

# ENTHEOS ACADEMY DISTRICT CALENDAR

## 2024-2025

Kearns Campus 801.417.5444  
Magna Campus 801.250.5233

[entheosacademy.org](http://entheosacademy.org)

**Regular Day 8:25 am - 3:20 pm**  
**Early Release 8:25 am -1:40 pm**  
**Kindergarten Half Day 8:25 -12:00**

August 24						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

September 24						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

October 24						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

November 24						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

December 24						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

January 25						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

February 25						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	

March 25						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

April 25						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			






May 25						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

June 25						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

**Chronic Absence: 18 absences (10% of the school year)**

**Warning Signs: 10 to 17 absences**

**Satisfactory Attendance: 9 or fewer absences**

-  Early Release
-  School Closed/NS
-  Teacher Contract Day
-  First Day of Class
-  Last Day of Class

Aug. 15 - New Teachers

Aug. 16 - ALL Teachers

Aug. 21 - First Day of School

Sept. 2 - Labor Day/NS

Oct. 8 - Student Led Conference - 1/2 day

Oct. 9 - Student Led Conference/NS

Oct. 10, 11 - Fall Break/NS

Oct. 14 - Teacher PD Day/NS (State)

Nov. 15 - End of 1st Trimester (60)

Nov. 18 - Reporting Day/NS (State)

Nov. 25 - Teacher PD/NS

Nov. 26 to Nov. 29 - Thanksgiving Break/NS

Dec. 23 to Jan. 3 - Winter Break/NS

Jan. 6 - Teacher Prep Day/NS (State)

Jan. 20 - MLK/NS

Feb. 13 - Parent Teacher Conference - 1/2 day

Feb. 14 - Parent Teacher Conference/NS

Feb. 17 - President's Day/NS

Mar. 7 - End of 2nd Trimester (63)

Mar. 10 - Reporting Day/NS (State)

May 15 - Student Led Conference - 1/2 day

May 16 - Student Led Conference/NS

May 26 - Memorial Day/NS

\*June 4 - Last Day of School

\*June 5 - Emergency Closure Make-up Day

No School Unless Needed for Make-up Day

June 6 - Reporting Day

June 9, 10, 11 - EOY PD

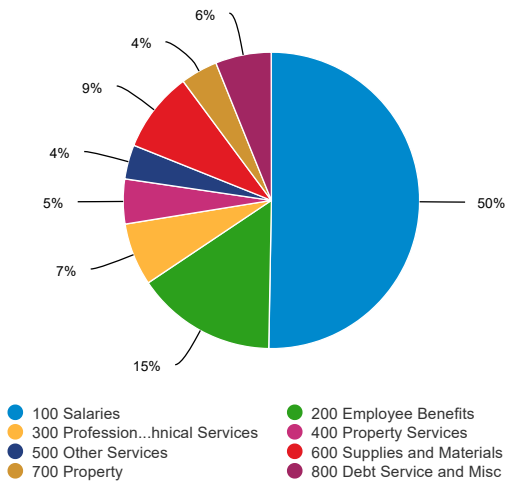
**Financial Summary**

Category	YTD Amount	Total Budget	Total Forecast	% Target	% Forecast
<b>Revenue (3 School Category records)</b>					
1000 Local Revenue	\$152,857	\$316,181	\$441,181	23.2%	34.6%
3000 State Revenue	\$3,657,476	\$10,671,005	\$10,781,500	33.0%	33.9%
4000 Federal Revenue	\$74,494	\$1,112,024	\$1,132,925	0.0%	6.6%
<b>TOT</b>	<b>\$3,884,827</b>	<b>\$12,099,210</b>	<b>\$12,355,606</b>		
<b>Expense (8 School Category records)</b>					
100 Salaries	-\$1,676,659	-\$5,780,750	-\$5,780,750	25.9%	29.0%
200 Employee Benefits	-\$562,046	-\$1,762,000	-\$1,762,000	32.3%	31.9%
300 Professional and Technical Services	-\$168,031	-\$783,510	-\$783,510	4.6%	21.4%
400 Property Services	-\$149,931	-\$563,000	-\$563,000	4.1%	26.6%
500 Other Services	-\$91,767	-\$412,251	-\$429,251	-0.0%	21.4%
600 Supplies and Materials	-\$361,501	-\$1,009,291	-\$1,010,291	-0.0%	35.8%
700 Property	-\$217,096	-\$465,000	-\$465,000	-0.0%	46.7%
800 Debt Service and Misc	-\$235,404	-\$700,619	-\$700,619	29.7%	33.6%
<b>TOT</b>	<b>-\$3,462,435</b>	<b>-\$11,476,421</b>	<b>-\$11,494,421</b>		
<b>TOT</b>	<b>\$422,393</b>	<b>\$622,789</b>	<b>\$861,185</b>		

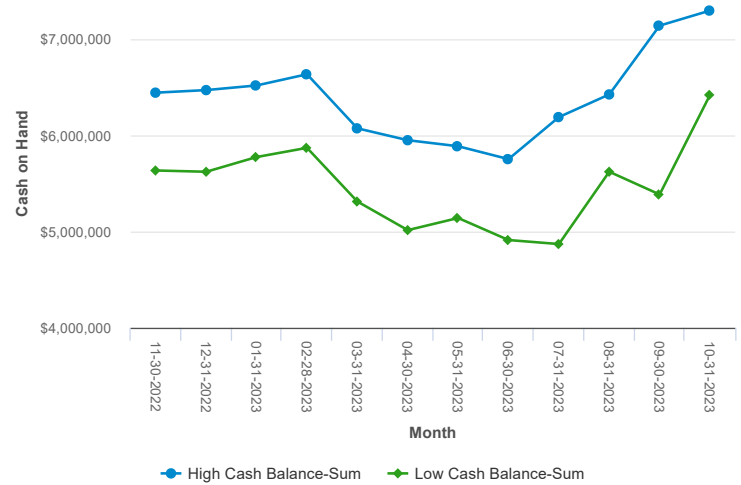
**Financial Metrics**

Financial Metric	Covenant	Target	Forecast
Net Income		398,565	861,186
Operating Margin		4.5%	6.97
Debt Service Ratio	1.10	1.37	2.36
Unrestricted Days Cash	30	150	214
Restricted Cash			309,675

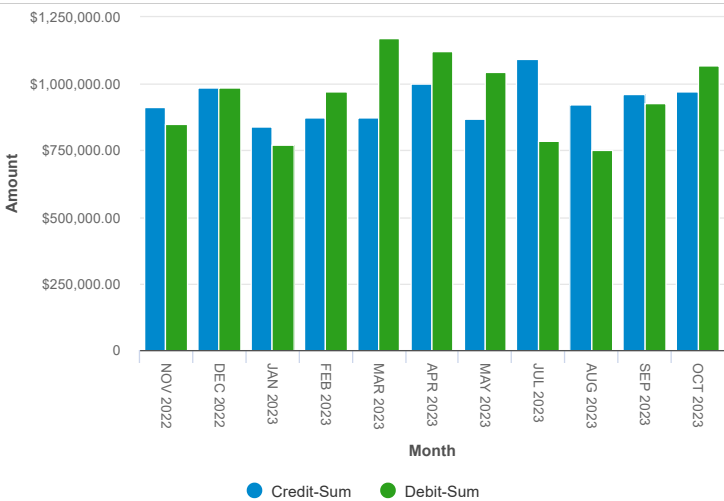
**Expense Distribution**



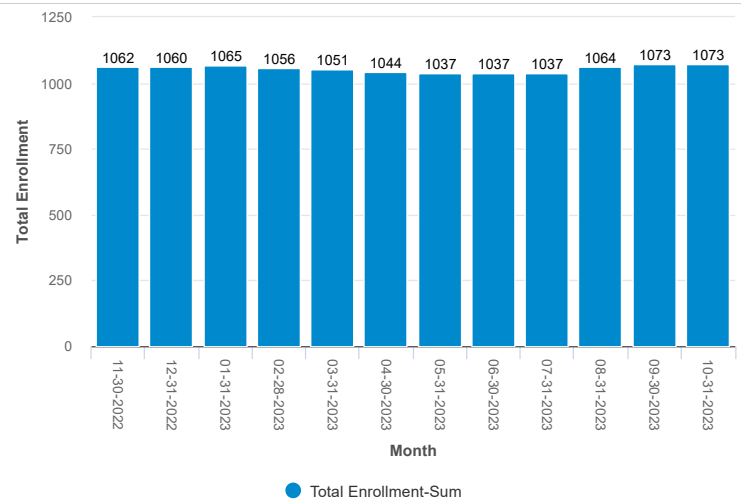
**Cash Balance**



**Revenue vs Expenses**



**Enrollment Trend**





ENTHEOS ACADEMY

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# Entheos Magna Director's Report

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November 2023

# PCO

- Our PCO is providing a hot chocolate bar for staff members this week!
- They have also updated our Values board with our value of the month: PATRIOTISM!





