

At Heritage Christian School, located in North Liberty, Iowa, we exist to serve Christ by partnering with parents to provide biblically faithful, academically excellent education. Our vision is to be a leader in developing passionate lifelong learners committed to Christ.

Heritage Christian School Board Meeting Minutes – Open
May 24th, 2022 Meeting

The meeting started at 6:30 pm. Natasha Miller offered a devotion. All opened in prayer.

Attendance:

Board Members: Chad Hanneman, Tim Insko, Natasha Miller, Steve Liu, Ray Small, Unyime Ituk, Kari Miller.

Absent: Richard Barclift

Incoming Board Members: Mary Palmer, Chris Stoakes.

Staff: Jenn Van Otterloo, Joy Bartholomew, Sarah Franje, Nichole Early.

HOS: Scott Montgomery.

A motion was made by Kari Miller to approve April 28th Open Minutes as amended.

Tim Insko seconded.

Vote was approved 6-0.

Unyime Ituk abstained (due to absence)

No further discussion.

A motion was made by Kari Miller to approve April 28th Executive Minutes as amended.

Tim Insko seconded.

Vote was approved 6-0.

Unyime Ituk abstained (due to absence)

No further discussion.

Tim Insko Mission Advancement Capital Campaign information:

We are continuing to look for other options for a firm for the capital campaign.

A likely time frame for expansion is 2-3 years from inception and another 2 years to build.

Kari gave a report on incoming teacher coaching opportunities: (see attached)

Grant Wood Induction Consortium

Training/support for 1st and 2nd year teachers.

Goal of the program would be to help retain newer teachers.

\$6500/teacher for 1 hour per day, per ???week?

Staff input is that this onboarding/training could be done in-house with help from the teachers.

There are four potential incoming teachers that could utilize this training.

Conclusion: There needs to be a defined plan to help better onboard new teachers to the school.

Head of School Report by Scott Montgomery: (see attached)

Current enrollment of 195. Likely will be closer to 200-201 at the year start.

More student tours are coming in July.

Teachers are all on contract except for a part-time Advanced Math teacher.

Two parents have expressed interest in part-time administration.

Russ will wax floors before July 4th.

The fine arts room will be repainted.

\$15,000 to be allocated toward new furniture for next year.

Head of School Search:

We have a candidate from CACE. A search is in consideration for Head of School as a mid-year transition.

More updates to follow.

A discussion was had regarding the encouragement of volunteers to serve.

Families who are leaving should have exit interviews. This could be an email survey to outgoing families.

Minutes Respectfully Submitted,

Chad R Hanneman

**Head of School Report
May 2022
Open Session**

2022/2023 Enrollment: Enrollment/Re-enrollment for 2022/23 compared to the last five years.

| 22/23 | 21/22 | 20/21 | 19/20 | 18/19 | 17/18 |
|--------------|--------------------------|--------------------------|--------------------------|--------------|--------------|
| | | PK3 - 4 | PK3 - 4 | PK3 – 7 | PK3 – 7 |
| PreK - 22 | PreK - 21 | PK5 - 16 | PK5 - 15 | PK5 – 20 | PK5 – 20 |
| K – 24 (1) | K – 25 | K - 15 | K - 22 | K – 14 | K – 20 |
| 1 – 22 | 1 – 23 | 1 – 23 | 1 - 12 | 1 – 16 | 1 – 14 |
| 2 – 19 (1) | 2 – 30 | 2 - 11 | 2 - 14 | 2 – 12 | 2 – 24 |
| 3 – 30 (1) | 3 – 16 | 3 - 11 | 3 - 13 | 3 – 15 | 3 – 17 |
| 4 – 17 (1) | 4 – 15 | 4 - 14 | 4 - 14 | 4 – 16 | 4 – 19 |
| 5 – 18 (1) | 5 - 19 | 5 - 12 | 5 - 16 | 5 – 17 | 5 – 14 |
| 6 – 18 (1) | 6 - 17 | 6 - 14 | 6 - 15 | 6 – 13 | 6 – 18 |
| 7 - 14 | 7 - 19 | 7 - 16 | 7 - 12 | 7 – 15 | 7 – 17 |
| 8 – 10 (1) | 8 - 16 | 8 - 6 | 8 - 14 | 8 – 11 | 8 – 17 |
| Total: 195 | Total: 201 Final: 204 | Total: 141 Final: 189 | Total: 151 Final: 165 | Final: 156 | Final: 187 |

