

Hoosier Academy, Inc.
Board Meeting Minutes
February 23, 2021

I. PRELIMINARY

Upon determining the presence of a quorum, Board President, Jayme Short-DeLeon, called the meeting to order at called the meeting to order at 6:05P.M. TUESDAY, February 23, 2021.

Board President Short-DeLeon read the Board Mission: 1) make sure that our school accomplishes the outcomes it was chartered to produce (i.e. student achievement) and 2) Make sure that nothing illegal, unethical, or imprudent occurs.

A. ROLL CALL

Name	Present	Absent	Departed Early	Electronic Participation
Jayme Short-DeLeon	✓			
Michelle Study-Campbell	✓			
Gary Meyer		X		
Maurice Boler	✓			
Peter Pizarro	✓			
Anya Janeway	✓			

Others in Attendance:

K12 Representatives	HA Staff	Community Members
Darren Reed Enrico Rudolph Mary Markert Todd McIntire Tina Walker Sue Fries Angie Baker Julia O’Sullivan Christina Ingram	Lynn McCoy Avory Freund	

B. Guest Introductions

C. Approval of the January 26, 2021 Board Meeting Minutes:

Ms. Short De-Leon presented the Board meeting minutes from January 26, 2021. Mr. Boler motioned to approve the January 26, 2021 board meeting minutes as presented. Mr. Pizarro seconded.

Roll Call: Jayme Short-DeLeon, yes; Michelle Study-Campbell, abstained; Maurice Boler, yes Peter Pizarro, yes; Anya Janeway, yes. The motion passed.

D. Approval of the February 1, 2021 Special Meeting of the Board Minutes:

Ms. Short De-Leon presented the Board meeting minutes from the February 1, 2021 special meeting. Ms. Janeway motioned to approve the February 1, 2021 special board meeting minutes. Mr. Pizarro seconded.

Roll Call: Jayme Short-DeLeon, yes; Michelle Study-Campbell, abstained; Maurice Boler, yes Peter Pizarro, yes; Anya Janeway, yes. The motion passed.

E. Adopt Board Agenda for February 23, 2021 Meeting:

Ms. Short-DeLeon presented the February 23, 2021 board meeting agenda. Ms. Janeway motioned to approve the March 23, 2021 board meeting agenda as presented. Mr. Boler seconded.

Roll Call: Jayme Short-DeLeon, yes; Michelle Study-Campbell, yes; Maurice Boler, yes Peter Pizarro, yes; Anya Janeway, yes. The motion passed.

F. Oral Communication:

None.

II. Hoosier Academy, Governance and Organization

A. Mission Moment

Insight School of Indiana student, Karter Leonard

B. Resolution 2021-2, Approval of Student Attendance and Engagement Policies

Board President Short-DeLeon presented Resolution 2021-2, Approval of Student Attendance and Engagement Policies. Ms. Janeway-Brown motioned to approve Resolution 2021-2, Approval of Student Attendance and Engagement Policies. Ms. Study-Campbell seconded.

DISCUSSION: As a reminder, the attendance and engagement policy has been updated to notify habitual truant students, which is defined by the Indiana Code 20-8-8, ten days or more from school within a school year without being excused or without being absent under a parental request that has been filed with the school. Students are being informed with a certified letter on day five rather than the certified letter being sent out on day ten of the unexcused absence. In addition, the letter outlines the procedure the school takes on day ten. While Hoosier Indy is not considered a virtual

school, the school administration has recommended to make the changes to the Hoosier Indy attendance and engagement policy to ensure consistency. The school handbook has been updated to reflect this change and the following chart is the appendix that can be used for families as a quick reference of the attendance process.

Measure	Responsible	Timed Intervention
1 Unexcused Day	Advisor	Email
2 Unexcused Days	Community Engagement Coordinator	Attendance Matters session
3 Unexcused Days	Advisor	Personal Phone Call
4 Unexcused Days	Advisor	Personal Phone Call
5 Unexcused Days	Family Attendance Specialist	Email Certified Mail
6 Unexcused Days	Advisor/Counselor	Personal Phone Call
7 Unexcused Days	Principal	Personal Phone call
8 Unexcused Days	Student Support Administrator	Personal Phone call
9 Unexcused Days	Family Attendance Specialist	Personal Phone call

10 Unexcused Days	Family Attendance Specialist	Family Attendance Specialist makes personal call to Legal Guardian and sends Truancy Withdrawal Email.
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Ms. Janeway-Brown motioned to approve Resolution 2021-2, Approval of Student Attendance and Engagement Policies. Ms. Study-Campbell seconded.

