

ICS Board of Directors Open Session
Meeting Minutes
October 3, 2018

Present: Carmen Flores, Diane Amour, Sommer Drake, Justin Thundercloud, Carrie McGhee Gleba

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

Jason Dropik smudged the group.

The meeting was called to order at 5:47 p.m.

Tom Oechler led the group in prayer and a moment of silence.

Siobhan Marks read the Mission Statement.

It was moved by Justin Thundercloud and seconded by Carrie McGhee Gleba to approve the September 19, 2018 Annual Meeting Executive Session minutes. The motion carried. (5-0-0)

It was moved by Sommer Drake and seconded by Justin Thundercloud to approve the September 19, 2018 Annual Meeting Open Session minutes. The motion carried. (5-0-0)

It was moved by Carrie McGhee Gleba and seconded by Sommer Drake to approve the September 19, 2018 Open Session meeting minutes. The motion carried. (5-0-0)

It was moved by Sommer Drake and seconded by Carrie McGhee Gleba to approve the September 19, 2018 Executive Session meeting minutes. The motion carried. (5-0-0)

Dr. Melissa Deutsch presented on the 9/24 staff development day.

- Reviewed the smart goals with staff to kick off course alignment
- Introduced the standards to the staff
- Reviewed the purpose of the endeavors.
- Explained the purpose of ICS Course Overview documents.
 - Teachers write the course description – what is the goal for learning? The description is linked to the Common Core website. This document will eventually be placed online and shared with the parents. Once all is developed there will be a communication plan developed to include information to parents, board, staff, etc.
 - Enduring Understandings – teachers develop what information the students should have. These are the big ideas. Allows teachers to gauge where they are at. These need to be developed by November.
- Reviewed the sample learning targets and from there can create unit assessments. The summative assessment comes at the end of the unit. Assessment items will be aligned to something so it helps teachers audit their items. It helps them understand what help is needed in specific areas. The summative assessments need visible learning targets. Melissa explained how the process will work.

Ms. Drake questioned why we would have teachers write learning targets when targets have already been written. It was explained that the teachers have not used tools that were previously created for them, and having the teachers develop and design the learning targets causes them to learn and

understand the standards. Their understanding will come out of doing the work. Educator support that is available for the teachers during this learning process was identified.

Dr. Deutsch reviewed the Course Overview Process and the task list. She explained that target dates have not been assigned at this time and that different grade level and department professional development and collaborative times that will be used to help develop the learning targets.

Examples were shared showing how to incorporate culture into the process that will allow the teachers to assess academics through cultural learning. Dr. Powless stated that he can see Our Ways working with this framework and having our teachings come along with it.

Ms. Drake responded that the Our Ways Framework is the overarching framework and that the academic curriculum needs to tie into it to meet the standards. The urgency is also our cultural identity. We need to grow as we move along. Culture should be driving the content. She asked how are teachers expected to integrate the 4R's (respect, relationship, reciprocity and responsibility)? How can we put mindsets and behaviors into those or do we put them into the Sacred Gifts? How do we tie them back? This is a piece that is not discussed much.

Ms. Amour agrees that culture is the driving force of the school. She stated that we know that culture can help our students academically, and that we need to always keep that philosophy in our mind. We are a school, but we are not just a school, and we are not just any school. As a board and staff, we have to keep that understanding in the forefront of our minds. We can't just read or recite a mission statement without believing in what it means. We don't have to do everything the same way as everyone else does, or have their ways forced upon us. You have to walk on the earth so you can feel it. Can we get our teachers to critically think and not just do things one way? Our legacy should be that our kids leave ICS knowing and understanding their identity and excelling in academics too.

We all need to look at things differently and understand our Mission Statement.

It was noted that time is the biggest factor in the process. It was questioned if additional time will be needed to be built into teacher contracts in order to complete everything on time. Is there another way to complete these without causing undue stress to the faculty? This topic will be discussed further.

A break was taken at 7:32 p.m.

Dr. Deutsch departed the meeting at 7:32 p.m.

The meeting reconvened to Open Session at 7:47 p.m.

STEM NIEA Presentation – Mr. Dropik gave an overview of the STEM presentation that will be given at NIEA.

Dr. Mark and Jason gave an overview of the Our Ways presentation that will be given at NIEA.

The group was referred to the Building & Grounds minutes for their review.

Ms. Flores stated that the Board Governance Committee met and the meeting will be discussed at a later date.

The group had no questions regarding the Academic Committee meeting.

Bow Hunting Request – Permission has been requested by a staff member to bow hunt on school grounds. It was noted that there is currently no policy surrounding hunting on school grounds. Mr. Oechler submitted a draft policy on this topic. He reviewed the policy with the group and asked for feedback. Mr. Dropik stated that he would approve the request providing the opportunity is used to do teachings with the students. It was noted that the area approved for hunting would need to be explained in detail. It was questioned if we should check for proficiency with a bow prior to approval. Mr. Oechler will share the draft policy with legal counsel. The Board will review the policy when it is returned by legal counsel.

It was the consensus of the board to approve the request by the staff member to hunt deer on school grounds.

Ms. Martindale distributed the packets for NIEA and explained their contents. There were no questions.

Dates selected for the Leadership retreat were January 27 or February 9. Ms. Martindale will contact Dr. Means with the choices.

Discussion was held regarding data on parents reading our electronic version of the ICS newsletter. It was identified that email reading is low. It was also identified that we have approximately 71 bad email addresses which means almost ¼ of our parents/guardians are not receiving it. Because of the low readership, we are forced to do both an electronic and hard copy of the newsletter which takes up a great deal of time. The group was asked to give more thought as to how we can increase our email readership.

Discussion was held regarding the visit with the Forest County Potawatomi Executive Council. Everyone felt the day was a success. The Executive Council extended an invitation to the school to use their facilities whenever needed. Ms. Marks will craft a thank you letter to the Executive Council and to the Foundation for their visit.

It was reported that the existing Facilities Manager has accepted the position of Facilities Director.

Ms. Marks provided an update on the History Book project with Dr. Margaret Noodin.

The meeting was adjourned at 9:23 p.m.

Respectfully submitted,



Diane Amour, Secretary

Oct. 17, 2018
Date Approved