

# ENTHEOS ACADEMY

EXCELLENCE • SERVICE • LEADERSHIP

## OVERNIGHT FIELDWORK EXCURSIONS

### Purpose

“The world is our classroom” is a reality at Entheos, where the use of natural and community settings allows learning to extend beyond the confines of school walls. “We believe outdoor adventure helps participants learn teamwork, courage, craftsmanship, perseverance, and compassion, while discovering they can accomplish more than they thought possible.” The Entheos Academy Board supports students’ academic and physical development ~~the development of students academically and physically~~ through safe hands-on fieldwork, including overnight fieldwork excursions. All fieldwork will support the vision and purpose of the Entheos Academy charter and comply with Utah State Education guidelines.

### Policy

Overnight fieldwork is subject to the same rules and protocols as other fieldwork, as well as additional protocols as outlined. If there is a conflict between the regular fieldwork ~~protocol~~ and overnight fieldwork protocols, the overnight protocol will take precedence.

Overnight trips must fall within the following guidelines:

#### I. Middle School Students

Without special permission from the Entheos Board, overnight trips will adhere to the following guidelines:

- 6<sup>th</sup> Grade - one trip not to exceed 2 nights per school year
- 7<sup>th</sup> Grade – one trip of 3-nights maximum per school year
- 8<sup>th</sup> Grade – two trips per school year, one of which is 3-nights, one of which is 4-nights

Each grade is not obligated for this many nights away from home; however, additional nights will require Entheos Board approval.

#### II. Upper Elementary (4<sup>th</sup> –5<sup>th</sup>) Students

As a general rule, upper elementary (4th and 5th grade students) ~~do~~ not have overnight trips ~~as a general rule~~. In unusual circumstances where there is a rare, clear, and compelling educational opportunity present, an overnight trip may be proposed during the year, by the teachers to the school director. Final approval from the board is required in such instances.

### **III. Lower Elementary (K – 3rd) Students**

May have day trips only. Distance from the school should be reasonable.

### **IV. Basic Safety during Campouts and Overnight Fieldwork**

District Administration will develop safety protocols that shall be rigorously adhered to on all overnight excursions and fieldwork. Protocols will include

- A. Training shall be held for those going on camping trips, and there shall be strict enforcement of the rules.
- B. A 6:1 student to adult ratio shall be observed on all camping trips. In hotel/motel lodging situations, there shall be two adults in each room. Each child will sleep in their own sleeping bag even when using hotel/motel accommodations.
- C. Opposite gender camps shall be clearly separated from one another. Each group will separate into their camps at dusk.
- D. Parents and students shall receive and provide signed consent to abide by the safety rules. Public school rules related to alcohol, tobacco, and drugs with regard to both adults and students apply in all aspects of the trip, including while in transport, and at all fieldwork locations. As part of this agreement, parents accept the responsibility to transport their child home if a rule is broken.
- E. At least two adults will accompany groups on every activity.
- F. Middle School Night Watch Policy: At least two adults will walk through camp ~~two times~~ during the night for security and safety watch during sleeping hours. Adults can rotate throughout the night.
- G. Speak Up Be Safe training will be presented at least once a year prior to all campouts and overnight trips.
- H. Emergency response and reporting
- I. Student injury response and reporting
- J. High risk activity specific protocols, including but not limited to rock climbing, stream crossing, water activities, hiking, backpacking, and all winter and ice activities.
- K. Vehicle and Transportation safety

### **V. No Touch Policy During Campouts and Overnight Fieldwork**

Romantic touching of any kind will not be tolerated and is subject to disciplinary action, including, but not limited to, increased teacher oversight on the excursion and being sent home at parent expense.

### **VI. Campout Costs**

- 1. The School must stay within the budget allocated for the experience.
- 2. Students will be given enough time to know costs, and will be required to make a reasonable effort to provide for needs through fundraising, borrowing of equipment, etc.

3. The School will provide necessary funds and equipment if a student (and family) is not financially able to cover the costs.

## **VII. Student Participation Requirements**

Overnight trips are intended to provide direct, rare, and compelling educational experiences. Consequently, the School hopes to have all students participate. However, in situations where parents prefer not to have their child participate in overnight trips, such participation is not required, and students will not be penalized for failure to attend.

The school will provide the opportunity for students to complete assignments of an equivalent nature (to the extent possible) for those unable to attend the overnight experiences. Under circumstances of non-participation, the school is not responsible for any missed experiences that the students forgo for having elected not to attend.

## **VII. Parent Participation**

All eligible parents/guardians are welcome on all campouts and overnight trips but are required to attend training prior to the trip to review rules and regulations. There shall be strict enforcement of rules on all camping and overnight trips. [The Entheos Academy background check policy will apply to all parent/guardian volunteers.](#)

# ENTHEOS ACADEMY

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## EXCELLENCE • SERVICE • LEADERSHIP

### 6204 FIELDWORK POLICY AND PROTOCOL

#### Purpose

Entheos Academy board supports ~~students' academic development~~ ~~the development of students academically~~ through safe hands-on fieldwork. All fieldwork will support the vision and purpose of the Entheos Academy charter and comply with Utah ~~S~~state ~~E~~ducation guidelines and outlined protocols for optimal participant safety.

#### Definitions

Fieldwork is defined as work done off-campus in pursuit of classroom projects. Fieldwork may include library research, interviews, and specimen collection.

#### Policy

~~Students may leave campus for fieldwork outings and other activities outlined in the Universal Fieldwork form.~~ A note will be sent home to parents/guardians describing the fieldwork excursion's date, time, location, and purpose no later than one week prior to the excursion. ~~A permission form will be required each time students leave campus for a school-sponsored activity.~~

~~Students who do not have a signed Universal Fieldwork form will require parental consent each time they leave campus for a school etc-sponsored activity.~~

#### Protocol

##### I. Transportation

- A. When students leave campus for any school-sponsored activity; not within walking distance, the ideal mode of transportation is via school bus. Students may not be transported by volunteers.
- B. Adult supervision is required throughout the bus. Teachers and volunteers will disperse themselves amongst the students. Students must stay seated on the bus and follow the same school rules and guidelines expected of them in school. Disciplinary action will be taken if a school rule is broken during a fieldwork excursion. Before every departure, whether from school, fieldwork site or en route, the teacher or volunteer will ensure each student is safely boarded by performing roll call by name.

