

LA ACADEMIA DOLORES HUERTA
A Dual-Language Public Charter Middle School
MEETING MINUTES
GOVERNING BOARD MEETING
August 19, 2010, 6:00PM

- 1) Call to order & Roll call and establish quorum: All were present when quorum was established at 6:03 PM except Maria Rodriguez who showed up around 6:15 PM.
- 2) Approval of proposed agenda: Mr. Gutierrez requested that item 8a about the student handbook to item 5a. Mr. del Plain motioned and Dr. Lucero seconded that the agenda be approved with the only change being the move of item 8a to 5a.
- 3) Public Input: No public input
- 4) Approval of minutes:
 - a) July 15, 2010 Regular: Motion for approval was made by Mr. del Plain and seconded by Dr. Lucero. The motion was voted upon and approved in the unanimous.
 - b) August 9, 2010 Special Meeting: Dr. Lucero requested one modification that the call to order section be changed to clarify who was at the meeting with the meeting started and who arrived late. Mr. del Plain motioned to approve the minutes with the change requested by Dr. Lucero. Dr. Reyes seconded the motion. Minutes with modification was approved in the unanimous.
- 5) Chancellor's report:
 - a) Student Handbook: Discussion on the handbook mainly centered on the part in the handbook about hair dyeing. A student and her mother presented their case for allowing hair dyeing. There was much discussion about a current hair dyeing controversy at the school during the week. After much discussion and debate Mr. del Plain motioned to approve the student handbook as presented to the council at the regular July meeting. The motion was never seconded. Mr. Soriano motioned to have the handbook as presented to the council at the July regular meeting given to the students to sign so the council could continue to revise the handbook for future student use. Dr. Lucero requested the motion be modified to approve the handbook with the modification she made to grammar in the book, change the word red in the hair dyeing section to un-natural shade of red and the portion about boys not allowed to have earring be removed. Mr. Soriano accepted in his motion the changes requested by Dr. Lucero except the portion about removing the boys having earrings. This modified motion was presented for a vote. Dr. Lucero, Dr. Reyes, Mr. Soriano and Ms. Rodriguez voted to approve the motion and Mr. del Plain voted against the motion. Dr. Rodriguez stated that the motion was approved by 4 yeas votes, 1 Nay vote, and 0 abstentions.
 - b) Fiscal/financial: Dr. Rodriguez discussed the budget situation that even though the legislature voted to cut the education budget, Governor Richardson stepped in and stated that the school budgets would not be cut but the state would use stimulus money to cover that part of the budget. Mr. Gutierrez mentioned that the old motorcycle dealership building was in the process of being sold to a person who plans to open a sports bar for \$750,000. The sports bar will be over 1000 feet away from the school as required by law and will only open after 5:00 PM. Mr. Gutierrez discussed the bus transportation situation, the bus transportation difficulties for not having formal schedules for student pickup/drop off. Mr. Gutierrez also stated that there was still no final word if the \$40,000 LCPS formally requested in writing will need to be paid to LCPS and if so the board needs to approve a BAR for this item. Dr. Rodriguez stated that he had not received a response to his formal inquiry of the LCPS request and doubted that LCPS would take action

for the money so Mr. Gutierrez and Ms. Trujillo did not need to do anything at this time in regards to the transportation money, especially since the school does not have that kind of money. Mr. Gutierrez reported that there are 118 students attending at the time. There have been some no shows so Mr. Gutierrez has to wait 10 days before he can replace those “no shows” with students on the waiting list to increase attendance to the desired student enrolment level.

i) Budget Report: Ms. Trujillo presented the budget report. There were more audit findings this year than in the past but most of the findings are nitpicky finding. It was discussed that the finding are more political and truly issues with the way the finances are running. Examples of the nitpick finding are things such as copies of cashed checks only show the front of the check and not the front and back or that the check numbers do not go in order even though the finance program that the school uses does check numbering in that way. In Ms. Trujillo’s reports to LCPS in regards to the bus transportation, Dr. Rodriguez stated, she should state that LADH is in communication with the superintendant and the school board president about the bus transportation budget issue. Dr. Lucero motioned to approve Ms. Trujillo’s report and was seconded by Mr. Soriano. The motion was voted upon and approved in the unanimous.