Enrollment slightly below last year but tours continue to occur for next year. Enrollment has continued to fluctuate the past few weeks as some new families have been added, some existing families have notified us of moves out of the area. We still anticipate the final number to be close to 200+/-

Faculty/Staff

All contracts have been extended for 2022-23 school year and we have signed all current open faculty positions with the exception of the part-time middle school advanced math teacher (we are actively speaking with a candidate and hope to have this filled shortly). The Director of Curriculum and Instruction remains unfilled. We have had interest from two parents that are interested in the Part-time Admin. Asst. position. We are still recruiting for one more classroom aide.

Summer Planning

As always there are a variety of summer activities that take place in the building, this year is no different. There are both academic and operational efforts that will be underway in the next several weeks, including:

- Russ will be repainting the current Fine Arts Room (there are quite a few scratches and dings from moving tables and equipment between Art and Music).
- We have asked Russ to plan on floor waxing to be finished by July 4 (with a more likely date being mid-July).
- I have created a spreadsheet of activities to move furniture and furnish the new 3rd grade room as soon as waxing is complete and shared that with Brenda. With three new teachers arriving this summer we want to make sure they all have access to their rooms as early as possible.
- Tammy has met – or will be meeting with – all new teachers regarding their curriculum to ensure everyone has a clear picture of curriculum and instructional issues. She and I will be meeting tomorrow and covering a variety of issues regarding school-wide assessments, PD, TfT early adopter training, PLC schedule, etc.

- Several Heritage teachers will be attending the Vermeer Teacher workshop in Pella in early June. The workshop will bring together teachers from across the region to focus on Social Studies classroom techniques and allows teachers to explore, and learn together, new and innovative approaches to teaching Social Studies.

Grant Wood Induction Consortium

New Teacher Development

- Full-release Induction Coaches meet weekly with beginning teachers
- Focus on Instructional Practice
- Beginning Teacher Network – after school sessions 4x year
- Access to NTC Kiano tools to support Lesson Planning, Analyzing Student Learning, Observation and Feedback, Goal-Setting, Knowing Students, and more...

Mentor Development

- Rigorous Selection Process
- District employees fully-released for 4 years to be Consortium Induction Coaches
- Monthly Induction Coach Forums
- Professional Learning Series (12 days Year 1, 8 days Year 2)
- In-field observation and feedback by Lead Coach (monthly)
- Access to NTC Kiano tools to support mentor Goal-Setting, reflection on professional growth, Observation and Feedback, Analyzing Beginning Teacher Development, and more...

