2. Board Questions for Candidate

Mr. Molsen asked Mrs. Herrera: What is your philosophy on ESS and importance of it?

Mrs. Herrera stated that she absolutely believes that school that is open to the community should be open to every child in the community and do everything it can to serve every child. She believes it is a partnership with parents; knows how difficult it is to find those resources and fight for those children. She believes we need parent involvement as well and to have open and honest lines of communication about what we can and can't do for each student. She stated that we have the ability to be creative, being a charter school.

Mrs. Strop asked Mrs. Herrera: What are three goals you would implement at Monument Academy?

Mrs. Herrera answered that she would get to know the entire community and stake-holders in Monument Academy. She would continue to foster and support what MA currently stands for; Determine what makes MA strong and how to continue the foundation.

Mrs. Strop asked Mrs. Herrera: How would you implement technology into our system of classical education?

Mrs. Herrera answered that her background and passion is in classical education. Taking that idea, she believes that a focus on the past (history & literature) is meant to bring our generation to the cutting edge of innovation. Mrs. Herrera stated that great thinkers of our time will have to know and utilize technology. She believes we can't ignore that piece of education and believes in finding a way to foster classical education and combine with tools for the future.

Mr. Cooke asked Mrs. Herrera: Share a time you have had a budget difficulty and how did you overcome?

Mrs. Herrera answered that we have to be good stewards of our resources because we are using public funds. Demonstrate we are using the funds efficiently to our parents and community. She gave an example of a struggle at the beginning of her time at RMCA with not being able to purchase much needed new math books.

Mr. Cooke asked Mrs. Herrera: Share your thoughts on teacher evaluations and talk about where you think teacher evaluation is productive and where do you see it least productive?

Mrs. Herrera answered that students don't always learn on a straight line (the same way). Mrs. Herrera believes teachers need freedom to be the professionals that they are to get kids where they need to be. She believes that when observing teachers we need to not do that just based on a small sample of classroom observation. She believes that State assessments do not assess creativity and teachers need to be able to take some risks with creativity, so students can be free in their learning environment. Mrs. Herrera feels that teachers should feel comfortable speaking up to administration if lessons aren't working without fear. She stated that we are losing too many teachers in the profession. We need to support them and remember why they came into the profession in the first place.

Mrs. St. Aubyn asked Mrs. Herrera: How do you anticipate your role as COO impacting the day-to-day environment for teachers and students?

Mrs. Herrera answered that she would see her impact would be one of support. All decisions cannot be just with her because it wouldn't be fair if it was "her way or the highway." She sees the school with two sides, the educational side and the operations side. As the COO she believes her job is to foresee things that might get the train off track; Mrs. Herrera believes she will enable success to happen because she will support the leaders and teachers around her.

Mr. Dole asked Mrs. Herrera: Let's dig into your past with RMCA. Discuss the decision making process you go through with letting people go. Also, day-one what will you do to build the team and earn the trust of the facility, staff, teachers, etc. to let them know you are an offer of support?

Mrs. Herrera answered that she would encourage a plan on ways we coach teachers and help make improvements; fair and just system in place so teachers feel secure in their position.

Mrs. Herrera answered that she believes in community building and digging into and helping foster connections among the staff that teachers want to make; she stated that she doesn't want to waste teachers time, but would want teachers to leave a team building session feeling like they are at a better place with colleagues and self.

Mr. McWilliams asked Mrs. Herrera: How do you like to work with your Board?

Mrs. Herrera stated that she appreciates a board that is not afraid to make a hard call, but also holds the line. She wants the Board to support administration; faculty, and the parent community. Mrs. Herrera stated that she is not looking to be the leader who demands her way, wants the board to be involved, ask questions and hold administration accountable. Mrs. Herrera stated that she feels this is how the community will be able to trust Monument Academy.

3. Public Questions for COO Candidate: Facilitated by Board Vice President, Mike Molsen

Patricia Silva, parent, asked Mrs. Herrera: How do you feel about use of tablets in middle school?

Mrs. Herrera stated that she would keep on the current path of using tablets since we are already utilizing them. She feels it is easier than a computer lab. She stated that there is a lot of conversation to be had with challenges keeping kids safe and doesn't believe that you shouldn't allow something because of potential of students violating trust. She believes we should hold students accountable and consider the pros with technology.

Tammy John, parent, asked Mrs. Herrera: What is your belief on having parents being involved in the curriculum committee?

Mrs. Herrera answered that there is value when you have a committee that includes of everyone; parents are also learning about teaching and how to support their children. She believes that if parents are involved they will know where to go for help, what questions to ask, etc.

Mrs. Strop made a clarification that the Monument Academy Board is structured as a policy making Board and not a day-to-day management Board.

Mrs. Herrera asked the Board: What are you looking for in your leadership?

Mr. Molsen stated that the Board is looking for someone who goes along with the mission and vision that we have already established, a champion of the education process and someone who is supportive of Monument Academy.

E. CONSENT AGENDA

1. Approve minutes from September 12, 2019 meeting
2. Approve minutes from October 2, 2019 meeting

Mr. Dole made a motion to approve both the September 12, 2019 and October 2, 2019 meeting minutes. Mrs. Strop seconded, and the motion passed unanimously.

H. ADJOURNMENT

Mr. Molsen motioned to adjourn the meeting. Mr. Cooke seconded, and the motion passed unanimously.

The meeting was adjourned at 6:05 p.m.