# Service Learning

*As reported by Melanie Louviere:*

- The student council made leis for Veterans that came to the Veteran's Day program
- Sarah Wright's crew read the 1st Harry Potter book in October. During the last week of that month, students sent notes of kindness that were delivered by "owl" around the school
- Student Council ran a service table during student led conferences, encouraging students to do service to help others
- Brequelle Smith's 2nd grade class made cards for Veterans

# Service Learning Continued...

*As reported by Melanie Louviere:*



# Staff Spotlight

## Melissa Durfee - Kindergarten



Mrs. Durfee has been with Entheos for several years. She has been an outstanding 2nd grade teacher and this year has made the jump to Kindergarten. She has been doing AMAZING work with them. They just completed an excellent Celebration of Learning, where the students created and shared toys. Thank you Melissa!

# Staff Spotlight

## Kayla Hovi - Art



Mrs. Hovi is in her first year at Entheos. She is doing outstanding work with our students. She has taken a lot of pride in teaching art to our students, and they are putting out some high quality work that is definitely standing out. She is very positive, and willing to help out with anything. We love having Kayla at Entheos! Thank you Kayla!

# Staff Spotlight

## Chris Stanfill - Paraprofessional/Sub



Mr. Chris is in his 2nd year at Entheos. Chris does a little of everything. He works as a para or substitute teacher, or anything we ask of him. He is very service oriented, and just looks for things that need to be done. His positive attitude is infectious amongst staff and students, and we are grateful to have him as part of our Crew! Thank you Chris!

# Work Plan Overview 2023-2024 School Year

## Entheos Academy- District Work Plan 2023-24

### Work Plan Overview

	<b>Mastery of Knowledge and Skills</b>	<b>Character</b>	<b>High Quality Work</b>
<b>Multi-Year Impact Goals</b>	Entheos Academy will meet or exceed state growth scores on EOY testing in the areas of: Early Literacy Math ELA Science	Entheos Academy will create and maintain a school-wide approach to teaching students to be ethical people, effective learners, and individuals who contribute to a better world.	High Quality Expeditions and classroom experiences will be implemented in every grade, that generate student work which is complex, has high craftsmanship, and is authentic.
<b>2023-24 Performance Goals</b>	65% of students will make typical or better growth by the end of the year, as measured by the state assessments of Acadience Reading and Math, RISE and WIDA. This goal includes the subcategories of <ul style="list-style-type: none"> <li>• English Language Learners</li> <li>• Special Education Students</li> <li>• Pacific Islander Students (Kearns only)</li> <li>• Hispanic students (Magna only)</li> </ul>	100% of teachers will implement a strong Crew centered around our school values and implement Entheos PBIS structures to help shape student behavior.	100% student participation in one high quality Service Learning experience per Expedition/Module.
<b>2023-24 Implementation Priorities</b>	Core Practice 30 D	Core Practice 23 B	Core Practice 7C and Core Practice 12D
<b>2023-24 Leadership Goal</b>	<p><b>Kearns:</b> To build strong collective teacher efficacy where 80% of crew members feel respected, valued, supported and capable of positively impacting student achievement by EOY.</p> <p><b>Magna:</b> Establish and communicate a clear framework for key Entheos structures, specifically Student Led Conferences, Student Portfolios, and Passages.</p>		



# Work Plan - Mastery of Knowledge and Skills

## Performance Goal

- 65% of students will make typical or better growth by the end of the year, as measured by the state assessments of Acadience Reading and Math, RISE and WIDA.

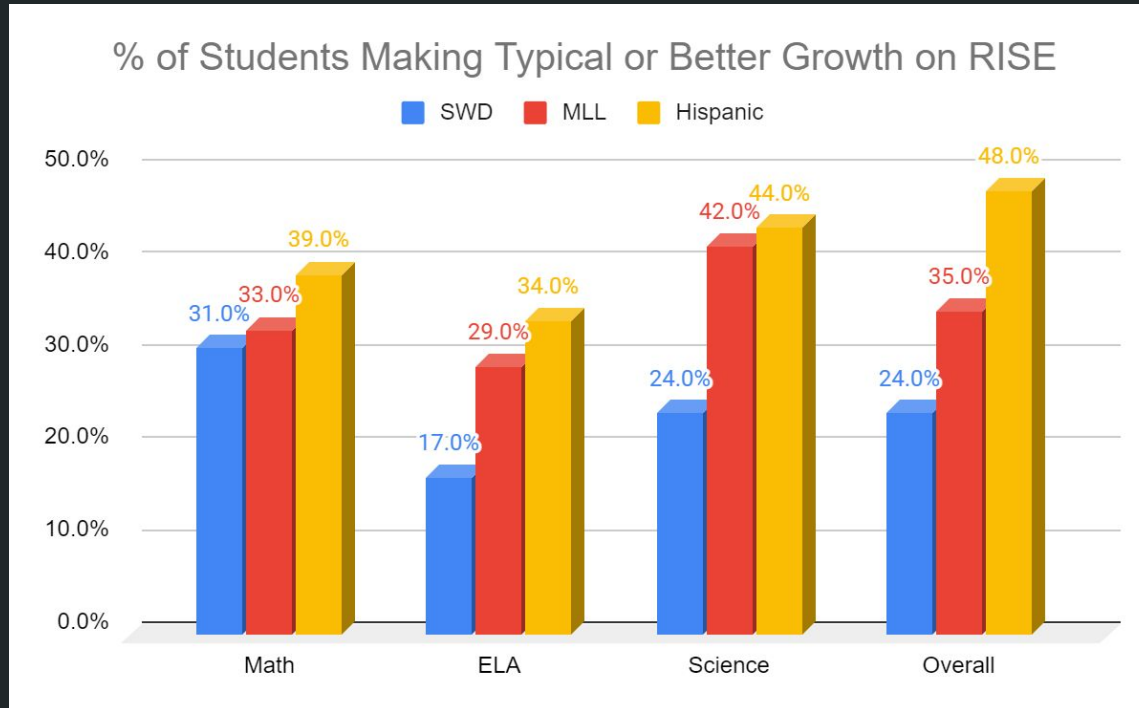
This goal includes the subcategories of:

- English Language Learners
- Special Education Students
- Hispanic students

## Learning Target:

- I can use evidenced-based differentiated instructional strategies to deliver improved student achievement and growth.

# % of Students Making Typical or Better Growth: TSI 22-23





# Work Plan - Character

## Performance Goal

- 100% of teachers will implement a strong crew centered around our school values and implement Entheos PBIS structures to help shape student behavior.

## Learning Targets:

- I can implement a strong crew centered on the school values to create, shape and reinforce norms of acceptable behavior.
- I can implement Entheos PBIS structures to help shape student behavior.
- Implementing Components of a Successful Classroom (CSC) with our Middle School team to help support positive behavior. Also, implementing Principal's 200 Club with Elementary.

# Work Plan - High Quality Work

## Performance Goal:

- 100% student participation in one high quality Service Learning experience per Expedition/Module.

