

ICS Board of Directors Open Session
Meeting Minutes
July 11, 2018

Present: Carmen Flores, Sommer Drake, Diane Amour, Justin Thundercloud, Carrie McGhee Gleba (via conference call)

Also present: Jason Dropik, Bonnie Thielecke, Siobhan Marks, Tom Oechler, Dr. Mark Powless, Debbie Martindale

The meeting was called to order at 2:41 p.m.

Jason Dropik smudged the group.

Bonnie Thielecke led the group in prayer.

Tom Oechler read the Mission Statement.

It was moved by Justin Thundercloud and seconded by Sommer Drake to approve the Executive Session minutes of June 20, 2018. The motion carried. (5-0-0)

Chief Financial Officer Report – Tom Oechler reported:

- An application for the School Safety grant was submitted in the amount of \$20,000.
- Lighting is being replaced around the school.
- Final railings are being installed on the Boardwalk.
- We have a new Manager of Facilities, Jeff Siegman.
- Food Service received notification that a grant for \$7,000 has been received for a new oven in the kitchen.
- IT is moving forward with the new technology equipment purchases.
- Accounting is preparing for the audit and is continuing with the 401(k) vendor search.

Mr. Oechler reviewed the financial reports with the group.

The meeting convened to Executive Session at 2:59 p.m.

The meeting the reconvened to Open Session at 3:03 p.m.

Mr. Oechler requested that computers being replaced throughout the building be offered to the staff for purchase. The suggested cost is \$75 classroom student PC's, \$60 Classroom podium PC's, staff laptops \$75, staff desktop workstations \$50. Jason Dropik reported that the last time this was done he purchased two and they never worked well. He suggested we just get rid of them. He also stated that if we do sell them, we need to let the purchaser know what the operating system is.

It was moved by Diane Amour and seconded by Justin Thundercloud to authorize Thomas Oechler to oversee the sale to ICS employees of any of the student PCs and monitors, classroom podium PCs, staff laptops and staff desktop workstations that are scheduled to be disposed of as part of the technology plan for the 2018-2019 school year. The motion carried. (5-0-0)

Human Resources Director Report – Bonnie Thielecke reported:

- Applications are being received for the Director of Instruction and Transition Coordinator position. Internal candidates have applied for both.
- It was clarified that the Academic Committee will assist in interviewing the Director of Instruction. Interviews will be held the evenings of July 30 & 31. Carrie McGhee Gleba and Sommer Drake both confirmed that they will participate in conducting the interviews.
- Most Service Award vendors have signed the Supplier Agreement.
- Roger Piotrowski has retired/resigned.

The meeting convened to Executive Session at 3:22 p.m.

The meeting reconvened to Open Session at 4:16 p.m.

Communication and Marketing Director Report – Siobhan Marks reported:

- She is creating a Culture Calendar Wheel and shared a draft copy with the group. It was suggested that the turtle's back calendar idea be incorporated.
- The new newsletter is being developed.
- She is meeting with students daily during summer school for the student newspaper, and explained the decisions being made. The newspaper will come out on August 24.
- The website launch will be Friday, August 28.

She reviewed with the group the items she is working on. In addition, she requested permission to add the Ho-Chunk language to the window clings.

It was the consensus of the group that Ms. Marks include the Ho-Chunk language to the signage window clings being developed.

Culture Director Report – Dr. Mark Powless reviewed his report with the group. He discussed the accomplishments of the language teacher retreat and how they are planning to develop and introduce the language curriculum. The group will be meeting frequently to make sure progress continues. He also confirmed that the sweat lodge has been rebuilt.

Community Relations Committee – Diane Amour reported that the committee met twice to talk about the chiller leak. The BIA is coming to the school on Monday July 16 and Forest County will be coming on Wednesday July 25, from 8am-12 noon. Ms. Amour explained the Welcome Back Event on August 25. Ms. Amour, Mr. Dropik and Ms. Marks will be meeting to discuss and plan a Healing Ceremony for the school and community.

Annual Meeting Update – Ms. Martindale distributed the materials each member will need to create their reports for the Annual Meeting binder. She reported that all materials are due to her on or before August 1st in an electronic copy, and stated that she will send reminders to the group.

The meeting convened to Executive Session at 5:22 p.m.

The meeting reconvened to Open Session at 6:13 p.m.

Izhi Nanaagadanending {Ojibwe – “Place where we contemplate each other”] (State of the School) - Jason Dropik reviewed with the group the highs and lows of the past year in Academics. He explained:

- The inclusion of Our Ways is a support and resource to culture at ICS, the goal is to weave culture, language, and academics. The goal is to not have separate departments or activities, but connected experiences and support.

