

FINAL APPROVED BY UCCS BOARD FEBRUARY 15, 2024

Minutes
January 25, 2024 Regular Meeting
UChicago Charter School Board of Directors
January 25 at 5:02 p.m.
In-Person

Attendees

Board of Directors Members attending in person: D. Abebe, D. Gorman-Smith, K. Yee Lee, C. Mitchell, P. Ziegler

Also in attendance: A. Anderson, C. Epstein, D. Gordon, L. Hill, E. Hughes, T. Island Childress, U. Mardyla, S. Monson, T. Pajakowski, C. Scott, A. Sergeant, S. Woods

- I. **Welcome**: President’s Opening Remarks. D. Abebe stated that one action item will be discussed and a presentation will be made about the high school.
- II. **Minutes**: D. Abebe asked for a motion to approve minutes of November 9, 2023 UCCS Regular Board of Directors Meeting, C. Mitchell made a motion, KY. Lee seconded, and all approved.
- III. **Public Participation**: none.
- IV. **CEO’s Report**: Summative assessment judged across the state and also via CPS. This data differs from our own internal data because we want to set our own goals. Some data from last meeting was discouraging, especially at the high school level so S. Monson will share strategies for going forward. Future meetings will discuss NKO and DON. T. Island Childress reviewed the Network Priorities of:
 - Data Driven Culture – we know and use our data to inform decisions, guide discussions, and make course corrections.
 - Constructive and Aspirational Environment – we restore, inspire, and develop students and staff through restorative practices, campus morale, and college going culture.
 - MTSS – we meet the needs of all students and progress monitor to aggressively close achievement and behavior gaps.
 - Partnerships – we cultivate meaningful relationships with organizations and families to support our goals and priorities.

CPS rated NKO, Woodlawn Middle School, and Woodlawn High School as “Commendable” and DON in need of “Targeted Support.” “Targeted” recognizes schools with overall performance above the lowest-performing 5% but with individual student groups performing similarly to the lowest 5%. DON was rated “Targeted” only due to our subgroup of students with disabilities.

 - a. Enrollment Report. Per C. Scott: UCCS budget total of 1355, 20th day count of 1420, current enrollment of 1391, difference from budget is + 36, and 2nd count minimum goal of 1290. NKO budget total of 304, 20th day count of 306, current enrollment of 298, difference from budget is -2, and 2nd count minimum goal of 302. DON budget total of 466, 20th day count of 504, current enrollment of 492, difference from budget is + 26, and 2nd count minimum goal of 428. Middle

School budget total of 240, 20th day count of 264, current enrollment of 260, difference from budget is +20, and 2nd count minimum goal of 216. High School budget total of 345, 20th day count of 346, current enrollment of 341, difference from budget of -4, and 2nd count minimum goal of 344. Applications opened late September. Radio ads during the weeks of December 29 and January 3 with the specific area codes of 60653 and 60615 targeted. 2024-25 applications total of 253 including all grades except 9th. 842 with GO CPS for 9th grade. Preview nights for prospective families were held in November and December. C. Scott gave an overview of the GO CPS application process. Our lottery will occur March 1. None of our 8th graders have to apply via GO CPS and outside families can select us. D. Gorman-Smith asked about finding out which students will return and C. Scott responded that she will email parents soon if they plan to have their child return for the fall. Within GO CPS, students outside UCCS are automatically added to their neighborhood school even if they choose UCCS and parents then have to jump through a lot of hoops to get their child into UCCS because of this default action by CPS.

- b. Campus Data Report: each Campus Director presented their goals or “Big Rocks” for the 2nd Semester

S. Woods presented for the DON campus:

1. Black belt teaching – Coaching Support, Proficient Classroom, Walkthroughs, Increased Teacher Evaluation Proficiency.
2. Data driven culture – Weekly assessment data review, Weekly/Monthly Data Meetings for all Tiers, MTSS Implementation and Progress Monitoring, 10% Decrease in Chronic Absenteeism.
3. High performing team – Increased accountability regarding professional responsibilities through weekly data tracking and sharing, Monthly staff recognition and celebration for meeting goals.

E. Dunke presented for the NKO campus:

1. High performing team – Consistent Teacher Evaluation Process, Differentiated Professional Development for Grade Bands, Increased Support for New Staff Members.
2. Data driven culture – Weekly data review for exit tickets and assessments, MTSS Implementation and Progress Monitoring, 10% Decrease in Chronic Absenteeism, 80% of Tier 3 Students Meeting Behavior Goals.
3. Black belt teaching – Peer Observations, Cooperative Learning Strategies, Weekly Coaching Support for New Teachers by the Director and Assistant Director since 50% of the staff are new.

T. Island Childress added that we were not taking IAR as seriously as the NWEA because the IAR was not part of our assessment in the past. However, it is now part of our assessment so we are looking at it in the same way as the NWEA.