ROLL CALL: Jayme Short-DeLeon, yes; Michelle Study-Campbell, yes; Maurice Boler, yes Peter Pizarro, yes; Anya Janeway-Brown, yes. The motion passed.

C. Resolution 2021-3, Approval of First Amendment to the 2019 Amended and Restated Educational, Administrative and Technology Services Agreement

Board President Short-DeLeon presented Resolution 2021-3, Approval of First Amendment to the 2019 Amended and Restated Educational, Administrative and Technology Services Agreement. Mr. Boler motioned to approve Resolution 2021-3, Approval of First Amendment to the 2019 Amended and Restated Educational, Administrative and Technology Services Agreement. Mr. Pizarro seconded.

DISCUSSION: The school charter terms and aligning the Educational Service Agreement (ESP) to the charter terms was discussed at the special board meeting earlier this month. The resolution is authorizing the President of the Board to execute the ESP with a one-year extension to align the

agreement with Stride with Hoosier Indy and Insight's charter agreements. The ESP agreement would run July 1, 2021 to June 30, 2022. It will then need to be presented to Ball State for approval.

Mr. Boler motioned to approve Resolution 2021-3, Approval of First Amendment to the 2019 Amended and Restated Educational, Administrative and Technology Services Agreement. Mr. Pizarro seconded.

ROLL CALL: Jayme Short-DeLeon, yes; Michelle Study-Campbell, yes; Maurice Boler, yes Peter Pizarro, yes; Anya Janeway-Brown, yes. The motion passed.

D. Ransomware Update, Todd McIntire

The forensic audit is continuing to review all the files to determine exactly what was exposed in the ransomware attack back in November and will have a more detailed report next month. If information is available before the March board meeting, Stride will update the Board. The auditors have to complete the audit to determine what data was accessed so they can then follow the state, local, and federal compliance rules and give appropriate notice. Those determinations have not been made yet, but again, when the audit is complete, the Board will be notified.

E. Hoosier Academy Indianapolis Return to Building Update and Discussion, Randi Tolentino

There are about 30 students K-8 who are attending in person. Since the report to the building for hybrid students began in January, the school has not been made aware of any positive cases or exposures. School administration and Stride will continue to find ways to live stream with the students to offer a more synchronized instruction rather than watching a recording for students who remained virtual.

F. Ad Hoc Committee Update, Maurice Boler

The committee met this afternoon with Stride leadership and will be developing a strategy for Hoosier Academies. The committee reviewed the proposal submitted by Stride, discussed what some of the needs would be with the proposed redesign, and talked about the timeline for achieving this proposal. The committee will be meeting every two weeks for the next three months and for the committee to report to the board in the May meeting.

Stride reiterated that they were glad to meet with the committee this afternoon and to begin to discuss a redesign of Hoosier Academies by looking at the school's historical data to date, Board and Ball State feedback to meet the needs for current K-12 students and new students. It is a K-12 re-envisioning with the focus of leveraging the benefits of hybrid model and opportunities on how to extend and create a model school around career readiness beginning in the elementary level.

This is all in the very early phases, but the committee along with Stride are looking forward to working together.

G. Building and Facilities Update and Discussion, Jayme Short De-Leon

The building lease for Caito Drive expires in August of 2021 and wanted the ad hoc committee to keep this in mind when working through strategy with Stride.

III. Hoosier Academy- Financial, Legal and School Operations

A. Financials, Enrico Rudolph

Mr. Rudolph presented the January financials for seven (7) months actual, five (5) months forecast, and will be showing the financials as combined, and separate.

The combined prior forecast vs. current forecast (Hoosier Indy and Insight)

Revenue/Funding:

- (\$39k) Revenue decrease due to Title I adjustment for open positions

Expenses:

- Teacher expense decrease due to open positions
- Student expenses inline with enrollment
- Administration and Governance inline with funding
- Technology expenses inline with funding
- Facilities expenses lower (21k) due to expense forgiveness from Insight for INDY

Hoosier Indy's prior forecast vs. current forecast

Revenue/Funding:

- (\$15k) Revenue decrease due to Title I adjustment for open positions

Expenses:

- Teacher expense decrease due to open positions
- Student expenses inline with enrollment
- Administration and Governance inline with funding
- Technology expenses inline with funding
- Facilities expenses lower (77k) due to expense forgiveness from Insight

*most of the expense forgiveness is for payroll.