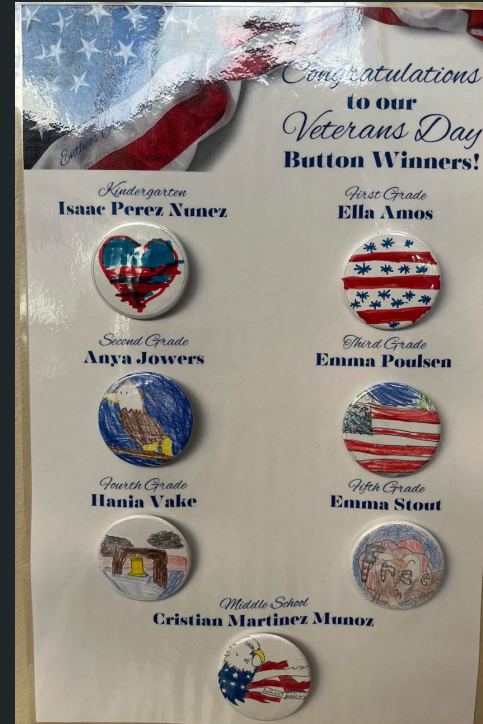
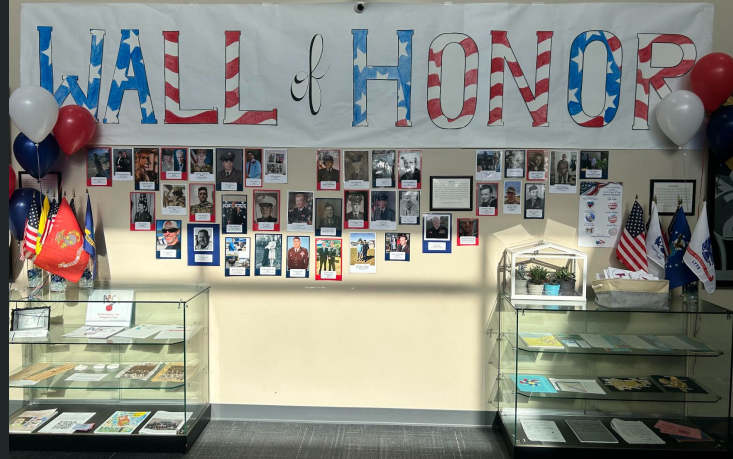
## Learning Target:

- I can incorporate Service Learning into Expeditions/Modules as an integral part of learning.
- Teachers are wrapping up their first Modules, and planning Celebrations of Learning.

# Veterans Day Program



their goals and dreams.



# Entheos Kearns Director's Report

November 2023



# ENTHEOS ACADEMY

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# Service Learning/Adventure

The following was reported by Melanie Louviere:

## Service:

- 2nd grade did a shoe and sock drive for the Road Home as part of their Community Expedition.
- Kindergarten started their Toys for Tots campaign as part of their expedition on toys.
- Miss Allison's crew put together 400 fall bags to give out to local kids around Halloween (includes toothbrush, toys, goodies, etc), colored pumpkins to give to their 2nd grade buddy crew to teach about individuality, made bookmarks to donate to the library and sent cards to Veterans at a retirement home. (connected to our Patriotism Value).

Adventure: N/A





# PCO

The following was reported by PCO:

PCO completed the value board for November 2023 on Patriotism and Responsibility for Learning.

PCO will prepare treat bags with thank you notes for our teachers on November 16th 2023



# Staff Recognition

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Middle School: Sherry Smith

Sherry is our lead special education teacher and has been with us at Entheos Academy for four years. Sherry leverages her excellent organisational skills to keep our special education team compliant with timelines and high quality student plans. Sherry's creativity and goodwill contribute to the culture of collaboration and fun. Sherry is a key member of our MKS crew and she leads the training of our paraeducators. She is adaptable and flexible when faced with changes in structure, policy and or resources. She is committed to finding solutions within the boundaries of special education to help our students and faculty. Sherry provides unwavering support to our students to be their best selves, so they are able to demonstrate their academic / behavior success via resiliency, grit and tenacity. We are grateful to have you with us at Entheos Academy.



# Staff Recognition

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Elementary: Jenna Marshall

Ms. Jenna is one of our kindergarten teachers. She has been with us at Entheos Academy for three years. Jenna is an incredible teacher who, with unwavering dedication and boundless patience, not only educates but also nurtures the young students in her care. Jenna's ability to create a warm and welcoming learning environment has left an indelible mark on countless children, instilling in them a passion for learning. Through the power of music, rhythm, and movement, Jenna possesses a unique talent for turning each lesson into an adventure, sparking curiosity and joy in her students. Thank you for being a shining example of an inspiring kindergarten teacher. We are so thankful to have you on our crew, Jenna.





# Staff Recognition

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Support Staff: Tanielle McDaniel

Ms. McDaniel is our incredible librarian and has been with us at Entheos for six years. Tanielle embodies the perfect blend of creativity and unwavering dedication. Every year, she transforms our library into a realm of endless possibilities; she dreams up an innovative and fun theme for the library, develops programs and events that ignite the spark of curiosity in our young readers, and hosts the Scholastic Bookfair. Tanielle's tireless work behind the scenes ensures that our library is not just a repository of books but also a dynamic hub of knowledge and inspiration. Thank you to Tanielle for making our school library so engaging and inspirational for our students.



# Work Plan: Mastery of Knowledge and Skills

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## 2023-24 Performance Goal:

65% of students will make typical or better growth by the end of the year, as measured by the state assessments of Acadience Reading and RISE.\* \*This includes 65% of English Learners making typical or better growth.

This year's MKS Learning Target for teachers:

I can use evidenced based differentiated instructional strategies to deliver improved student achievement and growth.

MKS Crew: Differentiated professional development completed on 11/03/2023 on

- Data gateway and how to access scores.
- Blooms Taxonomy and WIDA levels/descriptors.
- Simultaneous Engagement Strategies.
- Early Literacy Strategies.
- Multi-tiered systems of support / evidenced based differentiation strategies.

# Work Plan: Character

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## 2023-24 Performance Goal:

100% of teachers will implement a strong crew centered around our school values and implement our Entheos PBIS structure to help shape student behavior.

This year's Character Learning Target for teachers:

I can implement a strong crew centered on the school values to create, shape and reinforce norms of acceptable behavior.

Character Crew : Working on customising rewards, high quality certificates and awards assembly for MOY and EOY. Also organising a harvest staff potluck. They are also working on tracking attendance data.

# Work Plan: High Quality Work

**2023-24 Performance Goal:**

**100% of student participation in one Expedition/Module linked high quality Service Learning.**

This year's HQW Learning Target for teachers:

**I can incorporate Service Learning into Expeditions as an integral part of learning.**

**HQW Crew** will follow up on the last professional development on generating and sharing ideas for expeditions. Teachers will share what they have accomplished since the last training and provide feedback to other teachers on how they can enrich their expeditions and the learning experiences for their students.

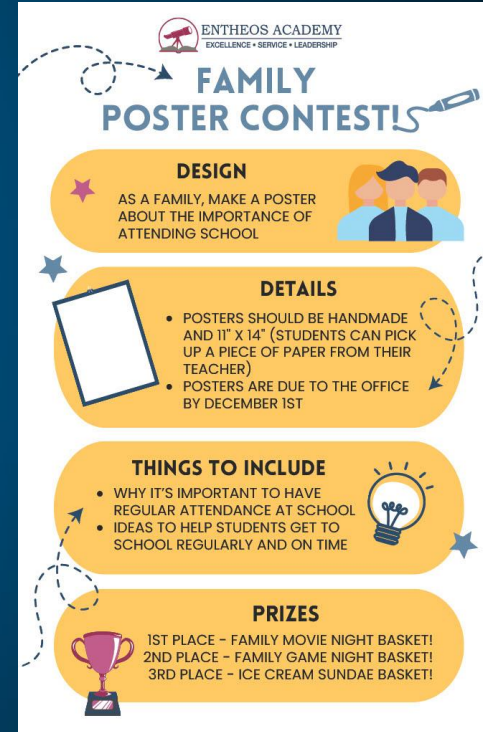
# Work Plan: Leadership

**2023-24 Performance Goal: To build strong collective teacher efficacy where 80% of crew members feel supported and capable of positively impacting student achievement by EOY.**

**Learning Target: To foster a high performing growth-oriented staff culture where crew members feel supported and capable of positively impacting student achievement.**

We have launched our Family Attendance Poster competition during our 11/2/2023 community circle. Admin completed learning curve on 95 Diagnostics Assessment. We communicated the state goal of 70% of 3rd grade students reading proficiently by 2027 which is equivalent to above benchmark on Acadience reading.

Oct 2022 Absence 8.99% vs Oct. 2023 Absence 7.25%.



The infographic is titled "FAMILY POSTER CONTEST!" and features the logo for "ENTHEOS ACADEMY" with the tagline "EXCELLENCE • SERVICE • LEADERSHIP". It is divided into four sections: "DESIGN", "DETAILS", "THINGS TO INCLUDE", and "PRIZES". The "DESIGN" section includes an illustration of a family and states that families should make a poster about the importance of attending school. The "DETAILS" section includes an illustration of a blank poster and lists requirements: posters must be handmade (11" x 14"), picked up by the teacher, and due by December 1st. The "THINGS TO INCLUDE" section includes an illustration of a lightbulb and lists the importance of regular attendance and helping students get to school on time. The "PRIZES" section includes an illustration of a trophy and lists prizes for 1st, 2nd, and 3rd place.