A. Anderson presented for the Woodlawn Middle School campus:

1. High performing team – Increase in Proficiency on Teacher Evaluations, Teachers receive Biweekly feedback for grades, attendance, and student engagement.
2. Black belt teaching – Coaching/feedback cycles for every teacher, Alignment lesson plan framework, Professional development and support for instructional coaches.

3. Data driven culture – MTSS and IEP progress monitoring, Weekly data reporting during Grade Level Team Meetings, 10% Decrease in Chronic Absenteeism.

D. Abebe asked if we knew the reasons for students missing school now as opposed to in the past. Per L. Hill, students reported issues of motivation and transportation in the past but now have issues of homelessness, sharing of custody, and medical reasons.

S. Monson reviewed IXL assessment software for math and ELA. This software was chosen because it provides real-time data, individualized graduated lessons, and plan for improving their performance in the PSAT and SAT. Math Data Report: 278 students or 83% at far below grade level (more than 2 years) as of Jan 23, 2024 for grades 9-12. 9th & 10th grade showed 2 months of growth in 3 months with this program. ELA Data Report: 228 students or 68% at far below grade level as of Jan 23, 2024 for grades 9-12. IXL used 4 days a week for 35 minutes at a time. D. Abebe asked if we can we see data growth of 9th graders to 12th grade? S. Monson stated that 20% of students improved in Math and about 14% of grew one full grade level or more in ELA. S. Monson responded that the high school leadership has changed several times recently so the vision is always changing and growth will take time to show up in IXL. P. Ziegler asked if parents are aware of graduation and on-track data. S. Monson responded no but she plans to involve parents more. SY23: graduation rate of 100%, college acceptance rate of 100%, college enrollment rate of 83%, and Freshmen on-track rate of 95%. S. Monson also presented goals or “Big Rocks” in these 3 categories for the Woodlawn High School Campus:

1. High Performing Team – Increased accountability regarding professional responsibilities through weekly data tracking and sharing, Decrease teacher vacancy rate to less than 10%.
2. Constructive Environment – Provide a minimum of 3 restorative justice training sessions, Decrease student classroom removals by 25%, Weekly professional development and support from instructional coaches.
3. Black Belt Teaching/Data Driven Culture – Curriculum is implemented with fidelity, Weekly lesson plan feedback is provided, Weekly Teach Me Too sessions, 10% Decrease in Chronic Absenteeism.

S. Monson also shared additional interventions: daily intervention period, daily MTSS coordinator and Director walkthrough, weekly tutoring, weekly failure reports, monthly grade level team meeting with MTSS focus, quarterly on track meetings, night school, and summer school.

- c. Financial Report: per U. Mardyla she will make a deeper dive next month about the budget. Everything is on track for all schools.
- d. Safety and Security: per T. Island Childress the amount of trash has increased again. Per D. Gordon, true about the trash for the last 2 weeks but no security issues. Per C. Epstein, lights were installed on the field last week and the color of the turf was chosen. Per D. Gordon, early August is the goal for completion but bleachers will not be installed until late September or early October.
- e. Data Dashboard: per A. Sergeant, campus attendance rates year-to-date are NKO at 91.5%; DON at 92.7%, Middle School at 90.0%, and High School at 84.1%. Campus GPA average rates year-to-date are NKO at 3.1, DON at 3.2, Woodlawn Middle School at 2.6, and Woodlawn High School at 2.7. In compliance in every area for all campuses, annual IEPs are completed on time 95% of the time, and evaluations are completed at 95% on time.

V. New Business

- a. Golden Apple Accelerators: per A. Sergeant this new program is designed to accelerate the certification of teachers. In partnership with the Golden Apple organization, teachers receive a small stipend for their work from the Golden Apple and we allow them dismissal time once each month to work on the program requirements. There is an application process. Incentives for teachers: pay bump and stipend.

VI. Action Item: Annual Officers Slate. The Board discussed the proposed Slate of Officers, presented by President Abebe. P. Zigler made a motion to approve the proposed Slate of Officers, D. Gorman-Smith seconded the motion, and all 5 members voted in favor of the motion. The Officers for the remainder of FY24 as elected by the Board are Daniel Abebe, President; Deborah Gorman-Smith, Vice President; Ka Yee Lee, Treasurer; and Christian Mitchell, Secretary.

VII. Executive Session: D. Gorman-Smith made a motion to move to closed Executive Session to consider the appointment of, employment, compensation, performance, discipline, or dismissal of a specific employee of the UChicago Charter School, inviting T. Island-Childers to join in Executive Session. KY. Lee seconded the motion and all approved. Board members D. Abebe, D. Gorman-Smith, KY. Lee, C. Mitchell, and P. Ziegler were present. T. Island-Childress provided information regarding disciplinary actions related to an employee. D. Gorman-Smith made a motion to end closed Executive Session at 6:42. The motion was seconded by D. Abebe and all approved.

VIII. New Business: none.

IX. Adjourned at 6:42 pm.