

Hoosier Academy, Inc.
Board Meeting Minutes
December 15, 2020

Upon determining the presence of a quorum, Board President, Michelle Study-Campbell, called the meeting to order at called the meeting to order at 6:03P.M. TUESDAY, December 15, 2020.

Board President Study-Campbell 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.

Name	Present	Absent	Arrived Late	Departed Early	Electronic Participation
Michelle Study-Campbell	✓				
Gary Meyer	✓				
Maurice Boler	✓				
Jayne Short-DeLeon	✓				
Peter Pizarro	✓				
Anya Janeway-Brown	✓				

Others in Attendance:

K12 Representatives	HA Staff	Community Members
Darren Reed Enrico Rudolph Todd McIntire Patsy Woods Angie Baker Julia O'Sullivan Christina Ingram	Lynn McCoy Connie Smith Scott Shephard	Mea Noble

B. Guest Introductions

C. Approval of the November 17, 2020 Board Meeting Minutes:

Ms. Study-Campbell presented the November 17, 2020 minutes. Mr. Meyer motioned to approve the October minutes as presented. Mr. Pizarro seconded.

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

D. Adopt Board Agenda for December 15, 2020 Meeting:

Ms. Study-Campbell presented the November 17, 2020 board meeting agenda. Mr. Meyer motioned to approve the November 17, 2020 board meeting agenda as presented. Mr. Boler seconded.

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

E. Oral Communication:

II. Hoosier Academy, Governance and Organization

A. Mission Moment

Insight School of Indiana Teacher, Scott Shepherd and Esports.

B. Hoosier Academy Indianapolis Charter Renewal Update, Miranda Tolentino

Director of Special Education, Ms. Patsy Woods provided the Hoosier Indy charter renewal update on behalf of Ms. Tolentino.

Ms. Study-Campbell shared that the Office of Charter Schools would like to extend the Hoosier Indy charter for one year due to COVID. The second part of the renewal requires an onsite visit that includes classroom observations, interviews with staff and students, and with the pandemic, this would be a challenge. The Board will need to notify the Office of Charter Schools that the school will accept the one-year extension.

C. Ransomware Update, Todd McIntire

K12 Partnerships, Policy and Compliance, Todd McIntire provided an update on the recent ransomware attack in November. Gained access to email system and some academic analytics. They encrypted the data and to un-encrypt it, they asked for a ransom. K12 is working with experienced attorneys, law enforcement and going through a forensic analysis audit firm to know what data had been accessed. It was recommended by K12 advisors who have experience in these kinds of attacks to pay the ransom. Since then, email has been in a recovery process, and the email system has been rebuilt in a cloud-based system which provides additional security.

The attack impacted corporate, and no indication that local school information has been affected. Students were able to work in their courses and teachers were able to teach and communicate with students throughout this process. The forensic audit firm that is conducting the analysis will have a report in 6-8 weeks to learn more about what has been impacted and exposed. K12 is currently in a holding period as they wait for the report to be complete. Once the report has been provided and K12 knows what data has been accessed, they will need to meet the reporting requirements at the state and federal levels.

K12 had to make filings with the SCC as a publicly traded company and have done a top to bottom reevaluation of its security infrastructure, working with the best consultants on improving these measures. Some systems have been moved over to cloud-based platforms to ensure additional security, additional authentication measures, and additional anti-phishing tools.

The school's cyber coverage has been put on notice of the attack. Darren and K12 were in touch with the Board President as soon as they were made aware of this issue.

D. Attendance and Engagement Addendum Policy Initial Review

Student Support Services Administrator, Angie Baker, provided an overview of the changes that need to be made to the Insight Student Attendance Engagement Policy.

The attendance policy currently states that the school sends a certified letter to a student that has ten days of unexcused absences from school, with a two-week waiting period to ensure that the letter has been received and time to request a conference.

The proposed change is to the chart that is in the attendance and engagement policy. The update would be so that a student receives a certified letter at five days as a warning that when the student has ten days of missed school, they will be removed from the school at the ten-day mark. At ten days, the family will have two business days to request a conference, and students will be removed by the third business day.