##### II. Behavior/Safety



## 6204 Fieldwork Policy and Protocol

- A. To help with supervision, teachers and volunteers will each be responsible for a specific, small/manageable group of students, with a ratio of one adult per ~~six~~ ~~ten~~ students. Volunteers and staff are required to follow the fieldwork schedule of activities. Each student will stay with their assigned group and adult for the entire outing.
- B. Adults must respect student's privacy and intrude only to the extent that health and safety require. Adults must protect their own privacy in similar situations. Examples include swimming, scuba diving, etc.
- C. Students must understand that each adult volunteer who accompanies their class is an authority figure ~~responsible for ensuring~~ ~~and has the responsibility to make sure~~ rules are being followed and that students are being kept safe and conducting themselves respectfully.
- D. Each teacher will establish a short list of rules and expectations that instruct students to conduct themselves respectfully and responsibly wherever they visit, from visiting a museum to hiking in the mountains. These guidelines should be reviewed with students EACH time they leave the school for an outing.
- E. Staff is required to check for any medical conditions and/or medications before departing on a fieldwork excursion.
- F. A first aid kit must accompany a teacher/volunteer on any fieldwork excursion.
- G. In the event of an emergency, teachers or volunteers must call Entheos administration as soon as possible. If it is a life or death situation, call 911 before calling the school. Do not call any parents from the emergency site. All calls to parents must be made by an Entheos administrator, ~~or~~ board member, or those staff instructed by such persons.
- H. Also, all media must be directed to the Campus or Executive Director. Staff may speak with the media about the incident at the discretion of ~~the~~ Campus and Executive Directors. Student privacy should be maintained in all media inquiry situations.

### III. Parent Participation

- A. All eligible parents/guardians are welcome on all fieldwork outings. If the maximum number of volunteers has already been met, and there is no allowance for more in the budget, parents/guardians will be responsible for their own transportation and the cost of their admission (if applicable).
- B. All parents/guardians participating in fieldwork must not be a distraction and should not take their child, or any child, away from the group. Leaving the group for any reason is not allowed.

REF: [Chaperone Guidelines](#)

# ENTHEOS ACADEMY

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## EXCELLENCE • SERVICE • LEADERSHIP

### UNIFORM POLICY

A key element of our dress code is for students to take pride in their appearance. In support of this concept, necessary emphasis will be placed on students' grooming and hygiene as well as attire. The dress code is in place to encourage our students to respect themselves and their peers, while working in a professional environment.

The purpose of the Uniform policy at Entheos is to improve the learning environment by:

- Ensuring clothing is modest and non-offensive.
- Reducing peer pressure and emphasis on brand name clothing.
- Minimizing health and safety concerns.
- Helping to teach children respect in the way they dress, which influences the way they act.

#### **TOPS:**

Students may wear any solid **Maroon, Navy or White** collared shirt that:

1. Is a polo style shirt, button down or full folding turtleneck. Is long enough to be tucked in.
2. Has no printing or graphics on it.
3. Has sleeves that cover the shoulders and under the arm.
4. Is not sheer or otherwise revealing.
5. Is not torn or purposely frayed.
6. Is clean.

Students may wear any shirt underneath their collared shirt as long as it is consistent with the dress code colors and has no printing on it. Students may wear a solid sweater, vest or jacket (no hoods) over their collared top as long as it is consistent with the uniform colors. ~~Student may wear a Navy Blue hooded sweatshirt as long as it has the Entheos Logo on it.~~ A shirt with a small brand name logo (smaller than a quarter) is acceptable.

#### **BOTTOMS:**

Students may wear any solid **tan or navy** pant, Capri, short, or skirt that:

ENTHEOS BOARD POLICY — UPDATED DECEMBER 1, 2016

UPDATED-FEBRUARY 28, 2019

UPDATED - OCTOBER 24, 2019

## 5400 Student Uniform Policy

1. May be made of chino, twill, corduroy, or of dress pant quality material.
2. Is not denim, nylon, sweatshirt, leather, knit, velour, or vinyl material.
3. **Goes to the middle of the knee or longer.**
  1. Has no holes.
  2. Is clean.
  3. Pants may not be revealing. Pants must be worn around the hips.

~~Belts must be conservative and of one solid color.~~

### DRESSES:

Girls may wear any solid **Maroon, Navy, Tan, or White** dress that:

1. Has a collar.
2. Goes to the middle of the knee or longer.
3. Has sleeves that cover the shoulders and under the arm.
4. Is not denim, nylon, sweatshirt, leather, or vinyl material.
5. Is not sheer or otherwise revealing.
6. Is clean

### SHOES:

Students must wear shoes that can be used for everyday use. All shoes must have a strap or some kind of back on the shoe so that it doesn't slip off the feet. Students **may not** wear:

- shoes with wheels
- slippers
- flip-flops
- Shoes that distract from learning.

Students will need a pair of sturdy hiking or walking shoes for outside excursions. It is possible that a specific type of shoe will be needed for a specific activity (i.e. horse riding, rock climbing, ~~back-packing~~ backpacking, water activities, etc.). If so, notification will be given in advance.

### HAIR:

Hair colors will be in the natural hair color range.

### ACCESSORIES:

- Body piercing will be limited to one pair of conservative earrings
- Other jewelry may not be excessive or distract from the learning environment. No chains may be worn other than around the neck or wrist and must be unobtrusive.
- One conservative bracelet per arm.
- One conservative necklace.
- Tattoos must be covered and unseen at all times.

## 5400 Student Uniform Policy

- Tights must be solid white or blue.
- Long stockings and socks must be a solid non-distracting color
- Backpacks, purses and bags should be conservative and non-distracting.
- Belts must be conservative and of one solid color.

Uniform items not specifically covered but considered inappropriate or contrary to the purpose of the Uniform Policy are subject to review and interpretation by the Board or the Administrators in charge of executing the Uniform Policy. Uniform compliance is mandatory with no opt-out policy other than stated below and consequences for violation will be enforced.

Uniform Policy exemption may be granted by the Board of Directors or the Executive Director based on:

1. Religious beliefs
2. Special ~~Extenuating~~ circumstances.

The school will help with the acquisition of the required uniforms by:

1. Facilitating the gathering and distribution of used uniforms.
2. Helping with the funding of uniforms for economically disadvantaged students through scholarship or work programs.
3. Other programs to make school uniforms available.

### CONSEQUENCES FOR VIOLATION OF THE UNIFORM POLICY:

If a teacher or administrator identifies that a student has come to school inappropriately attired according to the Uniform Policy, the student will be sent to the Administrator in charge of executing the Uniform Policy to make the determination if the student is in violation. If the administrator determines that the student has violated the Uniform Policy then:

1. Parents will be called to bring proper clothing and the student will remain in the office until clothing arrives.
2. For subsequent violation, a note will be sent home
3. Perpetual violation of the Uniform Policy will be handled on an individual basis according to the nature of the violation and may result in expulsion from Entheos.
4. The student may be subject to the School Governance Committee action, or may appeal decisions to the Governance Committee (student government).
5. The student or parent of the student may appeal decisions made to the Board of Trustees for final decision.