**ENTHEOS ACADEMY**  
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## FAMILY POSTER CONTEST!

### DESIGN

AS A FAMILY, MAKE A POSTER ABOUT THE IMPORTANCE OF ATTENDING SCHOOL

### DETAILS

- POSTERS SHOULD BE HANDMADE AND 11" X 14" (STUDENTS CAN PICK UP A PIECE OF PAPER FROM THEIR TEACHER)
- POSTERS ARE DUE TO THE OFFICE BY DECEMBER 1ST

### THINGS TO INCLUDE

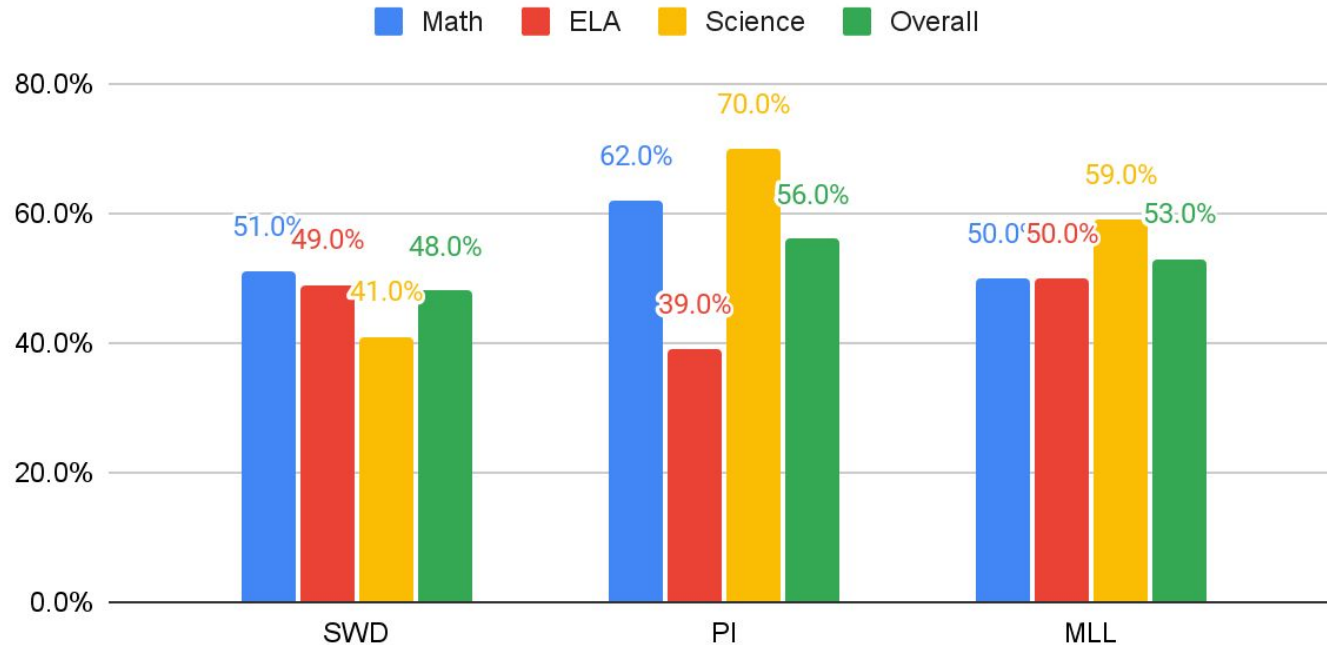
- WHY IT'S IMPORTANT TO HAVE REGULAR ATTENDANCE AT SCHOOL
- IDEAS TO HELP STUDENTS GET TO SCHOOL REGULARLY AND ON TIME

### PRIZES

- 1ST PLACE - FAMILY MOVIE NIGHT BASKET!
- 2ND PLACE - FAMILY GAME NIGHT BASKET!
- 3RD PLACE - ICE CREAM SUNDAE BASKET!

# % of Students making Typical Growth Goal: 65%

% of Students with Typical /Better Growth on RISE 2022-23 by TSI Group.

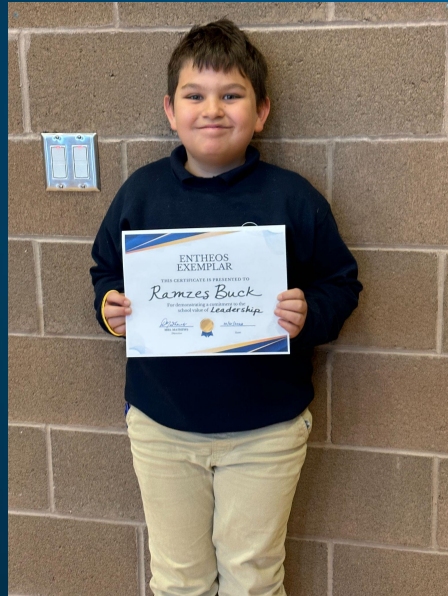




# Student Recognition

Entheos Exemplars: Ramzes Buck (Below)

Our Director's 200 club celebration.



# Wigs for Kids

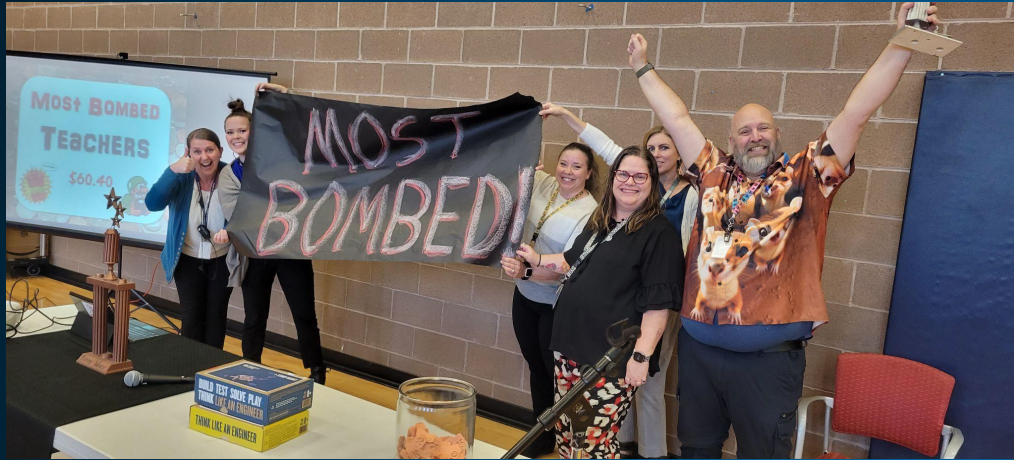


Wigs for Kids





# Penny Wars : \$527.10





# Veterans' Day Assembly: November 9th 2023



Veterans' Day  
Assembly



ENTIRETY ACADEMY  
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# Our Green House: Operational (woohoo!)



# Entheos Executive Director's Report



November 2023

# December Value: Family

**We believe the family is the basic social structure for rearing children. Schools are designed to serve the family and society. We intend policies and education that support and strengthen families. When there is a conflict of schedule or curriculum, the family comes first.**

# Upcoming Calendar Dates

## Magna

- 11/16 Literacy Night, 6-7:30
- 11/16 Grade 5 Maturation, 6-8:30
- 11/17 End of Trimester 1
- 11/20 Reporting Day, No School
- 11/21 P.D. Day, No School
- 11/22-24 Thanksgiving Break
- 11/27 Mobile Food Pantry, 3-4
- 11/29 Discovery Movie Night, 6-8
- 12/1 Community Circle, 8:30-9
- 12/5 International Volunteer Day
- 12/6 **Grade 4 C.O.L., 6-8**
- 12/7 4-H Hour of Code, 6-7:30

## Magna Continued...

- 12/8 **District Holiday Party, 2-4**
- 12/18 Mobile Food Pantry, 3-4
- 12/19 Early Release
- 12/20- 1/ 2 Winter Break
- 1/ 3 District P.D., No School
- 1/8- 1/26 MOY Testing
- 1/11 Vision Screenings
- 1/15 MLK Day, No School
- 1/22 Mobile Food Pantry, 3-4
- 1/23 Charter Day on the Hill

# Upcoming Calendar Dates

## Kearns

- 11/17 End of Trimester 1
- 11/17 **Grade K C.O.L., 12:30-1:30**
- 11/20 Reporting Day, No School
- 11/21 P.D. Day, No School
- 11/22-24 Thanksgiving Break
- 12/5 International Volunteer Day
- 12/5 4-H Hour of Code, 6-7:30
- 12/7 Community Circle, 8:30-9
- 12/8 **District Holiday Party, 2-4**
- 12/15 Madrigals Performance, 12:45-1:15

## Kearns Continued...

- 12/19 Winter Sing-Along
- 12/19 Early Release
- 12/20- 1/ 2 Winter Break
- 1/ 3 District P.D., No School
- 1/8- 1/26 MOY Testing
- 1/11 Community Circle, 8:30-9
- 1/15 MLK Day, No School
- 1/23 Charter Day on the Hill
- 1/24 Vision Screening

# 2023- 24 Enrollment

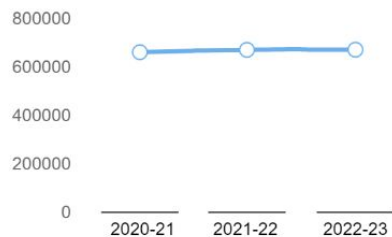
	<b>Magna</b>	<b>Kearns</b>
<b>Enrollment</b>	499	575
<b>Waitlist</b>	103	137

Enrollment continues to stay at our maximum capacity at both campuses.