Insight prior forecast vs. current forecast

Revenue/Funding:

- (\$24k) Revenue decrease due to Title I adjustment for open positions

Expenses:

- Teacher expense decrease due to open positions
- Student expenses inline with enrollment
- Administration and Governance inline with funding
- Technology expenses inline with funding
- Facilities expenses higher (77k) due to expense forgiveness for INDY

Average enrollment is looked at from September through June and trying to project the enrollment for the rest of the year. With no new enrollment for Insight, the average enrollment for the rest of the year would be 591. The forecast is actuals vs. projections.

Combined Budget FY21 vs. Current Forecast (Hoosier Indy and Insight)

Revenue/Funding:

- (\$1,106k) Revenue decrease due to enrollment

Expenses:

- Teacher expense decrease due to open positions
- Student expenses inline with funding (mostly K12 invoices)
- Administration and Governance: inline with funding
- Technology expenses inline with funding
- Other expenses: (17k) IT cost moved to correct line for teacher laptops (teacher expenses), (25k) rent cost alignment (higher forecasted than actuals), 130k expense forgiveness from Insight

Hoosier Indy Budget FY21 vs. current forecast

Revenue/Funding:

- (\$486k) Revenue decrease due to enrollment

Expenses:

- Teacher expense decrease due to open positions
- Student expenses inline with funding (mostly K12 invoices)
- Administration and Governance: inline with funding
- Technology expenses inline with funding
- Other expenses: (130k) expense forgiveness from Insight, (25k) rent alignment

Insight Budget FY21 vs. current forecast

Revenue/Funding:

- (\$621k) Revenue decrease due to enrollment

Expenses:

- Teacher expense decrease due to open positions
- Student expenses inline with funding (mostly K12 invoices)
- Administration and Governance: inline with funding and admin staff moved from teacher expense to correct line (40k)
- Technology expenses inline with funding
- Other expenses: (17k) IT cost moved to correct line for teacher laptops (teacher expenses), (25k) rent cost alignment (higher forecasted than actuals), 130k expense forgiveness for INDY

Hoosier Academies (Indy + Insight) FY21 – January Financials – Restricted Funds Overview

Restricted Funds (7+3)	Grant Total	Expenses Incurred	Expenses Reimbursed	Open Reimbursements	Remaining Balance	Allocation
Hybrid						
Title I - 18-20	\$74,342	\$48,502			\$25,840	Salaries (2x Interventionists) + Benefits, Licenses and Stipends
DHS Secured School Safety Grant (09/20 - 08/21)	\$23,285				\$23,285	Salary for Security Guard
IDEA 18-20	\$52,967	\$52,967	\$38,953	\$14,014	\$0	Salaries + Benefits, PD, Materials & Supplies
IDEA 19-21	\$52,967	\$17,565		\$17,565	\$35,402	Salaries + Benefits, PD, Materials & Supplies
Total	\$203,560	\$119,034	\$38,953	\$31,579	\$84,527	
Insight						
Title I - 18-20	\$182,712	\$182,712			\$0	Salaries (3x Interventionists + Grant Coordinator) + Benefits, Licenses and Stipends
IDEA 18-20	\$211,680	\$211,390	\$200,185	\$11,205	\$0	Salaries (Psych, Related Services + SPED) + Benefits, Non-Certified Salaries, PD, Materials & Supplies
IDEA 19-21	\$202,198	\$97,916		\$97,916	\$104,282	Salaries (Psych, Related Services + SPED) + Benefits, Non-Certified Salaries, PD, Materials & Supplies
Total	\$596,590	\$472,017	\$200,185	\$109,122	\$104,282	
Cares Act						
Hybrid - Cares Act - FY21	\$61,063	\$42,773		\$42,773	\$18,290	Labor cost, cleaning and sanitation, social distancing measures, transportation etc.
Insight - Cares Act - FY21	\$133,271	\$480		\$480	\$132,811	Labor cost, cleaning and sanitation, social distancing measures, transportation etc.
Total	\$194,334	\$43,253	\$0	\$43,253	\$151,101	
FEMA						
Hybrid - FEMA		\$13,634		\$10,218		Labor cost, cleaning and sanitation, social distancing measures, transportation etc.
Insight - FEMA		\$7,287		\$5,465		Labor cost, cleaning and sanitation, social distancing measures, transportation etc.
Total		\$20,921	\$0	\$15,683		