# ENTHEOS ACADEMY

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EXCELLENCE • SERVICE • LEADERSHIP

## ~~#5304 COUNSELING SERVICES POLICY~~

~~The school counselor is available throughout the school day to meet with students. The counselor maintains an "open door" policy to meet with students on an as needed basis.~~

~~Under Utah Code, Section 53E-9-202 and 53E-9-203 of the Utah Family Educational Rights and Privacy Act, school district personnel are required to have your consent as parent or legal guardian, except in response to a situation which a school employee reasonably believes to be an emergency or by order of a court, if psychological information is discussed with your student.~~

# ENTHEOS ACADEMY

EXCELLENCE • SERVICE • LEADERSHIP

## #4201 STAFF UNIFORM POLICY

### Purpose

The staff at Entheos, as role models to our students, will maintain standards of professionalism in dress while working. Extreme departures from what is considered conventional dress or personal grooming are not permitted.

### Policy

General guidelines are as follows:

1. Employees are expected to dress in a manner ~~normally~~ ~~ordinarily~~ acceptable in professional business establishments. ~~The~~ ~~For example, the~~ wearing of jeans, leggings as pants, jeggings, t-shirts, hoodies, and similar items of casual attire is not permitted.
2. Hair should be clean, combed, and neatly trimmed. Unnatural colors are not acceptable.
3. Sideburns, ~~moustaches~~ ~~mustaches~~, and beards should be neatly trimmed. Eccentric styles of facial hair are not permitted.
4. Jewelry, piercings, and tattoos shall not be excessive or extreme in nature. ~~A R~~reasonable effort should be made to keep tattoos covered while working. Visible tattoos shall be non-distracting in nature, and may not ~~contain any images or words which are controversial or offensive~~ ~~contain any~~ ~~controversial or offensive~~ images or words.
5. Clothing must cover shoulders, cleavage, stomach, back, and undergarments.
6. Skirts, dresses, and shorts must be knee-length. This includes skirts and dresses worn over leggings.

If an employee reports for work improperly dressed or groomed, they may be asked to return home to change, at the director's discretion.

# ENTHEOS ACADEMY

EXCELLENCE • SERVICE • LEADERSHIP

## 3400 FEE AND FEE WAIVER POLICY

### **Purpose**

In compliance with Utah Code 53G-7-503, Entheos Academy maintains the following policy on fees and fee waivers.

### **Policy**

- I. Entheos Academy will not charge fees for students in grades six through eight for the ~~2022-2023~~ 2023-2024 school year. There are no fees for activities during the school day. If applicable, fee waivers are available for those who cannot afford to pay to participate.
- II. The Fee Schedule (if applicable) will be approved annually by the Entheos Board of Directors. Notice of fees (if applicable) will be provided to the parents or guardians of each student prior to registration and the payment of fees.
- III. Payment of fees (if applicable) is strongly encouraged to provide an enhanced and enriched educational experience; however, fees will be waived for any family that requests it. Therefore, no application process will be required as all written requests will be honored.
- IV. All students will receive equal access to educational opportunities, and no student will be denied participation in any activity sponsored by Entheos Academy due to non-payment of fees. In addition, a student's fee waiver status is private, and a student's fee waiver status is strictly limited to essential business staff only. In addition, no fees will ever be charged for elementary grade students (kindergarten through grade five).



18 USC 707

# Family Night Events

Extension

**UtahState**University®







18 USC 707

## **4H Motto**

*To Make the Best Better*

## **4H Slogan**

*Learn by Doing*

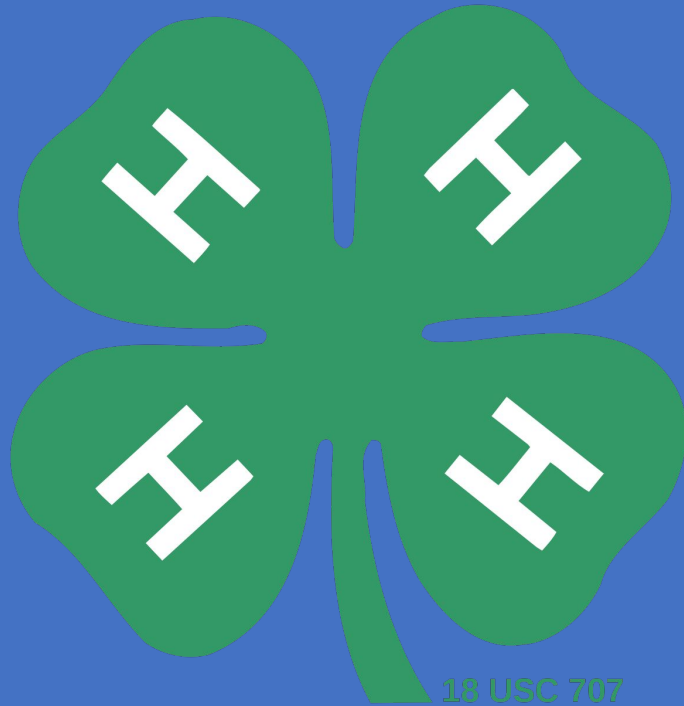
## **4H Pledge**

*"I pledge.. My Head to clearer thinking, My Heart to greater loyalty, My Hands to larger service, and My Health to better living for my club, my community, my country and my world."*

**Extension**

**UtahStateUniversity®**





18 USC 707

## ***Family Night Events***

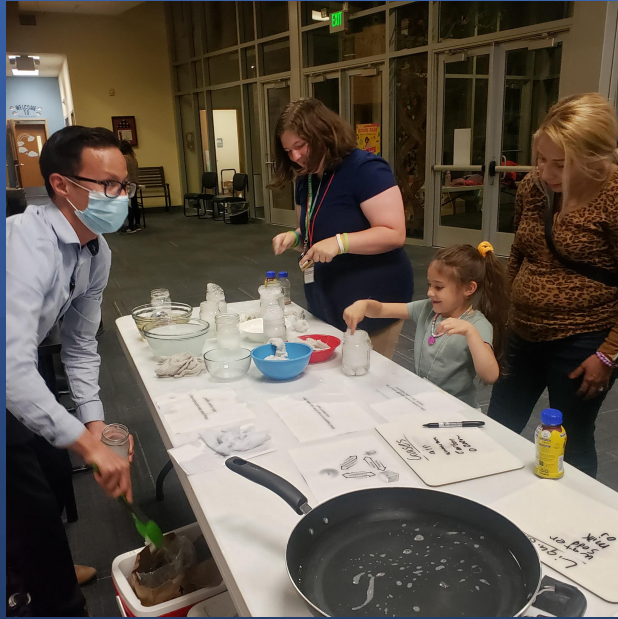
<b><u>Event Name</u></b>	<b><u>Kearns</u></b>	<b><u>Magna</u></b>
<b><i>Family Game Night</i></b>	<b>83</b>	<b>73</b>
<b><i>Literacy Night</i></b>	<b>126</b>	<b>150</b>
<b><i>Service Night</i></b>	<b>113</b>	<b>64</b>
<b><i>Red Cross Blood Drive</i></b>	<b>40</b>	<b>30</b>
<b><i>Parenting: The Love and Logic Way</i></b>	<b>10</b>	<b>10</b>
<b><i>Math Night (2022)</i></b>	<b>94</b>	<b>101</b>
<b><i>Safety Fair (2022 – District)</i></b>		<b>167</b>
<b><i>STEM Night (2022 – District)</i></b>		<b>168</b>

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18 USC 707

**Thank you for the opportunity to serve  
the Families of Entheos Academy!**

**Questions?**

**Extension**

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# **Proposed Land Trust Plan 2023-2024**

## **Entheos Academy - Magna**

### **Goal #1**

65% of Entheos students will make typical or better growth in ELA/Reading by the end of the year, as measured by the state assessments of Acadience Reading and RISE.