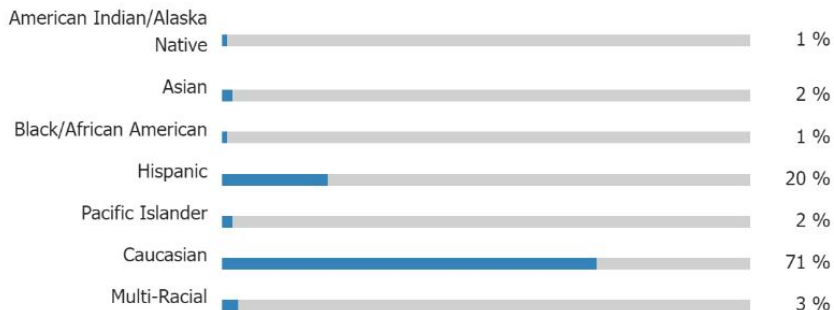


# State Report Card 2022-23- Demographics

## STUDENT ENROLLMENT OVER TIME



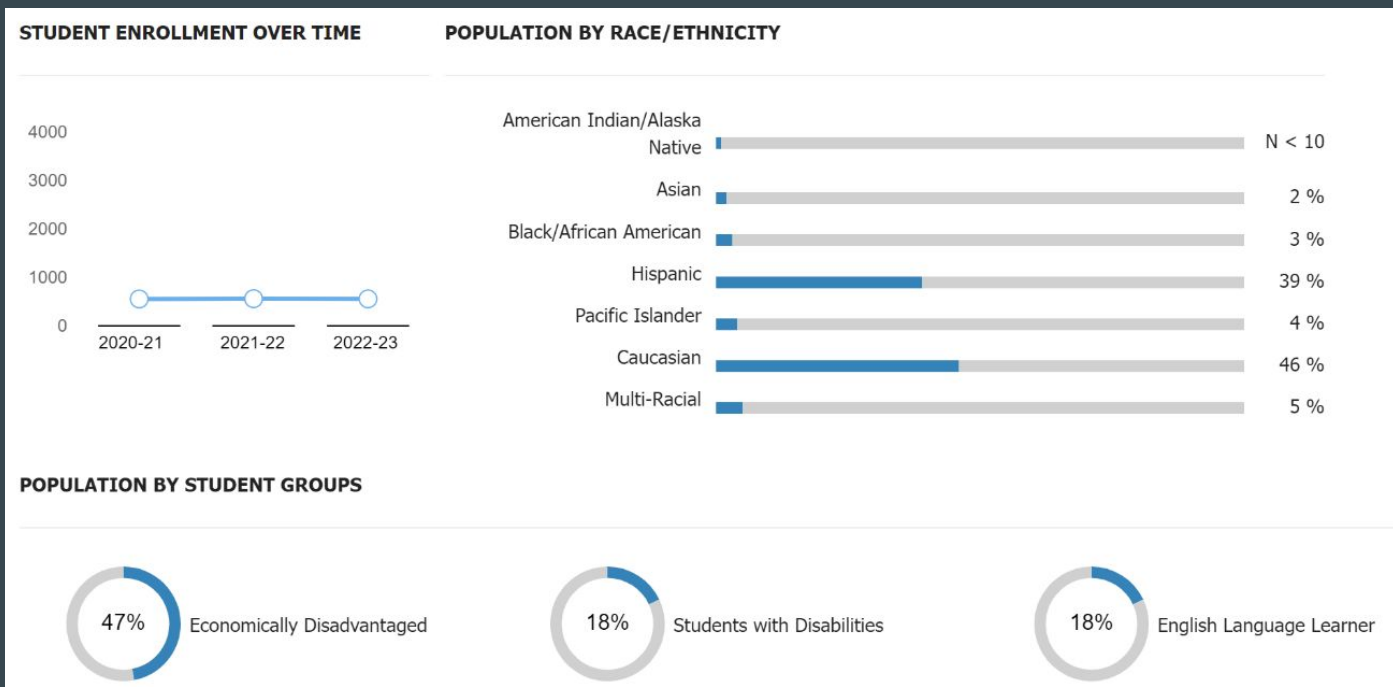
## POPULATION BY RACE/ETHNICITY



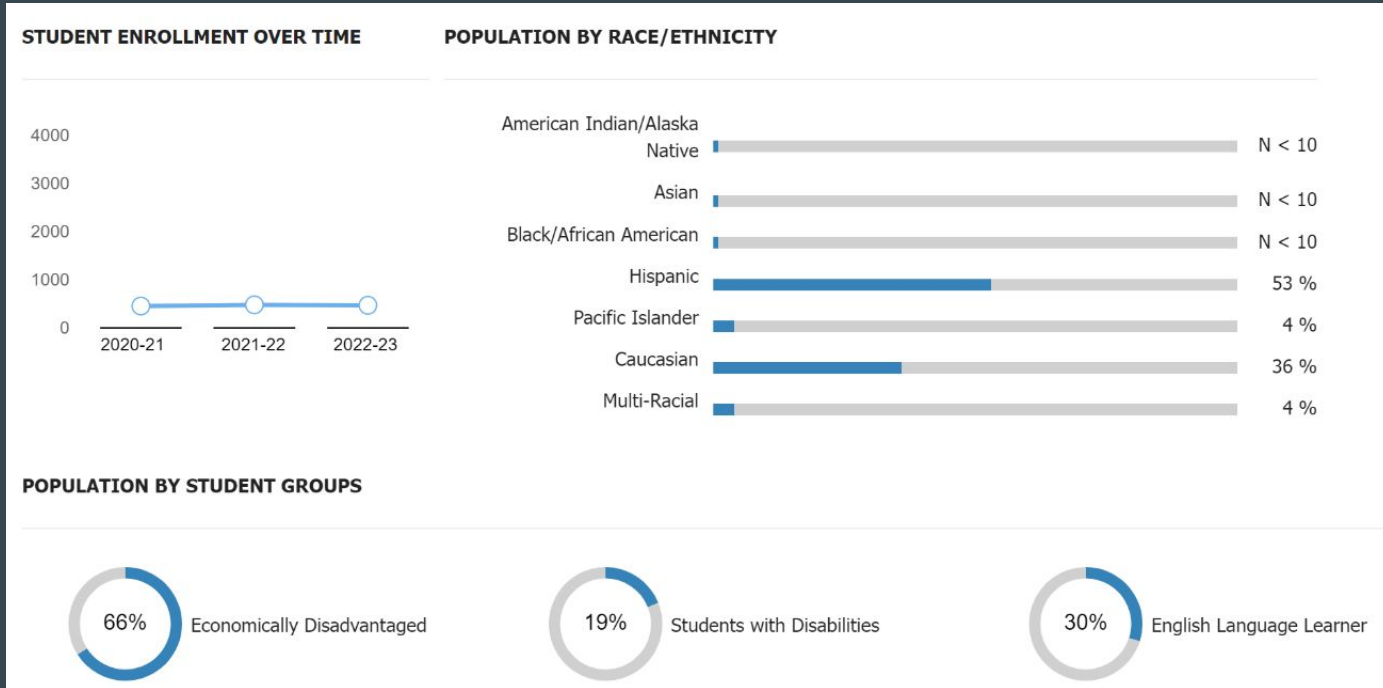
## POPULATION BY STUDENT GROUPS



# School Report Card 2022-23- Kearns Demographics



# School Report Card 2022-23- Magna Demographics

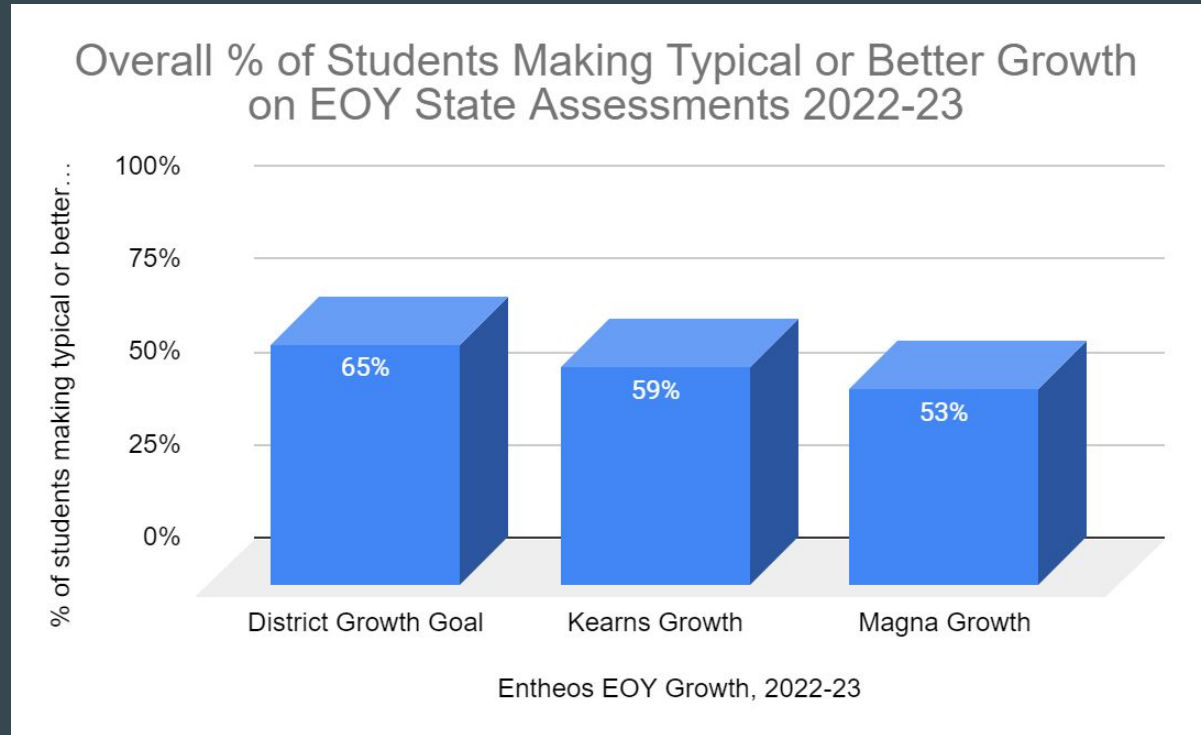


# Demographic Comparison

<b>Demographic Group</b>	<b>State</b>	<b>Kearns</b>	<b>Magna</b>
<b>% Economically Disadvantaged</b>	31%	47%	66%
<b>% of Students with Disabilities</b>	14%	18%	19%
<b>% of Students who are Multi-Language Learners</b>	9%	18%	30%

# District Work Plan MKS Goal 2022-23- Final Results

We just received our data from the state, allowing us to calculate against our long term growth goal. Growth is a goal that is accessible to every child in the school, no matter such status as being a Multi-Language Learner or having a disability. By focusing on growth, we will also close the gap on proficiency. EOY state assessments include Acadience Reading and Math, and RISE ELA, Math, and Science.



**District Superstars:** The following teachers did an absolutely outstanding job last year by far exceeding our Work Plan goal with more than **85%** of their students achieving typical or better growth on 1 or more EOY state assessment!



Carrie Usher



Jenna Marshall



Deb Bore



Summer Spjute



Anita Holfeltz



Spencer Nielsen



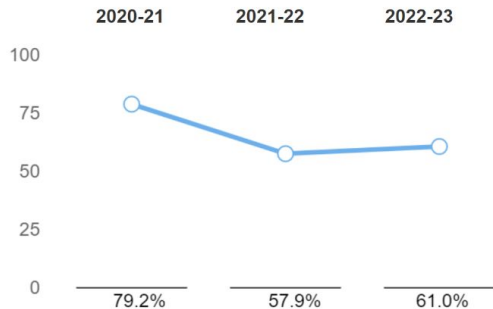
Annie Kosten

# Student Attendance, 2020-2023

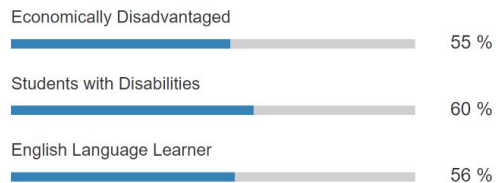
## HOW DID THIS DISTRICT PERFORM COMPARED TO THE STATE?



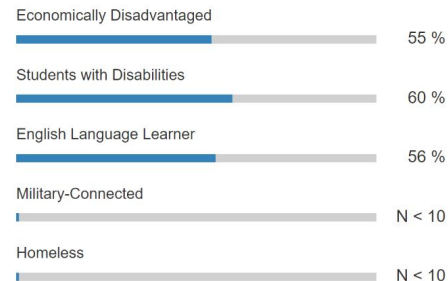
## HOW DID THIS DISTRICT PERFORM OVER TIME?



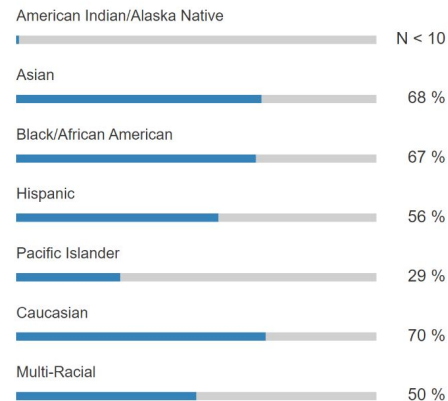
## HOW DID THIS DISTRICT PERFORM BY STUDENT GROUP?



## HOW DID THIS DISTRICT PERFORM BY STUDENT GROUP?



## HOW DID THIS DISTRICT PERFORM BY RACE/ETHNICITY?



# Attendance Campaign

- Formation of a district Attendance Committee.
- Use of the “Attendance Works” resources: <https://www.attendanceworks.org/>
- Social Media/parent communication attendance campaign.
- Individual meetings and relationship building with families who struggle with attendance.
- Connecting families with community resources for issues that may be impeding attendance.