COMPANY CONFIDENTIAL 9

Count day was earlier this month. The school is coming in slightly lower by 30 students than projected which will lead to a dip in the funding. Virtual students in Indiana receive 85% funding compared to Hoosier Indy which receive 100% funding. Currently, there is legislation at the state level that would give virtual students 100% student funding. The school will know next month for sure if this piece of legislation gets passed and signed next month.

Ms. Janeway-Brown motioned to accept the January 2021 financials as presented and submit them to the state subject to audit. Mr. Pizarro seconded.

ROLL CALL: Jayme Short-DeLeon, yes; Michelle Study-Campbell, yes; Maurice Boler, yes Peter Pizarro, yes; Anya Janeway, yes. The motion passed.

Ms. Janeway presented the Hoosier Indy January 2021 vouchers. They were discussed in the finance meeting and nothing unusual in the vouchers and motioned to approve the January vouchers subject for audit.

ROLL CALL: Jayme Short-DeLeon, yes; Michelle Study-Campbell, yes; Maurice Boler, yes Peter Pizarro, yes; Anya Janeway, yes. The motion passed

Ms. Study-Campbell motioned to accept the January 2021 vouchers for Insight. Ms. Janeway seconded.

ROLL CALL: Jayme Short-DeLeon, yes; Michelle Study-Campbell, yes; Maurice Boler, yes Peter Pizarro, yes; Anya Janeway, yes. The motion passed.

B. Community Update, Christina Ingram

Community Engagement Coordinator, Ms. Ingram provided an overview of the events and clubs that are available to students at Hoosier Indy and Insight.

C. Enrollment Report, Julia O’Sullivan

The current total withdrawals for Hoosier Indy is at 85. The average retention rate is up from 92.01% to The total enrollment for Hoosier Indy as of February 11, 2021 is 126.

	Withdrawals					Enrollment	WD	November					
11/10/2020	6	0	2	0	0	140	8	94.59%					
	116	2	7	8	7								
						DEC Approval	2						
	Withdrawals					Enrollment	WD	December					
12/9/2020	5	0	2	0	0	135	7	95.07%					
	111	2	5	8	7	2							
						JAN Approval	7						
	Withdrawals					Enrollment	WD	January					
1/19/2021	3	0	0	5	4	130	12	91.55%					
	108	2	5	3	3	2	7						
						FEB Approval	9						
	Withdrawals					Enrollment	WD	February					
2/11/2021	9	0	3	0	0	126	13	90.65%					
	99	2	2	3	3	2	6	9					
Starting Group	August Retention	September Retention	October Retention	November Retention	December Retention	January Retention	February Retention	March Retention	April Retention	May Retention	June Retention	Overall Retention	
Enrolled	160	3	14	9	7	2	7	9	0	0	0	211	
Withdrawals	61	1	12	6	4	0	1	0	0	0	0	85	
Retention Rate	62%	67%	14%	33%	43%	100%	86%	100%	#DIV/0!	#DIV/0!	#DIV/0!	59.7%	
2020-21 Total Withdrawals Overall:		85	Average Retention Rate:	92.01%									
2019-20 Total Withdrawals Overall:		111	2019-20 Average Retention Rate:	88.80%									
												2019-20 Overall Retention	54.10%

The current total withdrawals for Insight is 307. The average retention rate is 93.78%. The total enrollment for Insight as of February 11, 2021 is 546.

February 2021 CTE Program & Progress

Pathway Graduation

- Caps Work Experience (Work-based learning) - 36 seniors enrolled (includes work, service and project-based). All except 8 students have site placements.
- Caps Work Sample (Portfolio) – 37 seniors enrolled

Overall Pass Rates – Seniors in CTE Courses

- Overall Pass Rate for CTE Courses is 67%
- Failing 1 CTE Course is 31 students; or 21%
- Failing more than 1 CTE Courses is 11, or 8%

CTE Staffing

- Total Staffing: 4 teachers teaching CTE full time; 1 teacher teaching CTE part-time in addition to other courses, Grad coach has returned to dedicated role.
- Still lack qualified Health Occupations teacher so no Health Science courses are offered this term.