ii) Principal Contract and salary raise: motion by Mr. del Plain and Seconded by Dr. Lucero to leave Mr. Gutierrez’s pay and number of vacation days at the level stated in his current formal contract. There was discussion about this motion. The discussion was basically as follows. Arguments for keeping Mr. Gutierrez’s pay raise: At the special budget meeting the board approved a budget that included a raise for Mr. Gutierrez. That during the special budget meeting Ms. Trujillo went line by line in the budget and discussed everybody’s raise, specifically Ms. Trujillo’s raise and Mr. Gutierrez raise so the board specifically knew about the raise and approved it. Also, that since the budget was already approved and that the school is seven weeks into the new fiscal year, it would be unlawful to remove Mr. Gutierrez’s raise. It has been the practice of the governing council that they issue Mr. Gutierrez a new contract every year. Arguments for leaving his pay and vacation level stated in his contract: Four board members (Dr. Rodriguez, Mr. Soriano, Mr. del Plain, and Dr. Reyes) did not recall reviewing Mr. Gutierrez’s raise during the budget meeting. Just like the budget for school supplies doesn’t all need to be spent, even though there was money budgeted for Mr. Gutierrez to get a raise, his contract was never modified to formally indicate a raise so he should not get a raise until the contract is formally modified. The board has the right to change the budget at any point during the year. The motion was voted upon and the results were 3 ayes (Mr. del Plain, Dr. Lucero, and Ms. Rodriguez, 0 nays, and 2 abstentions (Mr. Soriano and Dr. Reyes). Mr. Rodriguez stated that because the vote was 3-0-2 that LADH will follow the signed contract per salary and the other arrangements made at the time.

b) General:

i) Fall Open House Update: Mr. Davis reported on the efforts for the student open house, stating the open house would be on August 31st from 6 – 8 PM with the first 30 minutes open for discussion between teachers and parents and the rest of the time be for presentations to be determined later.

ii) Student Data Set Request Update: Ms. Avalos will be contacting the PED and the LCPS for and will collect the necessary data.

iii) LADH Website Update: Mr. Gutierrez presented an update on the school website. Mostly that data is still being filled in when Ms. Avalos has time in conjunction with the rest of her duties.

iv) Parent Advisory Committee or School Advisory Committee Update: Mr. Gutierrez updated the council on this item stating the parent are being notified of the formation of SAC and that elections will be held.

At this point Mr. Gutierrez requested a 5 minute break. Mr. Soriano motioned to have a 5 minute break. The motion was seconded by Mr. del Plain. The motion was voted upon and approved in the unanimous at about 8:55 PM.

Mr. Soriano motioned to come back into session. Dr. Reyes seconded the motion. The motion was approved in the unanimous at 9:01 PM.

c) Academic Progress: Mr. Gutierrez made an oral presentation about AYP answering the questions that are presented below.

i) There are concerns regarding drop in academic proficiency across all indicators, especially in Math, and concerns with recent designation of Corrective Action.

Mr. Gutierrez is to provide a written report by August 19, 2010 in the regular meeting a written response to the following academic analysis and to every section and questions found on page 7 of this agenda.

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This report represents an academic analysis around La Academic Dolores Huerta Charter Middle School based on the New Mexico Standards Based Assessment.

TABLE 1 Percent of Students Meeting Academic Proficiency

Information retrieved from NM PED AYP Reports

Blue=Top Proficiency Level in the LCPS District

Green=Proficiency Levels Higher than that of LADH

Light Green= LADH Proficiency Levels near the Top in the LCPS District

Red= LADH Proficiency Levels amongst the lowest in the LCPS District

Maroon = LADH Proficiency Levels are the lowest in the LCPS District

In TABLE 1, the greatest concern here is that LADH is following an academic trend that appears to get worse, with being 1 of 4 schools with drops in proficiency levels across all indicators, and in particularly with Math, representative of 1 of 2 schools with the greatest drop.

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3 Year History of Academic Proficiency of All Middle Schools in the District

Since both indicators of All Students and Hispanic students further breakdown into ELL and Economically Disadvantaged, and ELL and Economically Disadvantaged carry the greatest academic concern and where the greatest academic gaps exist as per traditional and current research, only ELL and Economically Disadvantaged Students are compared across Math and Reading proficiency levels. Also, since the current model of choice schools are based on alternative choices from the local public schools, and the politics are based on opportunity and comparative analysis within the district, this is a comparative analysis across all middle schools in the LCPS District.

FIGURE 1: ELL Math Proficiency

In Figure 1, LADH ELL Math proficiency levels for the 2008 and 2009 were near and at the

top compared to all other middle schools in the district. In 2010, these proficiency levels dramatically dropped for 5 schools out of the 7 schools, with LADH dropping by 10.87 percentage points and representative of the second greatest drop after Camino Real. Sierra and Vista Middle Schools had the best overall improvement in the district. (Note: White Sands does not report ELL Students)

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FIGURE 2: ELL Reading Proficiency

In Figure 2, LADH has over time the best ELL Reading Proficiency levels, which reflects studies that point to the success of Dual-Language Programs on reading. However, in 2010, six out of the 7 schools dropped in proficiency levels, and LADH represented the 2nd lowest drop in proficiency levels. The greatest concern here is the drop in proficiency level for ELL students in reading at LADH, even though the levels still exceed the all other middle schools.