### **Academic Areas**

- English/Language Arts

### **Measurements**

65% of Entheos students will score “typical or better” growth on the following assessments:

- Acadience Reading MOY and EOY
- iReady Reading MOY
- RISE ELA

### **Action Plan Steps**

1. Entheos Academy will purchase cross-curricular reading materials for grades K-8, to support literacy instruction through ELA Modules, and increase educator effectiveness at integrating literacy into all subjects.
2. Entheos Academy teachers and administrators will attend a conference to increase teacher effectiveness at integrating literacy into all subjects.
3. Entheos Academy will purchase sound systems and tech devices (iPads, chromebooks) to support implementation and delivery of the K-8 ELA curriculum, and to bolster student achievement.

### **Expenditures**

**Estimated Land Trust Distribution for 2023-24:**

\$69,855.16

**Category:**

Books, Ebooks, online curriculum/subscriptions

**Description:**

Action Plan Step 1: Purchase of cross content literacy materials for grades K-8.

**Estimated Cost:**

\$25,000

**Category:**

Professional development requiring an overnight stay (travel, meals, hotel, registration, per-diem)

**Description:**

Action Plan Step 2: Professional development requiring an overnight stay (travel, meals, hotel, registration, per-diem)

**Estimated Cost:**

\$30,000

**Category:**

Technology related supplies < \$5,000 each - devices, computers, E-readers, flash drives, cables, monitor stands

**Description:**

Action Plan Step 3: Sound systems, iPads, and Chromebooks to support implementation and delivery of the K-8 ELA curriculum, and to bolster student achievement.

**Estimated Cost:**

\$14,855

# **Proposed Land Trust Plan 2023-2024**

## **Entheos Academy - Kearns**

### **Goal #1**

65% of Entheos students will make typical or better growth in ELA/Reading by the end of the year, as measured by the state assessments of Acadience Reading and RISE.

### **Academic Areas**

- English/Language Arts

### **Measurements**

65% of Entheos students will score “typical or better” growth on the following assessments:

- Acadience Reading MOY and EOY
- iReady Reading MOY
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### **Action Plan Steps**

1. Entheos Academy will purchase cross-curricular reading materials for grades K-8, to support literacy instruction through ELA Modules, and increase educator effectiveness at integrating literacy into all subjects.
2. Entheos Academy teachers and administrators will attend a conference to increase teacher effectiveness at integrating literacy into all subjects.
3. Entheos Academy will purchase sound systems and tech devices (iPads, chromebooks) to support implementation and delivery of the K-8 ELA curriculum, and to bolster student achievement.

### **Expenditures**



**Estimated Land Trust Distribution for 2023-24:**

\$82,241

**Category:**

Books, Ebooks, online curriculum/subscriptions

**Description:**

Action Plan Step 1: Purchase of cross content literacy materials for grades K-8.

**Estimated Cost:**

\$35,000

**Category:**

Professional development requiring an overnight stay (travel, meals, hotel, registration, per-diem)

**Description:**

Action Plan Step 2: Professional development requiring an overnight stay (travel, meals, hotel, registration, per-diem)

**Estimated Cost:**

\$35,000

**Category:**

Technology related supplies < \$5,000 each - devices, computers, E-readers, flash drives, cables, monitor stands

**Description:**

Action Plan Step 3: Sound systems to support implementation and delivery of the K-8 ELA curriculum, and to bolster student achievement.

**Estimated Cost:**

\$12,241

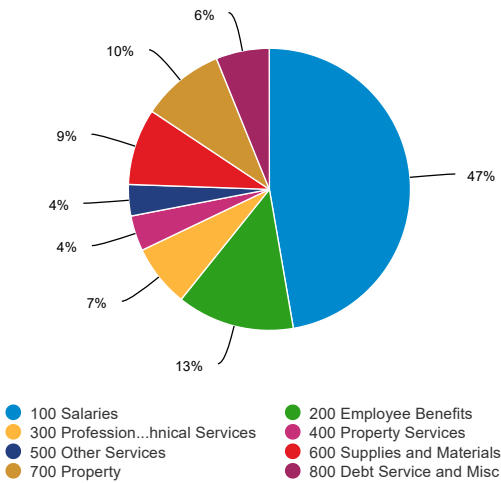
Financial Summary

	Category	YTD Amount	Total Budget	Total Forecast	% Target	% Forecast
Revenue (3 School Category records)						
	1000 Local Revenue	\$195,640	\$147,729	\$268,522	52.1%	72.9%
	3000 State Revenue	\$6,760,459	\$10,070,753	\$10,116,935	64.5%	66.8%
	4000 Federal Revenue	\$227,266	\$1,610,286	\$1,602,749	0.0%	14.2%
TOT		\$7,183,366	\$11,828,768	\$11,988,206		
Expense (8 School Category records)						
	100 Salaries	-\$3,258,192	-\$5,397,500	-\$5,333,000	61.9%	61.1%
	200 Employee Benefits	-\$1,080,777	-\$1,429,000	-\$1,520,000	66.6%	71.1%
	300 Professional and Technical Services	-\$442,336	-\$650,310	-\$806,000	9.0%	54.9%
	400 Property Services	-\$304,409	-\$406,000	-\$459,000	38.0%	66.3%
	500 Other Services	-\$189,553	-\$370,000	-\$405,000	2.0%	46.8%
	600 Supplies and Materials	-\$600,678	-\$965,785	-\$989,685	7.4%	60.7%
	700 Property	-\$192,763	-\$1,075,000	-\$1,075,797	-0.0%	17.9%
	800 Debt Service and Misc	-\$449,807	-\$685,609	-\$690,531	61.2%	65.1%
TOT		-\$6,518,515	-\$10,979,204	-\$11,279,013		
TOT		\$664,851	\$849,564	\$709,193		

