



**Date:** November 19, 2020  
**Note Taker:** Molly Gallman

**Participants:**

Voting Board Member: Jerry Deschane, Robb Kahl, Da'Veed Sachs, Laura Cataldo

Non-Voting Board Members: Christine Pribbenow

WIVA Academic Team Members: Erin Haugom, Carrie Cherney, Molly Gallman, Becky Eberhardt, Desiree Rahmlow, Justine Johnson, Cindy Worden, Shawna Stueck,

K12 Regional Team: Natarsha Bryant, Todd McIntire, Mike Dardaris, Mary Markert, Jordan Goldman, Vanaja Duraiswamy

<p><b>Agenda Item:</b> 1) Call to Order`</p>	<p>11:02</p>
<p><b>Discussion:</b> 2) Roll Call 3) Routine Business     a) Approval of Agenda         i) Discussion: Todd McIntire advised Item 6 can be tabled until the next Board Meeting.         ii) Motion: N/A         iii) Second: N/A         iv) Vote: N/A</p>	

<p><b>Agenda Item:</b> 4) Communication</p>	<p>11:03</p>
<p><b>Discussion:</b>     a) WIVA/WIDCA/ISWI Updates, Year over Year Summary         i) Todd McIntire provided two updates: K12 Corporate Business had email outage and IT dept is working to address it. Alternate forms of communication have been created and this has not affected the online school. K12 announced on Tuesday that it will be rebranding itself as Stride. The website for Stride is <a href="http://www.stridelearning.com">www.stridelearning.com</a>. The name K12 is no longer descriptive of the full range of services offered, as K12 services go beyond grades K-12. K12 has acquired coding bootcamps Tech Elevator and MedCerts. They are aligned with K12s career readiness area and allow K12 to extend into post-secondary. There will be no change in the way K12 works or serves. Over time, the name Stride will evolve into where the K12 name is used now and will continue to see the K12 brand in connection with Four Lakes Education and the Wisconsin schools.</p>	

<p><b>Agenda Item:</b> 5) Submission, Discussion, Approval of Items:</p>	<p>11:08</p>
<p><b>Discussion:</b>     a) Approval of Minutes from October 15, 2020         i) Discussion: No discussion</p>	

- ii) Motion: To approve Board Minutes from October 15, 2020 as presented, by Robb Kahl
- iii) Second: Laura Cataldo
- iv) Vote: Motion Carried
- b) Provide COVID per diem for teachers, counselors, social workers, other student-facing positions, office staff and board members
  - i) Discussion: Jerry Deschane advised he had a conversation with Susan Stewart and Susan has advised she has recently worked on salary updates for staff. Susan stated she will present the salary recommendations at the December Board meeting. Jerry asked Da'Veed Sachs if this can be tabled until the December Board meeting. Da'Veed stated the Covid per diem is for the 2019-2020 School Year and will be paid out as a bonus and will be paid to teachers, counselors, social workers, student facing positions, office staff and Board members.
  - ii) Motion: To approve COVID per diem as a \$1000 bonus to teachers, counselors, social workers, and student facing positions, \$500 bonus to the McFarland office staff and 40% of the Board's stipend, by Da'Veed Sachs
  - iii) Second: Motion not seconded
  - iv) Vote: Motion Failed
- c) Provide a 10% cost of living increase to Board members, followed by a 5% annual increase
  - i) Discussion: Da'Veed Sachs is requesting approval for a small cost of living increase to the Board of 10%, followed by a 5% annual increase.
  - ii) Motion: To approve 10% cost of living increase to Board members, followed by a 5% annual increase, by Da'Veed Sachs
  - iii) Second: Motion not seconded
  - iv) Vote: Motion Failed
- d) Expansion of the Four Lakes Education LLC Board of Directors from its present five-person membership to seven persons.
  - i) Discussion: Da'Veed Sachs stated he is requesting to bring on two additional Board members. Da'Veed stated this is a question and not a motion. Jerry Deschane, Robb Kahl and Laura Cataldo stated they are comfortable with a 5-member Board. Jerry stated by-laws would allow up to 7 Board members.
  - ii) Motion: N/A
  - iii) Second: N/A
  - iv) Vote: N/A
- e) Approval of January 2021 Student Graduates-Early Graduation
  - i) Discussion: Cindy Worden spoke to the 2021 Early Graduation request spreadsheet. Cindy stated there is 1 ISWI student, 5 WIVA Senior students and 7 WIVA Junior students that she is presenting for possible early graduation. She stated she has reviewed their detailed letters to the Board members and supports early graduation for them. Laura Cataldo asked what the intent is for the WIVA Juniors to graduate a year early – Cindy advised they are high achieving students and ready to push forward. Cindy also stated HS Seniors will be going to work and a lot of them are accelerated and are ready to push forward.
  - ii) Motion: To approve the January 2021 Early Student Graduations as presented, by Robb Kahl
  - iii) Second: Laura Cataldo
  - iv) Vote: Motion Carried
- f) WIVA/DCAWI/ISWI FY20 4+8 Finances
  - i) Discussion: Jordan Goldman spoke to Pages 3-7 regarding WIVA finances, Pages 9-12 regarding DCAWI

finances and Pages 14-17 regarding ISWI finances. Laura Cataldo asked if enrollment for DCAWI is per course or per student, Jordan answered it is per student.