Pass Rates of seniors by CTE course: (144 seniors taking one or more of 11 offerings)

- Entrepreneurship 2: 62%
- Marketing 2: 64%
- Intro to Business: 67%
- Work Sample Capstone: 78% (29/37)
- Work Experience Capstone 70% (25/36)
- Personal Finance: 68% (21/31)
- Business & Marketing: 38% (5/13)
- Computer Programming: 20% (1/5)
- Microsoft Excel: 29% (2/7)
- Preparing for Career/College: 67% (4/6)
- Nutrition & Wellness: 67% (12 /18)

*Primary key drivers of fail rate are attendance, low participation/engagement and missing assignments.

Insight will be administering a revised CTE survey that is aligned to the national CTE standards to students and will include sixty-eight (68) pathways and fifteen (15) clusters. The results from that survey will be shared with the Board in March.

Student Support Services- re-registration for current families begins February 25, 2021. The re-registration window closes on June 4, 2021. The Board will be kept up to date on the progress at the upcoming board meetings.

Counseling Team Update- the school counselors have started to work on scheduling and course selection for next school year; working on the CTE survey; holding grief groups for students who have been affected by the pandemic; and holding teen dating violence and MS Career Speaker Day sessions; a self-harm session in March; Drug and alcohol in April; and Trauma/PTSD in May.

Whatever it Takes Update- reviewed the timeline:

- January 19, 2021- CQ Assessment administered (Cultural Intelligence Assessment which is a self-assessment for teachers)
- February 10, 17, 19, 2021- WIT to administer PD to interpret reports and create Actions Plans to address culture (March 19th is when staff need to have their action plans completed)
- March 1, 2021- WIT will provide monthly coaching sessions to Admin Team
- April 14, 28, 2021- WIT will provide PD to staff on impact of Inclusion-Effective SPED Services and Culturally Responsive Instruction
- Week of May 17, 2021- WIT will conduct a progress monitoring School Culture Evaluation

Year 1 of the Partnership includes the following:

- WIT will conduct a School Culture Evaluation inclusive of an analysis of all data collected and stakeholder surveys and focus group interviews and provide the Hoosier Academies Network of Schools with a comprehensive report to support effective planning.

- WIT will facilitate implementation of CQ Assessment and development and implementation of individual and school CQ Action Plans to support culturally responsive instruction, policies and practices.
- WIT will provide monthly coaching and implementation support for achieving identified improvement goals.
- WIT will provide 3 professional development workshop sessions to increase skills and capacity.
- WIT will conduct a progress monitoring School Culture Evaluation at the conclusion of Year 1, for revision of initial goals.

The school is getting everything that they should be getting, and the Head of School also surveyed the staff to get their feedback on the professional development (PD) that was led by WIT. Staff enjoyed the PD and are gaining something from the partnership.

Ball State Update- currently have a standing meeting with BSU every 8 weeks to review data sets, receive resources, and strength the partnership. Showing growth in MindPlay and Ascend, and improved graduations rates are important factors to show Ball State to help with some enrollment concerns due to the enrollment cap of 800 and the freeze at Insight. Insight can enroll 7th and 8th grade students from Hoosier to Insight, siblings can also enroll. The next meeting is in April and would be the week before the Board meeting, and the invite will be forwarded to the board administrator.

COVID Update- when the school is in the yellow, orange, or red zones for school positivity rates as outlined by Marion county Health Department, Hoosier Indy would be fully virtual based on the ability to maintain the proper social distancing, masks and good handwashing.

2021-2022 School Calendar Update- the draft calendar for next year includes three days in person for Hoosier Indy in order to meet the 51% in person instructional time. The HOS Report also mentioned the current legislation that is calling for fully funding virtual schools and will update the board when the vote has been completed.