Principal and Site Leader Capacity Building

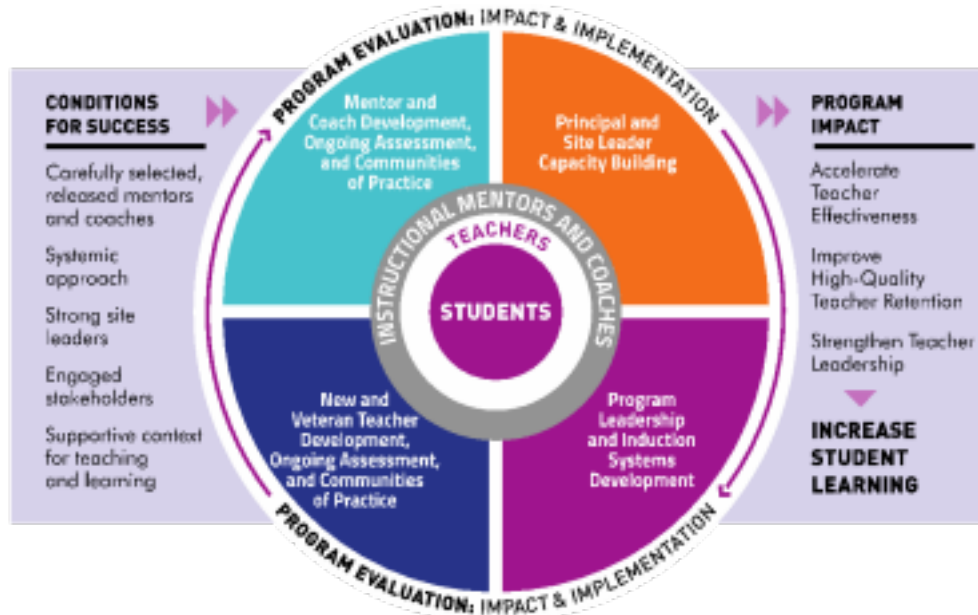
- Role of the School Leader in New Teacher Effectiveness (1/2 day for new to Consortium principals) • Improving Student Achievement (3 days Evaluator Approval credit)
- Consult with Consortium Program Lead

Program Leadership and Induction Systems Development

- District consultations guided by Induction Program Standards
- Alignment to and support of district TLC initiative
- Program Evaluation Data Analysis

Value of Comprehensive Induction Services - \$12,926 per beginning teacher

Your Cost - \$6,500 per beginning teacher



Grant Wood Induction Consortium

Program Impact:

Accelerate Teacher Effectiveness and Increase Student Learning

We partnered with New Teacher Center to conduct a research study linking our comprehensive induction model to accelerated teacher effectiveness and increased student learning outcomes. You may view our results here: <https://newteachercenter.org/news-story/ntc-i3-release/>

Improve High-Quality Teacher Retention

Beginning Teachers in Consortium districts have an 82% in-district retention rate after 5 years, compared to 69% across Iowa.

Strengthen Teacher Leadership

We have selected and trained Induction Coaches* from many current and former Consortium districts, including:

- Anamosa
- Benton
- Cedar Rapids
- Center Point-Urbana
- Clear Creek Amana
- College
- Linn-Mar
- Marion
- Mid-Prairie
- Mount Vernon
- Solon
- Vinton-Shellsburg
- West Branch

In addition, recent data shows 26% of teachers supported by the GWAEA Induction Consortium serve in formal

leadership roles in their district within their first 5 years of teaching.

**Districts are reimbursed the salary and benefits of each induction coach selected from their district. This reimbursement often offsets the cost of the Consortium fee for beginning teachers.*



6 Creative Ways to Fund Participation in the Induction Consortium

One of the most common concerns from administrators considering participation in the GWAEA consortium is how they might be able to access the great resources and training on their already limited budget.

- 1) **TLC funding** can be used by districts to support the GWAEA Induction Consortium fee per beginning teacher.
- 2) **Teacher Quality Funds** Many of the current consortium districts have supported a portion of their consortium fees through their TQ committee approval.
- 3) **Federal Funds - Title II, Part A** This funding is available to districts to support professional development among other items for districts. If interested a district could use this to support consortium fees.
- 4) **Special Education Funding** If districts have a new initial license Special Education teacher, up to 90%* of the consortium fee for this special education teacher can come from this funding source. (**cost of portion of induction coach salary and benefits allocated to support this new teacher.*)
- 5) **Hire/Retire Savings Differential** When hiring a new teacher to replace a retiring teacher, most often the new teacher's salary and benefit package is much lower than the retiring teacher's in most situations. Considering using some of this savings as a reinvestment in the new teacher through the consortium fee.
- 6) **Foundations or Community/Business Partners** Many foundations or community organizations/business partners are interested in keeping great teachers in their local school system. Approaching them with the idea of sponsoring a new teacher through the consortium fee would be a great way to include them in reaching this goal.