ii) Motion: To approve 4+8 Finances as presented, by Da'Veed Sachs

iii) Second: Laura Cataldo

iv) Vote: Motion Carried

g) Marketing WIDCA

i) Discussion: Todd McIntire stated there are updates being made to support the brand. Todd stated the enrollment growth did not materialize as expected and stated the next three agenda items are intended to show the amount of work that has been done to re-energize the Destinations Career Academy program. Natarsha Bryant stated there are tactics and initiatives that are being developed that will help drive enrollment for DCAWI. These include targeting custom intent audiences with keywords and older children in the household and a campaign that will run across National TV, Connected TV, SEM, Social, Display and YouTube. Natarsha also stated Marketing has started development of videos that are six and fifteen seconds long, and static images, that will be used for the IUOE program specifically. When the videos launch, she will update the Board members. Jerry Deschane asked Natarsha and Todd to gather where this information is posted and include as an informational item and he will reach out to all Board member to ask if they would like to meet privately to go over. Robb Kahl asked to have monthly updates regarding the marketing information.

h) Introduction of New WIDCA CTE Coordinator – Venessa DeCosse

i) Discussion: Carrie Cherney introduced Venessa DeCosse. Venessa loves teaching and 13 years of experience in the business world. She started last week and is currently completing her training. Venessa is invited to the next Board meeting for personal introduction.

i) Plan of Action for WIDCA

i) Discussion: Mike Dardaris, Senior Director CRE, provided an update of the evaluation and strategic plan. Mike provided background on the continuum that outlines best practices and pillars around the country and allows schools to customize plans. He stated it is a comprehensive scaffold that the plan is based on. The plan will use a phased approach and the idea was to develop a framework that the administrator/coordinator could come in and use as their action plan. Leadership – Phase 1 (0-3 months): Addition of dedicated DCA Coordinator Position (establish concrete goals with action plan based on the CRE continuum), addition of dedicated DCA Academic Administrator Position (establish concrete goals with action plan based on the CRE continuum) – in process, and CRE Counselor to revisit CRE training/assess the current work. 2<sup>nd</sup> Phase (3-6 months) – Teacher Leadership: Hire dedicated CTSO Advisors – CRE Coordinator (look into having teachers advise CTSOs), reduce student to teacher ratio and develop an instructional leadership culture around PBL by establishing WIDCA professional learning community. Enrollment Growth is also Phase 2 of 3 which will assess enrollment procedures, eliminate barriers, consider/propose opt-out status for WIVA/WIDCA, add CRE to the WIVA knowledge base, expand efforts into the middle school (8<sup>th</sup> grade), increase recruitment efforts and assess an exploration program in 8<sup>th</sup> grade. Student Experience – Phase 3 (6-12 months): Increase CTSO offerings to add possible HOSA, DECA, TSA, FBLA and engage teachers with the advisory role, add student ambassador/advisors, expand work-based learning opportunities (CRE Coordinator leadership, and goal setting. Set a goal for work-based learning to include and expand internships, summer work, and pre-apprenticeship) and expand on social experiences by increasing extra-curriculars: e-sports (Brad Christopherson), Rock and Roll Academy, National Clubs etc. Robb Kahl asked to be walk through the hierarchy of this plan and Todd will make another update at the next Board meeting and will send more extensive information out to the Board in between. Jerry stated this plan looks good but wants to know why we missed our enrollment target by such a huge mark. Todd stated they discovered lack of emphasis of the program over the years due to leadership changes, so the forecasts were a little higher than

reasonable due to being based on the fact that the program needed additional guidance and there are barriers to entry as access is limited to students.

- j) Teacher Liquidation Damages Reimbursement: Tammy Olsen
  - i) Discussion: Jerry Deschane advised any questions can be directed to Susan Stewart and that Susan is currently working on a policy that can be adopted by the Board.
  - ii) Motion: To approve reimbursement of Teacher Liquidation Damages for Tammy Olsen, by Robb Kahl
  - iii) Second: Jerry Deschane
  - iv) Vote: Motion Carried

<b>Agenda Item:</b> 6) Personnel Agenda Item:	12:05
<b>Discussion:</b> a) Jessie Meekers – Teacher release from WIVA to Alabama <ul style="list-style-type: none"> <li>i) Discussion: Todd McIntire stated this issue is tabled</li> </ul>	

<b>Agenda Item:</b> 7. Acknowledgement Items: <ul style="list-style-type: none"> <li>a) Staffing Report Updates: Erin Haugom stated Shawna Stueck is now the Assistant Principal of K8 and Desiree Rahmlow commented and presented accolades to Shawna.</li> </ul>	12:05
<b>Agenda Item:</b> 8) Adjournment <ul style="list-style-type: none"> <li>i) Discussion: No discussion</li> <li>ii) Motion: To adjourn, by Robb Kahl</li> <li>iii) Second: Jerry Deschane</li> <li>iv) Vote: Motion Carried</li> </ul>	