State of the School Update- the school wide initiatives are along with the proposed outcomes, how teachers are being developed professional, and next steps:

School Wide Initiative	Proposed Outcomes	Aligned PD	Next Steps
Engagement Tracker	Increase student pass rates by 10% by 3/1/21 Currently at 56%- up to 66%	Engagement Strategies – Facilitator: T. Walker 2/9/21	Teachers have identified with engagement strategies they are using w/students in danger of not passing. Staff will conduct 1:1 conferences with at risk students. Admin, counselors, and advisors will provide support for the conferences.
Learning Continuum Tracker	Increase student growth on NWEA by 15 percentage points on EOY Testing in May Currently at 57%, up to 72%	NWEA Learning Continuum – Facilitator: T. Walker 2/12/21	Teachers are using the Learning Continuum to design targeted small group instruction around prerequisite skills.

School Wide Initiative	Proposed Outcomes	Aligned PD	Next Steps
Interventionist Target Groups	Increase average math scores of 11 th and 12 th graders from middle of 5 th grade to 8 th grade by EOY	Weekly meetings with admin and interventionists	Interventionists are currently revising service lists of at-risk math students to include 11 th and 12 th graders to address deficiencies
Social Emotional Learning- Educating Students Exposed to Trauma	Increase staff knowledge of strategies to educate students living with trauma. Increase pass rates by 20% by EOY. Currently at 56%, up to 76%.	ACES and Trauma Facilitator: K. Williamson 3/10/21	Kori Williamson, our Family Resource Coordinator, is currently designing the PD and related action steps for staff. She and I meet on 3/3 to review the PD.

B. *Student Program, IXL Initial Discussion*

Head of School, Ms. Walker, discussed the proposal for the school to purchase IXL, a program that provides specific skill based, adaptive practice for student remediation and enrichment. This program also supports the school initiatives as mentioned above. The school has used this program in the past with the school’s subscription expiring in May of 2020, but it was used inconsistency. The school initiative outlined above, would engage all staff and hold all staff accountable. In particular to ensuring that the CTE data is going to improve and receive the growth needed as asked by Ball State last year, the Head of School is confident that by using the engagement tracker, having CTE Coordinator connect with Stride’s CTE Department, and attending CTE meetings to learn what other Stride schools are doing to improve the CTE data will all help Insight meet the CTE goals that Ball State set during the 2019-2020 school year. And lastly, the grad coach is targeting seniors that are failing to help make sure they are getting back on track.

IXL has skill plans that directly correlate between NWEA Rit Bands and interactive lessons. The plan is to purchase IXL and have all staff implement IXL in their drive small group instruction to help close instructional gaps. IXL would be used by all students at Hoosier Indy and Insight because it can be used as an enrichment or remediation tool. Science teachers would collaborate with Math teachers and social studies teachers would collaborate with ELA teachers to reinforce skills that NWEA data and MindPlay data has identified as missing skills for students. The program collects and stores data for effective analysis and planning. Ms. Walker has used this program and attributes strengths of the program as a major lever in her ability to produce increased student outcomes.

The financial impact is \$15.50 per student, and the training price of \$495. A quote was provided based on 1000 Insight students and 100 Hoosier Indy students. However, a revised quote has been requested to reflect a more accurate total based on the enrollment of students. Senior licenses can be reallocated after they graduate, The board is aware that this has been a program that the school has used in the past and likely without consistency; however wants the teachers to have the resources to help students.

After discussing this with Stride finance manager, Enrico Rudolph, there are funds available to make this purchase. Mr. Rudolph stated that the school will get everything that it planned for, and since the school did not spend as much money on licenses for other programs that was budgeted for, the cost for covering IXL would be taken out of there.

Ms. Study-Campbell motioned to approve the school purchase of IXL so that the total amount does not exceed \$15,000. Mr. Boler seconded.

ROLL CALL: Jayme Short-DeLeon, yes; Michelle Study-Campbell, yes; Maurice Boler, yes Peter Pizarro, yes; Anya Janeway, yes. The motion passed.

Being no further business, Ms. Janeway motioned to adjourn the meeting at 8:15pm. Ms. Study-Campbell seconded.

Next Regular Board meeting is March 23, 2021, Caito Dr. at 6:00pm.

Signatures for Approval of the February 23, 2021 Minutes.

Jayme Short-DeLeon, Board President

Maurice M Boler

Maurice M Boler (Apr 10, 2021 10:28 EDT)

Maurice Boler, Board Secretary

Date

Date