- Connection with the Entheos Positive Behavior Interventions and Supports (PBIS) system.



## New MLL Coordinator: Darci Nelson

I am thrilled to introduce Darci Nelson, who is joining us as our new District MLL Coordinator. Darci comes to us from Ascent Academies where she ran the MLL program for 5 campuses. Darci has an Associate's Degree from BYU in Instrumental Music, a Bachelor's Degree in Elementary Education with a Minor in Spanish from the U, and a Master's Degree in Educational Leadership from BYU. Having years of experience as a classroom teacher, a reading specialist, and a school administrator, we are glad that she will be using her expertise to benefit our students and entire Entheos Crew!



# District Spotlight: Jeremy Prows

As the District Maintenance Coordinator, Jeremy is responsible for coordinating maintenance work for both Entheos campuses, striving to ensure that the buildings and grounds are kept in good order. Jeremy is on-call for any issues that come up, day or night! His job requires huge amounts of versatility, flexibility, problem-solving, and patience. He has to find people (or sometimes do the task himself) to fix all kinds of weird and wonderful problems such as stinky toilets and birds eating the stucco off the buildings! There's never a dull moment and Jeremy meets the challenges with calmness and humor.

In addition Jeremy is over transportation, and has helped us select and purchase the new busses, and strives to keep our little fleet in working order. Jeremy drives for our Adventure Trips as well as other Fieldwork, and it is wonderful to know that we have someone who really understands and supports these opportunities for our students. Thank you Jeremy!



**Questions?**

# ENTHEOS ACADEMY

EXCELLENCE • SERVICE • LEADERSHIP

15 November 2023

## Consent Agenda Items:

1. New Hire
2. Policies for Approval

### 1. New Hire

Darci Nelson - District MLL Coordinator

### 2. Policies for Approval

- a. 4202 Communication Policy
- b. 5100 Admission and Dismissal
- c. 7102 Asbestos Hazard Declaration

## 4202 COMMUNICATION POLICY

### Purpose

Entheos Academy promotes an ethical standard of interaction between staff and students or parents/guardians, including communications outside of classrooms or on a school-wide level.