The proposed change impacts Insight as it is a virtual school, however, Ms. Baker recommends that the change also apply to Hoosier Academy-Indianapolis to maintain consistency.

The Board has the proposed drafts in Dropbox and will review them for the January board meeting.

E. School Improvement Plan Status Update, Miranda Tolentino

Director of Special Education, Patsy Woods confirmed that both schools have submitted the School Improvement Plan to the IDOE.

The School Improvement Plan (SIP) is a plan that must be submitted to the Indiana Department of Education that outlines the action items that the school plans on implementing for retention and student growth.

Ms. Woods will communicate to both principals that the board would like to be informed of what is outlined in each school's plan.

III. School and Student Outcomes

A. Continuous Improvement Plan CTE Update, Sue Fries

On behalf of Dr. Fries, CTE Coordinator, Connie Smith provided the CTE data and CTE Interest Survey results.

The 2019-2020 goal for Insight was to have at least 80% of Seniors passing CTE courses. Currently, the pass rate for Seniors in the CTE courses is 61%. The increase from last month to present includes but not limited to staying up to date with grading, and students turning in assignments. The school is continuing to work on getting Seniors in the final days of first semester and hope to continue to see improvement. Losing two CTE staff members has had a negative impact on the pass rates as those classes were not covered. The school has these positions posted and have interviews set up for later this week. The administration team reviews the resumes and licenses to make sure that they have the proper license before scheduling an interview.

The survey results were for students in grades 8th-10th, which is a total of 269 students. The response rate was 30%, 84 responses. The survey consisted of eleven clusters and twenty pathways and asked to select their top three. There are 60-70 clusters and pathways from the IDOE, but the list consisted of clusters and pathways that the school currently offers, and what might be popular choices based on interests from conversations that counselors have had with students, clusters the school currently offers, and cluster the school had offered in previous years. The survey was worked on by a guidance counselor and CTE Coordinator.

Choices included in the survey were:

- Currently offered at ISIN (Business, Health Science, and IT)
- Pathways considered/offered previously (Hospitality/Culinary Arts)
- Pathways reflecting careers popular with this year's seniors as expressed in Work Sample course. (Vet Careers, Law/Public Safety, Education/Early Childhood)
- Pathways of high demand/high pay in Indiana (Manufacturing/Welding)

The top choices are:

1. **Culinary Arts** - (top choice in all three rankings, chosen by a total of 35 students (42% of respondents)
2. **Criminal Justice** (made 2 or 3 top rankings, total of 27 students chose) (25% of respondents)
3. **Computer Science** (chosen by total of 24 students – 28%)
4. **Business Admin** 19 selections – 21% of students) If combined with Business Op and Tech's 18 selections, total would be 37 students selecting, or 44%

It has been a couple of years and having student voice in planning future courses would be helpful, and the board would like to assist in crafting a survey for students as there are board members who have expertise in crafting surveys.

B. Student Support Services Report, Angie Baker

Ms. Baker provided the referral information that her team has received for first semester. There have been 184 requests to the Student Support Team to receive an additional level of support from academic, absenteeism, behavior, learning coach support, social emotional, or engagement. Most referrals are for engagement. After a request has been made, the team will work with the student and develop a Student Success Plan that outlines the expectations, along with attending daily check-ins with the social worker.

The daily check-ins have been successful. 41% of students are earning back hours missed. 86% came to at least one session, and 38% asked to continue to attend the check-in after they have gotten back on track.

IV. Hoosier Academy- Financial, Legal and School Operations

A. Financials, Enrico Rudolph

Mr. Rudolph presented the FY21 November financials to the Board.

The FY21 Prior Forecast vs. Current Forecast 5+7:

Revenue/Funding:

- (\$93k) Revenue decrease due to lower retention for ISIN

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 expense decrease due to cost alignment in the rent (higher forecasted than actuals)

The FY21 Budget vs. Current Forecast 5+7:

Revenue/Funding:

- (\$834k) Revenue decrease due to enrollment

Expenses:

- Teacher expense decrease due to open positions
- Student expenses inline with funding
- 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)

Mr. Rudolph provided additional information regarding the restricted funds. Insight will be receiving additional funds for CTE funding. Title I fund for the FY20 will be included as Mr. Rudolph works with school leadership on amounts. The school also received a School Safety Grant to help cover the cost of the school safety officer. The CARES Act and FEMA funds has been extended into next year.