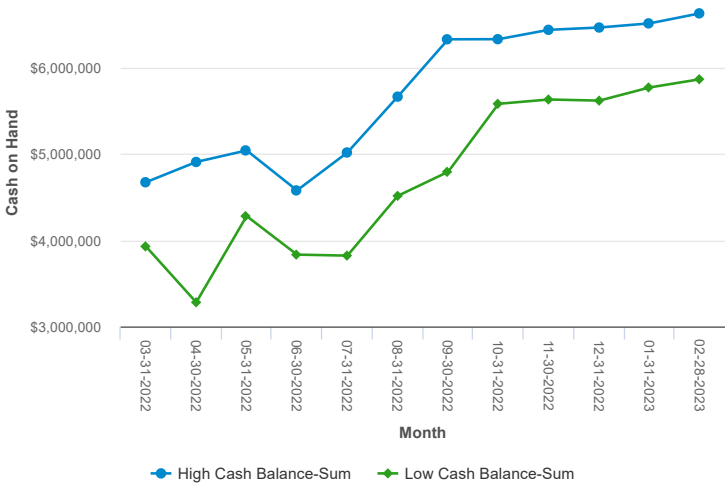
Financial Metrics

	Financial Metric	Covenant	Target	Forecast
	Net Income		398,565	709,194
	Operating Margin		4.5%	5.92
	Debt Service Ratio	1.10	1.37	2.12
	% Building		<15%	5.3
	Unrestricted Days Cash	30	150	180
	Restricted Cash			380,610

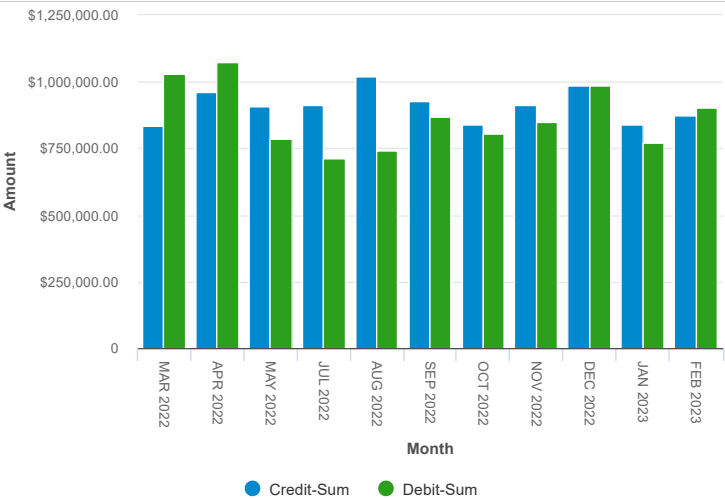
Expense Distribution



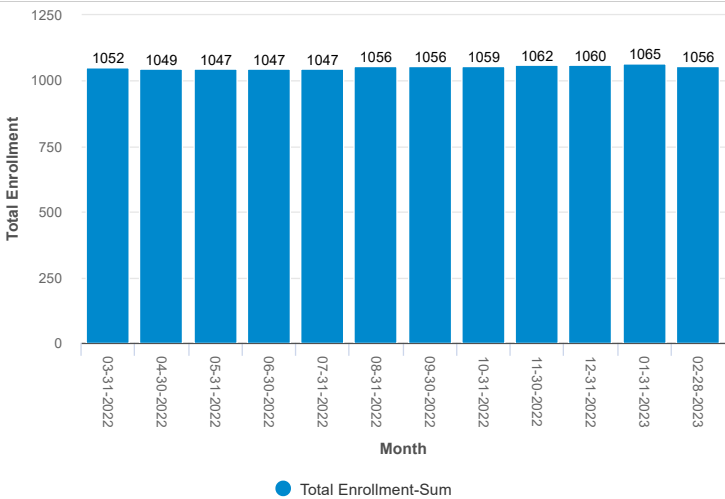
Cash Balance



Revenue vs Expenses



Enrollment Trend





**CEC**  
**2023**  
**LOUISVILLE**  
CONVENTION & EXPO  
**March 1-4**

# **What is CEC?**

**The Council for Exceptional Children is the largest international professional organization dedicated to improving the success of children and youth with disabilities and/or gifts and talents.**

# Entheos Academy Representation

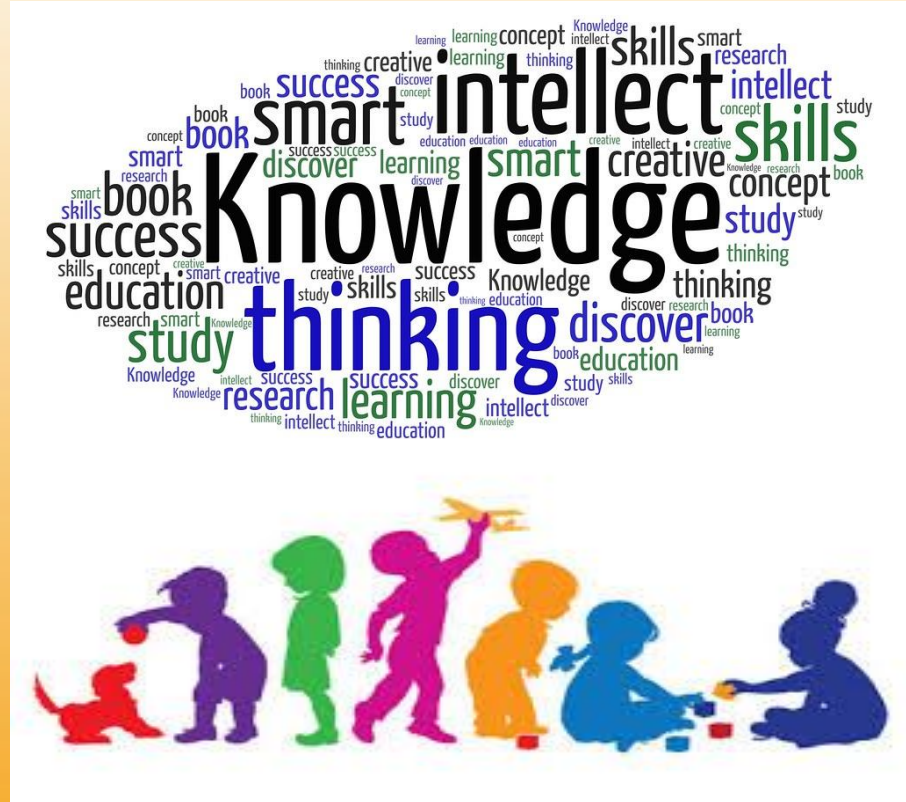
**1 Administrator**

**3 Teachers**

**2 Paraprofessionals**

**Averaging 10-13**

**Sessions over 2 Days**



# Practical Progress Monitoring

## Strategies for Efficient Data Collecting and Reporting

### Examples of Progress Monitoring:

- CBM Assessments
- Teacher Developed Assessments
- Brief Student Response
- Exit Tickets
- Observations
- Plickers

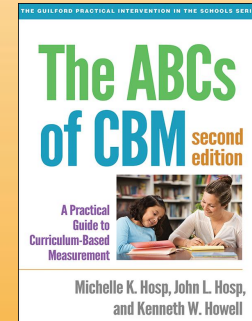
### CBM Resources:

The ABC's of CBM  
The PROGRESS Center

<https://promotingprogress.org/>

The National Center for Intensive Intervention

<https://intensiveintervention.org/>



# **90 Tips in 120 Minutes**

***On all Things Legal, from A to Z, in The Field of Special Education***

**Julie Weatherly, Esq.**

- Child Find / Referral Tips
- Evaluation & Re-evaluation Tips
- Eligibility Tips
- IEP Development & FAPE Tips
- IEP Implementation Tips
- Section 504 & ADA Tips

# Culturally Responsive Teaching for High Student Engagement

Dr. Shaun Woodly

## Our Scholastic *PARADIGMS*

**TEACHING PARADIGMS:** says students are taught by sitting quietly at their desks while the teacher gives the lesson.

**CULTURAL PARADIGMS:** tells us that we're comfortable around people like who act and talk like us, people who eat the same things we do, and who have similar background and life experiences.

