



MEETING MINUTES

Lake Windward Governance Council

Date | time 02/14/2019 | 7:00am | Location PLC Room

SGC Member Attendance

Julie Morris, Principal	✓	Richard McNeal, Parent	✓
Bethany Chapple, Teacher	✓	Sarah Bixby, Parent	✓
Anne Pugh, Teacher	✓	Rebecca Hall, Parent	✓
Cindy Bailey, Appointed Staff	✓	Suzie Orr, Community Member	✓
Heather Farrar, Appointed Staff	✓	Christine Korbesmeyer, Community Member	✓

Guest Attendance: Freddie Benschine, FCS SGC Facilitator

SGC Committees

Outreach and Communication	Budget and Finance	Principal Selection
Bethany Chapple, Committee Chair	Cindy Bailey, Committee Chair	Bethany Chapple, Chair
Julie Morris, Principal	Julie Morris, Principal	Cindy Bailey
Anne Pugh	Suzie Orr	Anne Pugh
Sarah Bixby	Richard McNeal	Suzie Orr
Christine Korbesmeyer	Heather Farrar	
	Rebecca Hall	

Agenda Items

1. Action Item: Call to Order
2. Action Item: Approve Agenda
3. Action Item: Approve January 2019 minutes
4. Action Item: Annual Budget Review and Approval
5. Discussion Item: Strategic Plan Monitoring Tool (amend Teacher Retention Outcome/Post tool to website)
6. Discussion Item: Elections Update
7. Informational Item: Spring Cross Council Meeting
8. Action Item: Meeting Adjournment

Meeting Minutes

Action Items				
Motion	Time	By Whom	Second By	Voting Results

Meeting called to order at	7:07A	Bethany Chapple	Cindy Bailey	Unanimously
Motion to approve agenda	7:08A	Bethany Chapple	Cindy Bailey	Unanimously
Motion to approve January 2019 meeting minutes	7:08A	Cindy Bailey	Bethany Chapple	Unanimously
Review and Approval of Annual Budget 2019-2020	7:08A	Bethany Chapple	Cindy Bailey	Unanimously
Motion to set next meeting agenda	7:45A	Bethany Chapple	Julie Morris	Unanimously
Meeting adjourned at	7:47A	Bethany Chapple	Julie Morris	Unanimously

1. Action Item: Approve Agenda
 - Approved
2. Action Item: Approve January 2019 Meeting Minutes
 - Approved
3. Action Item: Annual Budget Review and Approval
 - Julie Morris presented the annual budget for 2019-2020. Julie reviewed the strategic plan for student achievement, people and culture, community collaboration, and fiscal responsibility. The General Fund is \$6,773,879 which is less \$25,179 from 2018-2019. Personnel allocation is \$6,509,101 and non-personnel is \$206,287. Pupil allocation is \$152 per student. We received \$4,867 for at-risk (EIP program). Monies allocated: \$30,000 for ELL program (not using until after 10 count due to last year's removal of this money), \$14,400 traffic cop, and various supplements \$30,000 (for grade level chair, etc.). This leaves \$70,000 left to run school (soap, paper, tp, etc). Julie also allocates money per teacher (supplies, trainings, etc.) from this.
 - Flex fund: There will be no rollover from the flex fund this year. The school will expect \$70,000 to be available July 1, 2019. At that time, Julie will propose purchasing a .5 EIP position for \$42,000 to SGC once this money is available.
 - Julie showed the budget report on the large screen for the projected school's operating budget. Special Education department will be about the same. First and Second grades will flip 5 classes to 6 classes next year. There will not be money to buy another fourth grade teacher next year. ELL earns 2 full time teachers next year. The numbers of classes projected by grade level is as follows: K-5, 1st-5, 2nd-6, 3rd-5, 4th-4, 5th-5. TAG will earn 1.6 teachers (down from last year). The SGC committee did not have questions about the budget.

- PTO raised over \$17,000 from Binglew! The Binglew money goes to teacher mini-grants and we are grateful to have such a supportive PTO! The school's Booster-a-thon goal is \$20,000.
- Vote on budget. Bethany motioned to vote on the budget. Cindy gave a 2nd. All approved. A budget certificate was signed.

4. Discussion Item: Strategic Plan Monitoring Tool

- Bethany discussed the teacher retention changes for how to track data in regards to the strategic plan monitoring tool. Bethany reviewed old verbage. Should our goal be 90% of new teachers feel empowered, etc. via survey with New Teacher Induction Program OR retain 90% of high performing new teachers? Do we look at 1st year teachers OR new to LWES OR both? Rebecca asked how long our new teachers are in the New Teacher Induction Program...2 years. Rebecca suggested tracking new teachers 5 years instead of just 2. Christine asked about satisfaction and intervention. Sarah wonders how to track the "WHY" they are leaving. Bethany suggested tracking not teacher retention but teachers feeling empowered and supported. Julie stated a separation reason is listed when an employee signs the release papers with the county. Christine suggested finding out if they want to return after having a baby, etc. Julie spoke about new teachers staying only if they can handle the profession, because the goal is to retain talented new teachers, not just new teachers. Our school has more concerns when experienced teachers leave due to retirement or spouses having new jobs. Julie is more concerned about having wrap around services for new teachers especially those 1-2 years in the profession. We want teachers to have what they need to feel supported. LWE doesn't really have an issue with this, but it is part of our strategic plan in order to align with FCS. Cindy suggested satisfaction as the goal to measure. Anne agreed. Bethany will survey new teachers. Should our goal be 90% of new teachers feel empowered to teach and feel supported by staff? Freddie stated we don't need to have a metric (like 90%). Freddie suggested looking at our climate survey to get ideas of questions to use and it has year ranges...could we just get our data from there? Freddie suggested looking at this data first before making a new survey. Also, look at family survey too...if it is better received this year. Sarah asked if years on survey were in general or just at LWES. SGC agreed to take out % of stated goal. SGC will look at climate survey to see what we can gather from that.
- Bethany said we'll post a tool for this on our website.

5. Discussion Item: Elections Update

- Freddie stated you have to click on the newest link to have the most updated information on the candidates. Bethany stated we have one parent and one teacher...Sherry Holmes and Kristen McNeely. There are two parent positions open so we all need to ADVERTISE!!! Feb 20th is last day to declare and there are lots of ways to apply. Bethany will send out the link to parents on SGC so that they can reach out to parents they know. The posting information about the candidates will be up until March 5th. The election window is March 11th – 18th.

6. Informational Item: Spring Cross Council Meeting

- Bethany spoke about the spring cross council meeting on February 25th from 6:00-7:30 pm at the North Learning Center. Please let her know if you'd like to attend.

7. Discussion Item: Set Next Meeting Agenda

- Bethany asked about a date for next meeting...March 22nd? Richard is a no, but it works for others on SGC. March 22nd is next meeting date. SGC will keep people updated on elections. The Outreach Committee should promote elections in the meantime.