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FIGURE 3: Economic Disadvantaged Math Proficiency

In Figure 3, LADH proficiency levels for Economically Disadvantaged students went from being one of the top in the district to the worst in the districts; and representing one of the 4 of 8 schools with a drop in proficiency level, and with the second worst drop of those 4. Both White Sands and Lynn Middle Schools demonstrated the greatest improvement in proficiency level.

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FIGURE 4: Economic Disadvantaged Reading Proficiency

In Figure 4, LADH maintains the highest Reading proficiency levels for students with an economic disadvantage. However, this proficiency level represents one of 6 schools that dropped in Reading proficiency levels.

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Questions Based on the Academic Analyses Regarding Academic Proficiency

(Provide a written report responding to these questions and present them at the August 19, 2010 General Meeting)

QA: General Question: Are the current academic proficiency scores good for kids? Is this in the best interest of our students? When you take up teaching and instructional leadership, you are there to lead the instructional conversations, influence the

learning of students and be the backbone of the school to bridge learning and achievement gaps. Please provide evidence and a description of these conversations and answers to these questions.

QB: Intervention: Please provide the evidence and describe the efforts made to address not meeting AYP and the underperformance at LADH.

QC: Instructional Leadership: At La Academia Dolores Huerta, in implementing instructional leadership, how has the professional learning for teachers been developed and how has that directly impacted the learning and academic success of students? What instructional strategies have been implemented this past year to directly support the needs of all students? How frequently were teachers visited in their classroom by their instructional supervisor and given instructional feedback? What kind of feedback and assessment do teachers receive from these walkthrough's

and class visits? How has this benefitted the professional learning of teachers so they can improve the student's academic performance? How were the teachers instructionally coached and mentored? Please provide evidence and descriptions in answering these questions.

QD: Teacher Involvement: What leadership culture has been developed with all staff in the desegregation of campus and individual student data? How many benchmarks and formal assessments were administered each six weeks, semester, and year, especially in following state guidelines for the past two years while serving under School Improvement 1 & 2 designations? How often was benchmark data analyzed and what was done with the results? When did tutoring start for the identified students in need of academic assistance as per performance and academic indicators across all available student data? What interventions were implemented for all students to reach accountability success, especially for the students who have not met academic proficiency? Can teachers and instructional leaders tell us what areas each grade level specifically needed help in? Please provide evidence and descriptions in answering these questions.

QE: Parent Involvement: How have parents been informed of their son/daughters academic state accountability progress and performance during the year? Please provide evidence and descriptions in answering this question.

QF: Considering the above questions, what are the plans for the coming year to respond to all sections?

6) President's report: Since the topics were all discussed during other parts of the meeting, the meeting went on to section 7.

a) State of charter schools in New Mexico.

b) District response pending regarding budget clarifications, email sent to Dr. Phillips and Mr. Rounds.

7) Old business:

a) Committee Reports

i) Finance and Audit Committee.

ii) Facility Plan Committee: In the interest of time Mr. del Plain stated that he would present this at the next regular meeting. Dr. Rodriguez mentioned that he would still like to see a new building by possibly collaborating with the school districts 5 yr plan. He also mentioned that the Las Montanas schools requested to have their school building declared a public building was rejected because the school was owned by a nonprofit organization and not by the school.

iii) Foundation Initiative: Waiting for information from Mr. Tena in regards to using his foundation. The committee is also looking for information on how to make sure money that is donated only goes to the school. Dr. Lucero also stated that she will be stepping down soon because her son has decided to go to another school.

iv) HR Policies and update on adoption of school district policies: The committee will take the LCPS policy manual and edit and contextualize the LCPS manual to be the LADH policy manual.

b) Review Patricia Mathews Legal Advisor Contract: motioned by Mr. Soriano and seconded by Dr. Reyes that the contract be accepted and signed at a later date when the contract was available to be signed. The motion was voted upon and approved in the unanimous.

8) New Business

a) Review of HOUSSE-P Principal Evaluation Handbook and Additional Domains and Indicators, such as: stated that this will be worked on by Dr. Rodriguez and Dr. Reyes.

i) Advocacy

ii) Community Development

iii) Others Deemed Necessary

9) Closed Session – Personal Matter: Motion made by Mr. Soriano and seconded by Dr. Reyes to go into closed session. This motion was voted upon and approved in the unanimous at 10:34 PM. Mr. del Plain motioned to come out of closed session. The motion was seconded by Dr. Reyes. The motion was voted upon and approved in the unanimous at about 11:30 PM.

10) Vote on any closed session personal matter decisions. No decisions were made in the closed session to be voted upon.

11) Adjournment. Motion was made by Mr. del Plain to adjourn and seconded by Dr. Reyes. The motion was voted upon and approved in the unanimous at about 11:30 PM.