The school can now pull from the School Improvement Grant, and Whatever it Takes (paid from the SIG). Those invoices will now be taken from the SIG until January 2021.

The Board discussed Whatever it Takes. There are funds to cover the cost, however, is the school going to continue with this vendor. This is a challenging discussion without school leadership being present.

It was confirmed that K12 and the administration team will be making these decisions on if the school will continue with these services, and we do not miss any opportunity on funds.

Mr. Meyer motioned to accept the November 2020 financials and submit them to the state subject to audit. Ms. Janeway-Brown seconded.

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

Mr. Meyer presented the Hoosier Indy and Insight November vouchers. They were discussed in the finance meeting and nothing unusual in the vouchers and motioned to approve the October vouchers subject for audit.

Mr. Meyer motioned to accept the November 2020 vouchers for both schools for audit. Mr. Pizarro seconded.

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

B. Community Update, Christina Ingram

Ms. Ingram provided an update on the events that have been taking place to help support families during the holiday season. The Hoosier Helpings Food Pantry assisted twenty-four families during Thanksgiving and are offering support to twenty-five families this winter.

C. Enrollment Report, Julia O'Sullivan

The current total withdrawals for Hoosier Indy is 60. The average retention rate is 91.70%. The total enrollment for Hoosier Indy as of December 9, 2020 is 135.

Withdrawals										Enrollment	WD	October
10/22/2020	13	1	5	1						141	20	20.56%
										NOV Approval		
										7		
Withdrawals										Enrollment	WD	November
11/10/2020	6	0	2	0						140	8	5.71%
										DEC Approval		
										2		
Withdrawals										Enrollment	WD	December
12/9/2020	5	0	2	0						135	7	5.19%
Starting Group	August	September	October	November	December	January	February	March	April	May	June	Overall
Retention	Retention	Retention	Retention	Retention	Retention	Retention	Retention	Retention	Retention	Retention	Retention	Retention
Enrolled	160	8	14	9	7	2	0	0	0	0	0	195
Withdrawals	49	1	9	1	0	0	0	0	0	0	0	60
Retention Rate	69%	67%	36%	89%	100%	100%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	69.2%
2020-21 Total Withdrawals Overall:		60		Average Retention Rate:		91.70%						
2019-20 Total Withdrawals Overall:		87		2019-20 Average Retention Rate:		83.00%		2019-20 Overall Retention				59.70%

The current total withdrawals for Insight is 238. The average retention rate is 93.77%. The total enrollment for Insight as of December 9, 2020 is 615.

Month	Enrollment	WD	Retention									
9/17/2020	740	0	740									
OCT Approvals												
Withdrawals												
10/22/2020	658	82	658									
NOV Approvals												
Withdrawals												
11/10/2020	636	22	636									
DEC Approvals												
Withdrawals												
12/9/2020	615	21	615									
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	653	0	0	0	0	0	0	0	0	0	0	653
Withdrawals	238	0	0	0	0	0	0	0	0	0	0	238
Retention Rat	72%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	72.1%
2020-21 Total Withdrawals Overall:		238	Average Retention Rate:		53.77%							
2019-20 Total Withdrawals Overall:		422	2019-20 Average Retention Rate:		91.62%							
											2019-20 Overall Retention:	69.20%

Ms. O'Sullivan also provided the Board with student teacher ratios and enrollment comparisons.

D. Operational Update and Compliance Report, Julia O'Sullivan

Ms. O'Sullivan provided a report on NewRow, the new online platform that K12 has been integrating nationwide and Hoosier staff beginning to hold classes in NewRow beginning in January, along with a report for the Office of Charter Schools and the IDOE. Dropbox does provide screenshots for the Office of Charter Schools reports.

E. Personnel Report, Nadina McFann

The personnel report is reflecting those staff members that have been hired, are on leave, or have resigned since November.