### TEACHER – STUDENT

The following forms of contact and communication between Entheos staff members and students or potential students is prohibited

- (1) Personal **T**ext, instant, video or social media messaging
- (2) Phone contact between teacher and student's private cell phone
- (3) Any form of online communication or "friending" via social networks (i.e. Facebook, Instagram, **T**witter, etc.), chat rooms, private emails, etc.

This policy is not intended to curtail the use of email or education applications to communicate with parents, students and whole families regarding class-wide or school-wide programs, projects and assignments. Nor is it intended to prohibit the use of email communication between parents and

teachers regarding student performance/evaluation. However, all communication to parents should be done with the school assigned email or on a school phone.

In the event that there is a need to have the above forms of contact or relationship with a student for reasons outside of school purposes, (i.e. Scout or Girl Scout programs, Youth Sports, church programs, family friendships, etc.), the staff member must give a written disclosure to the director of the relationship with the student. School based communication between a staff member and student with a disclosure will still occur within the channels set forth in this policy.

### **DISTRICTWIDE**

District wide communication shall be the responsibility of the Executive Director

1. to approve or have approved by an appointed representative for professional message.
2. to comply with policies, procedures, school charter and law communication services
3. to ensure that applications or devices will be subject to the Data Governance Policy of Entheos Academy.
4. Communication from the Entheos School Board, or its appointed representative, will not be subject to Executive Director approval.

The Executive Director will set forth standards for campus or school specific communication to include approval by campus director or appointed representative for professionalism, consistency with policies and procedures, school charter and laws. Other standards and specifications of approval may be set forth by the Executive Director.

### **GRIEVANCE**

~~A philosophy and vision of open, honest and useful communication is much more important than a thick booklet of rules, procedures and steps to follow. Every person must ask of him or herself, “what is my intent” in this communication? If intent is really to punish, embarrass or gossip then any communication policy will not be helpful.~~

~~Open, honest and useful communication allows anyone at Entheos to communicate with anyone else. Basically communication will not be useful if the person you approach isn't the key person involved or the person who should handle the situation. Generally parents speak with their student first, then the teacher, then the Director, then the Board if satisfaction is not achieved at any previous level. Generally teachers speak with students first, then parents, then the Director, then the Board if satisfaction is not achieved at any previous level.~~

~~Whenever we approach someone when there is a problem we should first evaluate our intent and our “end in mind.” Then:~~

- ~~• Speak directly to the person(s) involved~~
- ~~• Seek to understand the others' point of view~~
- ~~• Keep your courage high to tell the true story and keep your consideration high to listen to the other party~~



●—Seek a mutually beneficial solution

The model of maturity and interdependence we would encourage at Entheos would invite all parties in a disagreement to go together to the next level of leadership to speak about the situation. As an example if all parties would sit down with the Director together, this would be helpful in facilitating a solution. It may be appropriate for an individual student, parent or teacher to come to the Director alone however the problem may be resolved with more understanding and effectiveness all together.

At Entheos we encourage the full range of due process steps that may include appeals to the Utah State Office at Education, the Office of Civil Rights or legal challenges in a court of law when parties cannot reach a solution at the Director or the Board level. We do want to go hand-in-hand to these next steps as people with a genuine and respectful disagreement. Our democracy works the best in an atmosphere of transparency and it is possible that on occasion we will be unable to resolve our differences at the Board level.

If intentions are honorable and communication is open, honest and useful we will almost always achieve excellent solutions at the classroom and Director's office level. When communication and disagreement is approached in this manner we see the Expeditionary Learning Design Principle of: the Primacy of Self Discovery, the Having of Wonderful Ideas and Empathy and Caring will create synergy. The end of conflict should be the integration of ideas for a new and better solution that neither party may have imagined beforehand.

When concerned parties find it necessary to go to the Board of Directors with a concern, it should be as a result of discussion held first at the school level. The Director will be responsible for getting these issues scheduled and all parties present or represented to the Board. Remember there is always direct access to the Board through public comment.

We should all remember that the Board of Directors must finally render decisions based on law, policy and Entheos Education Philosophy that may appear that the Board did not understand a differing point of view. Understanding all sides of an issue will not mean the Board can always make a decision that honor all sides equally.

As a final comment on the Entheos Communication Policy; all students, parents and educators agree in principle that we stand shoulder to shoulder and face the Entheos Mission Statement and Core Values. The mission and core values are the philosophy statement that governs communication.

## #5100 **ADMISSION** ~~ADMISSION~~ AND DISMISSAL

### **Admission Procedure**

Entheos will have an open enrollment period. During that time, Entheos will accept applications without regard to race, color, religion, sex, national or ethnic origin. In the event Entheos receives more applications than it has enrollment capacity, the school shall hold an impartial lottery. Entheos reserves the right to allow

children of founding members and full-time staff ~~priority enrollment~~~~the right to circumvent the lottery~~, in accordance with Utah state laws. An impartial third party will perform the lottery to ensure integrity and fairness. ~~The random drawing will begin with the 9<sup>th</sup> grade and then proceed down through Kindergarten, giving preference~~ Preference will be given to the first drawn names and then to the siblings of those first drawn. Students enrolled for the current year will be given preference for the following academic year. Each year siblings of currently enrolled students will be given preference as space allows. Entheos Academy ~~academy~~ respects the importance of family unity and will seek to accommodate all family members if possible. Entheos will place all interested individuals who failed to make the lottery on a waiting list.

## Discipline and Dismissal Procedure

All students have the right to learn in a safe environment. At Entheos, there will be a shared responsibility between students, parents, and teachers in providing a productive learning atmosphere. Enforcement of school rules, including disciplinary action, shall be the responsibility of the Director except in the case of expulsion, which will require action of the governing board.

Entheos Academy will create a behavior contract that will be signed by both the parent and the student, to which they will be held accountable. If the student does not comply with the rules and expectations outlined in the contract, Entheos will employ the following steps to resolve the problem:

1. Expectations: Clear Classroom/Teacher expectations and rules are discussed at the beginning of the year.
2. Teacher Intervention: A meeting with the teacher and with the student to clarify appropriate conduct with a pledge from the student to maintain acceptable behavior. At an escalated level, an email or phone call will be made to the parents.
3. Parent Intervention: If the problem persists, the parent will be required to meet with the Teacher, Director, and Student to discuss the best way to help the student. A student behavior plan will be created, and parents will be reminded of the next steps in the process.
4. Director Intervention/Suspension: If the student does not follow the behavior plan, the Director may recommend Suspension. To be reinstated, the student must complete the assigned work and the student with the student's parent(s) must meet with the Director.
5. In-School Suspension: If the student's behavior has not ~~been~~ corrected after being suspended, the student will be removed from the classroom and referred to In-School Suspension. The student will be required to complete packets of work as assigned by the teacher(s) and show proper behavior before being reinstated ~~back~~ to the class. The length and terms of In-School suspension ~~are is~~ at the Director's discretion.
6. Expulsion: Upon recommendation of the Governing Board, the student may be expelled from school. Students who are expelled shall have the right to appeal the decision before the Governing Board (see Utah State Code 53A-11-904).

The Director will be responsible for understanding the legal requirements for discipline in relation to students with disabilities. ~~In most cases, behavioral expectations will be the same for all students at the school unless the behavior is a manifestation of a student's disability and/or special considerations have been made relative to a student's IEP. Ultimately, ensuring the safety of all students and school~~

~~personnel will be a priority.~~

## **#7102 ASBESTOS HAZARD DECLARATION**

Dear parents, teachers, and employees:

In 1986, Congress passed the Asbestos Hazard Emergency Response Act (AHERA). AHERA is a provision of the Toxic Substances Control Act. It requires that local education agencies (LEA) such as Entheos Academy inspect for asbestos - containing building materials, prepare and maintain up-to-date AHERA Management Plans, and notify occupants of the plan on a yearly basis. All of this in an effort to prevent the exposure of asbestos to the occupants of our school buildings

Our architects and builders have certified that no asbestos containing materials were used in the construction of Entheos Academy's buildings; therefore, no asbestos containing materials were identified. We will continue to be alert to ensure that asbestos-containing materials do not pose a hazard to our students and staff.

Entheos Academy's AHERA Management Plan is available for review in the main office and has been submitted to the Utah Department of Environmental Quality/Division of Air Quality.