### ***TEACHING IS ABOUT.....***

Connection  
Challenge  
Curiosity



# Down Syndrome: Guidelines for Inclusion

Presentation by Jessica Kuss, M.Ed. Senior Manager of  
Education Programs at National Down Syndrome Society  
(NDSS)

- Inclusion promotes progress for the student and compassion for their peers
- Weak verbal memories but strong in social understanding
- Behavior is communication
- Functional skills



# Promoting Inclusion for Students With ASD and ID Across School Environments

**Matthew Brock**

Associate Professor  
Ohio State University

## ***What does RECESS look like for students with disabilities?***

- Students with significant disabilities interact and play with their peers at much lower rates when compared to other children.
- Students with significant disabilities are not well connected to peers without disabilities. When they are connected to peers, it is most often to other students with significant disabilities.
- This was not a function of students not being in proximity.
- No staff member ever encouraged interaction or play.

# How to Spark Engagement & Motivation in Urban and Culturally Diverse Classrooms

Dr. Shaun Woodly

TEACH, HUSTLE, INSPIRE

## 4 Key Elements to Take Teaching to a New Level

**Achievement:** close gaps by understanding culture

**Alliance:** in culturally diverse schools, it is all about connection

**Awareness:** self-reflect and take notice of our own actions, emotions, and decisions

**Artistry:** influence through imagination and creativity

Try to be just ½% better each day

**“As educators, we have the single most important profession on the face of this earth- and that is not up for debate. Literally no other careers or opportunities would exist without teachers. We are that important. In our multicultural and urban schools, we have to be good at what we do. As a matter of fact, we have to be great at what we do for the sake of the unforeseen future.”**

**Dr. Shaun Woodly**



# Entheos Magna Director's Report

**March 2023**



# PCO

*As reported by Kelsey Zambrano:*

- PCO provided wonderful meals for teachers during Parent Teacher Conference.

PCO does a wonderful job decorating our front of school bulletin board each month. The Value for March is Adventure.



# Service Learning

*As reported by Melanie Louviere:*



- Mobile School Pantry took place on Wednesday, March 8th.
- The National Honor Society is weaving mats for the homeless using looms that they built.
- NHS students, along with a few 6th graders working on project hours, ran our first Pretty Tough Kids distribution store during the Mobile School Pantry. These hygiene items were donated from Pretty Tough Kids nonprofit to give to our families for free. Around 100 items were handed out to almost 40 families. These items included soap, shampoo, laundry detergent and diapers.
- Some of the hygiene kits made by Katie Ellis' class were also distributed during the PTK "store"

# Staff Recognition

## Alicia Seeley - Discovery Coordinator



Mrs. Seeley is our incredible Discovery Coordinator. She has been at Entheos for several years. She started as a para and has given a lot of life to our Discovery Program. She spends a lot of time coordinating and putting together amazing opportunities for our students that all of the adults are jealous of. It is great to see our Discovery program growing and allowing our students to thrive in new experiences. Thank you Alicia!



# Staff Recognition

## Heather Pentico - Discovery



Mrs. Pentico is part of our amazing Discovery team at Magna. She puts in a ton of time to coordinate all of our activities. She sets up instructor, buses and works on behavior with our students. Heather is also in the para to teacher pipeline, and is getting ready to start her student teaching next spring. She is an important part of our Crew at Entheos and we look forward to her continuing to do great things. Thank you Heather!

# Staff Recognition

## Lora Poulsen - Discovery



Mrs. Poulsen is in her 2nd year at Entheos working in Discovery. She has been a great addition to our Discovery team, and has been working hard to help coordinate our Discovery activities. Lora had been volunteering at Entheos for several years before joining our Crew. She loves the school and is always smiling and trying to help with whatever she can. Thank you Lora!

# Work Plan Overview 2022-2023 School Year

## Entheos Academy District 2022-23 Work Plan

Multi-Year Impact Goals	Mastery of Knowledge and Skills	Character	High Quality Work
	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.
2022-23 Performance Goals	65% of students will make typical or better growth by the end of the year, as measured by the state assessments of Acadience Reading, 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> </ul>	100% of teachers will implement morning Crew centered around the school values, to increase our students' sense of safety, value and respect.	100% of students will strive to produce High Quality Work that contains complexity, craftsmanship, and authenticity, and teachers will show this process through Documentation Panels.
2022-23 Implementation Priorities	Core Practice 30 D	Core Practice 23 B	Core Practice 25 B Core Practice 12
Leadership Multi-Year Impact Goal	To build a strong staff Crew and increase the belief of educators that they can positively affect students (teacher efficacy).		
2022-23 Leadership Goal	To build a strong staff Crew where 80% of Crew members feel increased levels of respect, value, support, and belief that they can positively affect their students, by EOY.		

# Work Plan - Mastery of Knowledge and Skills

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## 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, RISE and WIDA.
  - This includes English Learners and Special Education students
- Had a great training from Evette on Opportunities to Respond.
- K-3 teachers will receive an Acadience Reading training from Janey on the 24th.

# Work Plan - Character

## — Performance Goal

- 100% of teachers will implement morning Crew centered around the school values, to increase our students' sense of safety, value and respect.
- **Learning Target:** I can implement Crew centered on the school values, to increase my students' sense of safety, value, and respect.
- **Character Crew:** Character Crew continuing to build amazing greetings and readings booklets for all the teachers each month that align with our Values.