Open positions:

- 1st grade for Hoosier
- MS Math and Science for Hoosier Indy
- 6th grade teacher for Hoosier Indy
- k-8 interventionist for Hoosier Indy
- MS Social studies and Science for Insight
- CTE Health Occupations for Insight
- HS Math for Insight

F. Marion County Health Department COVID Update, Michelle Study-Campbell

The Marion County Health Department announced an updated return to building learning for schools from January 15, 2021 to the January 4, 2021. They also provided new guidelines for spacing. Students in grades K-8 must have a 3 ft. radius and students in grades 9-12 must have a 6ft

The Board passed Resolution 2020-16, last month return to in-person learning no sooner than January 15, 2021. All students will return to the building the week of the January 18, 2021. The phased-in plan that was discussed prior to Resolution 2020-16 does not apply. Resolution 2020-16 outlined the following:

1. On May 19, 2020, due to uncertainty regarding the potential effects of COVID-19 on the upcoming school year, the Board approved Resolution 2020-1, which provided that HAIN students would attend sufficient building days such that at least fifty-one percent (51%) of instruction would be provided in person, as opposed to virtually, with the particular building days to be determined at a later date based upon the circumstances presented by the pandemic; and

2. On July 23, 2020, the Board approved Resolution 2020-5, which provided that all HAIN instruction would be provided virtually beginning on the school opening date of August 10, 2020, and continuing through October 16, 2020, unless further modified by the Board; and

3. On October 14, 2020, the Board approved Resolution 2020-8, which provided that: (a) all HAIN staff would report to the Lynn Black K-8 Learning Center on "building days," where they would provide virtual instruction to HAIN students from the school facility; (b) beginning November 9, 2020, hybrid instruction as set forth in the Modified 2020-21 School Calendar would be phased in by class and/or grade level according to a schedule to be determined by the Board with input from the Administration Team; and (c) all HAIN students would be receiving hybrid instruction as set forth in the Modified 2020-21 Calendar no later than January 22, 2021; and

WHEREAS, in accordance with such Board-approved modifications, HAIN began the planned phase-in of hybrid instruction on November 9, 2020; and

WHEREAS, on November 13, 2020, due to recent increases in the number of new cases of COVID-19 locally and nationwide, the Marion County Public Health Department issued Public Health Order 35-2020, which provides, in relevant part:

All Marion County schools, grades elementary, middle, and high schools with the exclusion of Kindergarten, Pre-Kindergarten, and Daycare students must operate 100% virtually beginning no later than November 25, 2020 and continuing through at least January 15, 2021. This paragraph may be rescinded only by a subsequent Marion County Public Health Department public health order, based on new positivity rate data.

WHEREAS, based on the mandate set forth in Marion County Public Health Order 35-2020, as well as input received from the HAIN Administration Team regarding the timing of the return to fully virtual instruction, the Board deems it in the best interest of the Corporation and the HAIN students and staff for all instruction to be provided virtually to HAIN students beginning November 23, 2020, and continuing through January 15, 2021, unless otherwise directed by the Board.

IT IS, THEREFORE, RESOLVED that the Board of Directors approves the further modification of the Modified 2020-21 School Calendar such that all instruction shall be provided virtually to HAIN students beginning November 23, 2020, and continuing through January 15, 2021, unless otherwise directed by the Board.

The Board does not meet again until January 26, 2021 but wanted to get a sense of what K12 and the school administration were wanting to do. K12 wants to make sure that school administration is informed of the conversation and communication regarding Hoosier Indy students returning to the building January 18, 2021. Communication that will be sent to families will need to be reviewed by the Board so that all stakeholders are on the same page and that there is not a missed communication of expectations for families.

Next Regular Board meeting is January 26, 2021, Caito Dr. at 6:00pm.

Being no further business, Mr. Meyer motioned to adjourn the meeting at 8:40pm. Ms. Short-DeLeon seconded.

Signatures for Approval of the December 15, 2020 Minutes.

Jayne Short-DeLeon, Board President

Maurice Boler

Maurice Boler, Board Secretary

Date

2-9-21

Date