# ENTHEOS ACADEMY BOARD MEETING MINUTES

October 25, 2023 7:00pm

Held at Entheos Academy Magna Campus  
2606 South 7200 West Magna, UT 84044

## OPENING

- I. Roll Call
  - a. Board Members Present: Xazmin Prows, Deb Ivie, Karen Bogenschutz, Rod Eichelberger
  - b. Board Members Excused: Stephanie Gibson, Brittany Garner
  - c. Administrators and Staff also present: Esther Blackwell, Jason Bennion, Denise Mathews, Sue Talmadge, Brian Cates of Red Apple, Alisha Cartier
  - d. Administrators Excused:
  - e. Time: 7:02 pm
- II. Meeting Opened by Rod Eichelberger (7:02 pm)
- III. Pledge of Allegiance led by Deb Ivie (7:03 pm)
- IV. Mission Statement by Karen Bogenschutz (7:03 pm)
- V. Approve minutes from September 27, 2023 and Consent Agenda (7:25 pm)
  - a. **Xazmin Prows motions to approve the minutes from September 27, 2023 and the Consent Agenda. Karen Bogenschutz seconds. Motion passes 4-0.**
- VI. Entheos Value Presentation by Xazmin Prows (7:04 pm)
  - a. Values highlighted Integrity and Individuality

## PUBLIC COMMENT

- I. Public Comment: (7:24 pm)
  - a. NONE

## INFORMATIONAL ITEMS

- I. Q&A on Director Reports (7:25 pm)
  - a. District: Esther Blackwell highlights calendar dates for board members to attend. Celebrations of learning and Veteran's Day Assembly. Enrollment has been extremely strong in the beginning of the school year. Misty Startup doing lots of work. Maxed out at both campuses. BOY data is in the report. Point out that Magna Acadience reading positive movement over the past 3 years. Teachers are really working hard. Rod Eichelberger comments about grants. Esther Blackwell is busy with grants. Received \$60K for technology of students to access testing and online curriculum. Waiting to hear back from others.
  - b. Kearns: Denise Mathews highlights impressive outcomes regarding attendance. Talked about the attendance campaign last month. Seen a reduction in absence rates from last year. Recognition and reward strategies. Working with parents in a partnership perspective. What are the root causes for kids not coming consistently? Parent community. Student led conference. 75% last year, this year up to 82%. Parents that did not attend, she is reaching out. Crew focus during student led conference. Being kind and discrimination free.

- c. Magna: Jason Bennion highlights service learning going on. Tiny Tims toy cars with Kindergarteners. They donated them to the 1st graders. Melanie Louviere meeting with 6th graders and doing school pantry. Data - Acadience. Preliminary numbers coming in. Excited about possible outcomes for this year. Student council up and running. Tania Vake is taking that on. Crew every morning and great service ideas with other crews. Planning Red Ribbon Week activities for next week. Highlight new teacher Brequelle Smith. 2nd grade. Brequelle Smith introduced herself. Rod Eichelberger comments that he loved the pledge to lead through service poster from the report.
- II. Staff Recognitions (7:38 pm)
  - a. District: Misty Startup
  - b. Kearns: Taylor Eves, Debra Bore, Kay Welke
    - i. Taylor Eves introduced herself.
  - c. Magna: Anita Holfeltz, Jennifer Te'o, Desiree Poitier
- III. School Presentation by Aimee Wetzel and Josh Cardenas (7:48 pm)
  - a. Mentor/Mentee program. Aimee Wetzel shares what is working for them and questions that have been asked. Aimee Wetzel shared with Josh Cardenas that he has a whole village at the school. Understanding that there are others that can help, open door policy. No small questions. Josh Cardenas shares being able to implement the curriculum slowly over the first few weeks. Debrief daily, sometimes two times a day. Just take a few minutes to check in. How to navigate mastery connect, input standards, how to find standards. How to stay organized, better utilize contract hours, how to keep students organized so ready for SLC. Standards and expectations at Entheos - tests, what is expected in classrooms - word walls, norms, learning targets. Adding classroom management in general, referrals for behavior, educator handbook. Create a friendship within classes. Josh Cardenas is also thankful for the resources Aimee Wetzel has. No competition.
- IV. Budget and Finance Report Deb Ivie (7:53 pm)
  - a. Deb Ivie asks Brian Cates to discuss. Brian Cate shares should have the rep letter for signatures, they will send final copies of the financials and then will share with bond holders and state office. Audit, single audit. No finding so far. PTIF is performing well. Received that amount and three fold in monthly allotment. Received ESSR from last year. Purchased another bus. Main operating account is handling monthly expenses. There will be a downturn next month due to larger purchases but normal for this time of year. Enrollment is fantastic. Bump in state revenue. Federal funds this time of year. Being supported by Red Apple. No questions from the board.
- V. Mission of Entheos Grant Committee (7:59 pm)
  - a. Nothing to report yet. In the next couple of weeks, letters will be sent to staff. Will go in person to get them excited. Brainstorm with the committee what ways they can keep it in front of the teachers and get them excited.
- VI. School Community Council Report (8:00 pm)
  - a. Kearns: Denise Mathews reported on last year's goal, what was allocated for purchase, and reported those purchases have been made.
  - b. Magna: Jason Bennion reported on last year's goal, what was allocated for purchase, and reported those purchases have been made.
- VII. Sex Education Committee Report by Xazmin Prows (8:04 pm)
  - a. Need to add two members to the committee. Sue Talmage has two recommendations. Staff member and parent. Will not vote on the committee tonight because the invite



hasn't been extended yet. Will vote next month. Will bring statistics next month, don't need to vote on a plan until May.

## DISCUSSION ITEMS

- I. Board Development by Misty Startup (8:05 pm)
  - a. Misty Startup is the District Office Coordinator. New position created last year. Figuring things out. Biggest portion of the job is enrollment. Starts in January with intent to return, online registration, follow up with parents. March openings are offered through April. Magna is currently only missing one student. Misty Startup then shares the process of how to offer positions. Immunization - state tracks. Make sure all are completed each year. Carson Stott helps as well. Have to keep a spreadsheet. Track exemptions as well. Vision screening. Working on getting them finished. Company double booked. Communicating with parents about encouraging them to take their child to a doctor. Provides support and training to secretaries. Emergency binders. Staff birthdays. In person registration. A Lot of prepwork. Prep so ready to go. Handbook - took over from Dina Wecker. Corruption in the file and had to retype the entire thing. Special projects - Kids Read Now. Able to help them get books they wanted. Kearns middle school open house for retention. Kindergarten on wait list. Head start kindergarten open house. Attendance committee, Veterans Day committee, new sweatshirts. Rod Eichelberger comments that he enjoys learning more about what district staff does.
- II. Policies for discussion by Xazmin Prows (8:13 pm)
  - a. 4202 Communication Policy - mostly grammar editing in the first part. Second part - red lined grievance because we have a separate grievance policy. Felt more like a speech than a policy. Giving reasoning behind the policy. No longer fits with the format of policies. Want to make sure that there aren't any board members that feel strongly about keeping it. Esther Blackwell believes it makes sense.
  - b. 5100 Admission and Dismissal - Changed some wording in the first part to make it sound better. Bottom qualifier - removed sentence because not necessary.
  - c. 7102 Asbestos Hazard Declaration - no changes.
- III. Insurance Update by Esther Blackwell (8:19 pm)
  - a. Esther Blackwell shares that we had a question about providing health insurance to board members. Did investigating. Auditors, state charter school board, others. District schools offer. Found no reason why school couldn't offer. Now comfortable with offering. USBE confirmation last week. Insurance window deadline in November for January.
  - b. Rod appreciated all of the runaround to make sure it would be ok. Being able to offer something that is a benefit to help bring in new board members. Takes work. Knowing it is legal and viable. Any interest in the board? Deb Ivie shares that she has discussed it with Sue Talmage. It is a perk. Could be a need for some people. Nice that there is a benefit that could help board members. Board is fiscally responsible. Karen Bogenshutz seconds everything Deb Ivie just said. Will help people. Help attract people. Xazmin Prows thinks it is a great idea. Excited. Final review by finance committee.

## ACTION ITEMS

- I. **MOTION** (8:27 pm)

- a. **Rod Eichelberger motions to approve offering board health insurance pending review and approval by the finance committee. Karen Bogenschutz seconds.**
  - i. Sue requests that the board review proposed policy, which will need to be voted on next month. Will be discussed at the next policy meeting.
  - ii. Karen Bogenschutz asks a question about what to do if interested. Look at details, coordinate with Sue Talmadge. Open enrollment period. Dec 1-8. Open enrollment meeting in November. It will be the same insurance offered to staff.
  - iii. Motion passes 4-0
- b. **Approve Sex Education Committee motion tabled until next month when additional members have been asked.**

ADJOURN

- I. Time 8:29 pm
- II. Motion: Karen Bogenschutz motions that we adjourn our board meeting. Xazmin Prows seconds. Motion passes 4-0