# Work Plan - High Quality Work

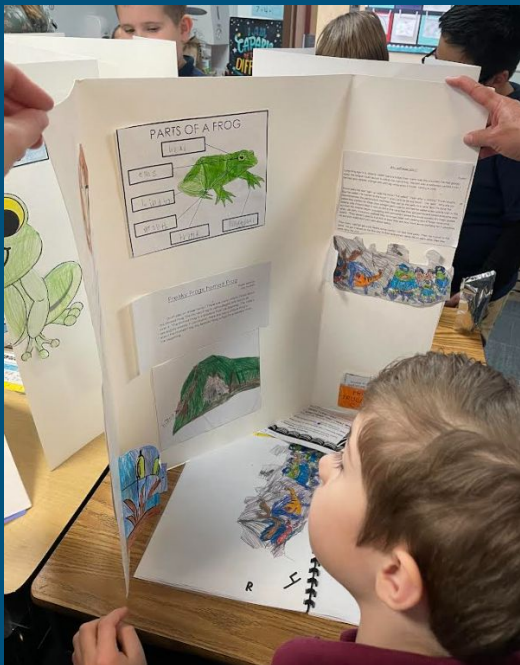
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## Performance Goal:

- 100% of students will strive to produce High Quality Work that contains complexity, craftsmanship, and authenticity, and teachers will show this process through Documentation Panels.
- **Learning Target:** I can create Documentation Panels that show the process my students took to reach high quality work.
- **MKS/HQW Crew:** Teachers are currently planning spring Celebrations of Learning, along with scheduling upcoming field work and experts.

# Recent Events

## 3rd Grade Celebration of Learning





# Recent Events

## 3rd-5th Grade Discovery





# Recent Events

## 3rd-5th Grade Discovery Recital



# Landscaping

New cement has been added!





# Entheos Kearns Director's Report

March 2023



# Service Learning/Adventure

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The following was reported by Melanie Louviere:

## Service:

- Ms Jenna's crew made thank you cards for a very appreciative class volunteer.
- Ms Stephanie's crew made placements for the Riverton Senior Center : St. Patrick's day lunch.
- Ms Erickson's crew helped with our Dr. Seuss Day, Middle School Orientation and also sorting magnetic letters for SPED.
- Ms Nash's middle school crew partnered with Mrs. Nielsen's 1st grade crew ( family crew ) to help with math games.
- Former refugees who now work with Catholic Community Services shared their experiences with 6th graders. Our 6th graders will put together kits and make audio recordings for new refugee children on how to navigate a new school, new community and reading of books. Students plan on visiting the share house where refugees shop for items they need.

Adventure: N/A



# PCO

## The following was reported by Dayna Raaum:

- . PCO provided dinner and lunch during our Parent teacher conferences.
- . Lunch was pulled pork and barbecue chicken sandwiches, vegetables, chips and brownies for dessert.
- . Dinner was nachos with all the extras and apple and cherry pie for dessert.

# Staff Recognition

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Elementary: Jacinta Red Thunder

Ms. Jacinta is one of our amazing first-grade teachers. She is a teacher who truly cares about the success of her students. Jacinta works tirelessly to connect with her students and their families and does it with passion, flexibility, and grace. Jacinta is dedicated to her students' achievement in the classroom, and effectively uses data to drive her instruction. She is deeply invested in nurturing her first graders to exemplify our Entheos Values and sets high standards for them, which they strive to achieve. Thank you for your consistent hard work and dedication, Jacinta. We are glad you are a part of our crew.



# Staff Recognition

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Middle School : Sarah Whitley

Ms. Whitley is our very talented middle school art teacher. Sarah is a bubbly and vivacious member of our crew who always has a genuine smile and a kind word for others. She spreads positivity throughout our campus. Sarah consistently provides a safe space for students; from routinely running effective crew meetings to opening her classroom for middle school students during lunch, Sarah is engaged with and supports our students. Her talent and passion for visual art inspires her learners to create high quality final products that are genuine models of excellence, and displays of her students' work create truly beautiful spaces. Thank you, Sarah!





# Staff Recognition

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## Support Staff: Dayna Raaum

Dayna is an amazing third-grade para who works with Mr. Gilbert. Dayna goes above and beyond her responsibilities. Aside from supporting Mr. Gilbert in the classroom, she volunteers to come to school early and supervise breakfast each morning, and lends support to other paras and teachers to train them with the Acadience Reading and Math tools. Dayna does a stellar job running small group instruction for her students. She has a voracious desire stay up to date with the latest instructional strategies; she asks questions and is always eager to learn from Mr. Gilbert whenever he returns from a training. Thank you, Dayna!





# Work Plan: Mastery of Knowledge and Skills

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## **2022-23 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.

Individual teacher meetings were conducted to provide support to teachers on responding to the data at the middle of the year data carousel.

We provided training on “Opportunities to Respond” and “Simultaneous Engagement Strategies” for all teachers on 2/24/2023.

Janey Stoddard conducted “Acadience Reading: Tips and Tricks” training during grade rotations on 3/1/2023.

# Work Plan: Character

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## **2022-23 Performance Goal:**

100% of teachers will implement morning crew centered around the school values, to increase our students' sense of safety, value and respect.

Character crew have created the bulletin board displaying “Entheos Exemplars”

They have launched a kindness challenge in partnership with Jance Neel. When students demonstrate acts of kindness, they will be provided with bloomz tickets and have a chance to win prizes.

Character crew are continuing to build the cache of crew lessons. They also continue to share the videos from [www.passiton.com](http://www.passiton.com) with crews to help shape and reinforce school values.

# Work Plan: High Quality Work

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## **2022-23 Performance Goal:**

**2021-22 Performance Goal #1:** 100% of students strive to produce High Quality Work that contains complexity, craftsmanship, and authenticity, and teachers will show this process through Documentation Panels.

HQW continues to support teachers with documentation panels using clear rubrics.

# Work Plan: Leadership

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## 2022-23 Performance Goal:

**To build a strong staff crew and increase the belief of educators that they can positively affect students.**

Random Math Walkthroughs to support the fidelity implementation of the Ready Math curriculum.

Reviewed the feedback from the 360 Leadership survey, collaborated with Executive Director to yield a few opportunities to improve upon.

# Targeted Support Intervention Plan

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Click on link for TSI Plan [TSI Plan : Entheos Academy Kearns 2022-23](#)

- Our middle school learning labs are focused on differentiated centers aimed at tier 2 and or 3 support.
- Our paras are being actively trained by Patsy Milligan and our Math Specialist.
- We have communicated our positive rewards to students for academic performance.
- We are working on inspiring our students to focus on the future by launching a game about colleges and future careers and leveraging materials from [www.passiton.com](http://www.passiton.com).
- Active teacher coaching by Dina Wecker for selected teachers.

# Photos :-)



New School bus  
Snowed in or snowed out :-)  
Dr. Seuss Birthday  
2nd Graders : Discovery  
Middle School Orientation





March 2023

# Entheos Value of the Month: **Adventure**

**“ We believe outdoor adventure helps participants learn teamwork,**

**courage, craftsmanship, perseverance, and compassion while discovering they can accomplish more than they imagined.”**

From the Entheos Vision Statement



**Magna Kearns**

**Enrollment 483 573 Waitlist 63 93**

Magna Kearns

Currently both campuses have 1 full day kindergarten class, and 2 half day kindergarten classes. We intend to move to 3 full day kindergarten classes, while retaining the option for half day for those who want it. Teachers will deliver core content in the mornings, and parents who want half day classes can take their children home at lunchtime.