- Each Professional Development Day will include 2-4 hours dedicated to supporting collaboration time for Our Ways Curriculum for Faculty.
- Identifying scope and sequence for Our Ways Curriculum and begin archiving lessons and connections via curriculum database.
- Language at ICS:
 - A set of instructional outcomes for all three languages will be developed.
 - Creation and documentation of resources, supports, and expectations by grade level will be developed and implemented.
- Assessments:
 - Assessment Goals of students has been changed to College and Career Readiness. It has been moved from the 51st percentile to the 65th percentile.
 - Systems have been put in place to begin the process of meeting instructional goals such as curriculum identification, teacher evaluation, SMART Goals and Student Support.
- SMART Goals:
 - The Building Leadership Team developed 4 SMART Goals:
 - By June 2020, 50% of all ICS students in grades 3-8 will achieve the college and career readiness percentile RIT score in reading.
 - By June 2020, 50% of all ICS students in grades 3-8 will achieve the college and career readiness percentile RIT score in mathematics.
 - By August 2019, ICS will construct a standards-based instructional program that includes the assurance that (a) all lesson plans submitted through Planbook.com identify the standards being taught throughout the school year, (b) each grade level team will identify the standards all students should know and be able to perform at the end of each quarter and (c) each grade level is expected to have quarterly Pre and Post Standards-Based Assessments in English Language Arts and Math to measure student growth and (d) develop a formal standards-based matrix that outlines what standards are being taught at each grade level for parents and the public.
 - By June 2020, ICS staff will construct a social-emotional learning framework that will align to the current Positive Behavior Intervention System and expand family engagement efforts.
- To achieve the 50% goal:
 - 34 students will need to move up the scale in Reading;
 - 48 students will need to move up the scale in Math;
- Recommendations for curriculum/standards/reports cards for the following subjects: Science, Social Studies, Physical Education, ELA, Math, Art, and Music will be created by the end of 2018-2019 School Year.
- RTI will be pushed into the class where the interventionist will work with small groups on specific skills/interventions to support learning.
- Teacher Evaluation:
 - All teachers were evaluated using the Danielson Framework.
 - 1 teacher was not renewed.
 - 3 teachers were placed on Assistance Plans.
 - Social Workers and Teaching Assistant will be added to the Framework for the 2018-10 School year.
 - 3 Teachers are moving grades and 2 new classroom teachers have been hired.
- Behavior Data:
 - A Mental Health Committee was created to begin planning around supporting those students and families with increased need for support. Both of the above secondary goals must be accomplished in 2 years.

- Work with consultants and the State of Wisconsin to build capacity and knowledge to positively intervene and support students.
- Behavior interventionists will be working with students and staff to support student behaviors in the classroom.
- Social Workers now report to Mr. Dropik and will be evaluated using the Danielson framework.
- Dean of Students has committed to improve.
- PBIS consultant Marlene Gross-Ackeret will provide support and consulting on ways to improve and jump start the program in fall and throughout the year.
- Family Resource Center:
 - The FRC has created a Mission and Vision Statement for the FRC.
 - The FRC created Center Values around the 7 Core Values used by the School.
 - The FRC created six goals:
 - Address non-academic barriers to learning as a means to enhance student academic success and to prepare students for a smooth and successful transition into K4 programming as well as transitioning into High School and Post High School education;
 - Ensure that plans are designed and implemented to provide families with services in a holistic and culturally infused manner;
 - To promote the healthy growth and development of children by assisting families to identify and address any home or community barriers to a child's success in school;
 - To assist families to develop the parenting skills that can promote the full development of children starting prenatally;
 - To ensure that families have access to and are connected with appropriate community resources and receive from those resources the help that they need;
 - To encourage social support linkages and networks among families, thereby reducing isolation and promoting family engagement in school and community activities.

It was questioned if the teaching and FRC staff understood the commitment they were making to the School. Mr. Dropik reassured the Board that all this material was reviewed with the staff during the end of year meetings and that they all voted to support the SMART Goals and understood the direction going to be taken. They understand that going forward there will be a "no excuses" philosophy and are committed to the success of the strategy. He also stated that the goals will be communicated to our parents who will also be educated as to how they factor into the success of the program.

Mr. Dropik reported that beginning in August 2018, he will begin weekly communications to the Board regarding the activities and progress being made.

Concern was raised regarding the Mission, Vision and Core Value statements of the FRC. Mr. Dropik reported the material was developed identifying how they would support the school. He will continue to meet with FRC staff to discuss.

The Board thanked Mr. Dropik for his report.

The meeting adjourned at 8:19 p.m.

Respectfully submitted,



Diane Amour, Secretary

Aug. 1, 2018
Date Approved