Our biggest challenge to implementing this plan is finding the space to accommodate these 3 simultaneous full day classes. We are currently looking at temporary options for both campuses so that we can offer this for the upcoming year, and then more permanent building solutions for the 2024-25 school year.

All administrators received their 360 Evaluation reports, and had individual, in-person meetings to review feedback and determine their next steps. Administrators will now receive individual or group coaching depending on specific interests and needs, from our consultant. Professor Bryant Thompson has done this kind of consulting for nearly two decades and has taught professionals at the Department of Defense, Energy, Transportation, State, and Health and Human Services as well as several local school districts, and hundreds of students as a professor at the United States Military Academy at West Point and now at Weber State.

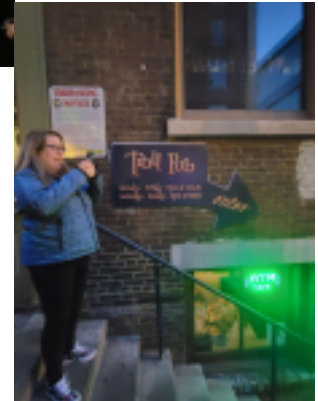
Areas of Strength:

- The group average is above the desired group average in 11 out of 16 categories.
- The group's greatest strength is values alignment. Trust and psychological safety are also among two of the highest scores.

## Areas for Growth:

Relational processes, including integrating behaviors (maintaining clear standards, expectations and boundaries, while at the same time being warm, respectful and welcoming different opinions).

<https://ceconvention.org/>



<https://ceconvention.org/sess>

After many complications with outfitting and delivery, we finally received our new school bus at the beginning of March!

Due to our Discovery Program, our Adventure Program, and our support of Fieldwork, Entheos needs busses on an almost daily basis. Having a brand new bus will allow for successful implementation and continuation of these opportunities for many years into the future.



We have a second new bus on order  
for next year!





# Questions?

# ENTHEOS ACADEMY

EXCELLENCE • SERVICE • LEADERSHIP

22 March 2023

## Consent Agenda Items:

### 1. Policies for Approval

#### 1. Policies for Approval

- a. 5302 Head Injury & Concussion Policy
- b. 5303 Medication Administration

## **#5302 HEAD INJURY & CONCUSSION POLICY**

### **Purpose**

This policy ensures head injuries sustained while in the care of Entheos Academy are assessed and treated appropriately.

### **Definitions**

Physical Activity: Any fitness education class, sports practice or games, and/or physical activity at recess.

### **Policy**

Entheos Academy shall designate the following qualifications and notifications as standard protocol for addressing potential head injuries:

1. All Physical Education teachers will be qualified to appropriately respond to sports and head injuries in accordance with state law.
2. As part of student registration, parent/guardian(s) must acknowledge Entheos Academy's head injury policy if their student; participates in any physical activity during the school day.
  - a. Entheos Academy will include an annual notice regarding the school's head injury policy prior to the start of each school year.

3. Entheos Academy recognizes that the symptoms of a traumatic head injury includes, but are not limited to, the following:
  - a. Transient confusion, disorientation, or impaired consciousness;
  - b. Dysfunction of memory;
  - c. Loss of consciousness; and
  - d. Signs of other neurological or neuropsychological dysfunction, including: seizures, lethargy, fatigue, vomiting, headache, or dizziness, etc.
4. In the event that a student is suspected of sustaining a head injury, the student shall:
  - a. Be directly removed from the physical activity;
  - b. Evaluated according to state law; and
  - c. Will not be allowed to resume the sport or recreation activity on the same day the injury occurred.
  - d. The student's parent (s) or guardian ~~Parent(s) or guardian of the student~~ will be notified by email or phone of the incident on the same day.
5. Entheos Academy will follow directions provided by a medical professional through the parents; regarding the participation of the student in sports or physical activity at school after a head injury has occurred.

## **#5303 MEDICATION ADMINISTRATION**

### **Purpose**

The purpose of this policy is to delineate the responsibilities of Entheos Academy with regard to the administration of medication to students.

### **Policy**

- I. The Entheos Academy School Board recognizes that medication should be administered by the student or the student's parent/guardian. However, the Board of Education recognizes that a student's health ~~the health of a student~~ may require the administration of medication during the course of a school day by school personnel.
- II. Subject to the conditions of this policy, authorized school personnel may help administer ~~provide help with the administration of~~ medication to students during periods when the student is under the control or supervision of the school and school personnel.
- III. As long as authorized personnel act in a prudent and responsible manner, school staff who provide assistance in substantial compliance with the licensed medical provider's written statement; are not liable civilly or criminally for any adverse reaction suffered by the student as a result of taking the medication or discontinuing the administration of the medication under this policy.

- IV. Prescription and Nonprescription medication can be administered by a volunteer employee designated by the school administrator when the Parent/guardian(s) have provided written consent for administering medication:
  - A. In the Authorization to Administer Medication form;
  - B. Requesting that medication be administered during regular school hours to the student; and
  - C. Including a signed notice by the student's physician prescribing the medication and providing documentation as to the method, amount, and time schedule for administration; and
    - 1. A statement that the administration of medication by school employees during periods when the student is under the control of the school is medically necessary.
  - D. This authorization may be withdrawn by the school at any time following actual notice to the student's parent or guardian.
- V. Medication may only be administered if the following conditions are satisfied:
  - A. Prescription medications must be prescribed to the student as noted on the original label and will be administered as prescribed on the label.
  - B. Medication must be labeled clearly and admitted through the front office first.
  - C. Medication must be kept in the front office in a locked cabinet outside of school hours; and must be in the original bottle.
- VI. Administer the medication according to the "six rights":
  - A. Right student;
  - B. Right time (within 30 minutes before and 30 minutes after the medication is scheduled unless otherwise specified);
  - C. Right medicine;
  - D. Right dose;
  - E. Right route; and
  - F. Right documentation.
- VII. Upon administration of the medication, the volunteer employee administering the medication must sign off on the tracking portion of the Authorization to Administer Medication form, including the time and date of administration and correct dosage.
- VIII. Self-administration of medicine requirements:
  - A. For prescription medication, the Self-Administration of Medication form must be completed and signed by the student's parent/guardian and the student's physician.
  - B. If a student is permitted to self-administer medicine, the student may only carry one dose at a time of prescription or nonprescription medication, except for students who require asthma medication as specified in Utah Code § 53G-9-503 or diabetes medication as specified in Utah Code § 53G-9-504.

- C. A physician's note is required for the self-administration of prescription medication and is only valid for that school year. The requirements of this policy do not apply to the emergency administration of glucagon or seizure rescue medication, subject to the requirements of Utah Code § 53G-9-504 and Utah Code § 53G-9-505, respectively.
- IX. Entheos Academy and the employee who administers the medication, in compliance with the physician's written prescription, are not liable, civilly or criminally, for:
  - A. Any adverse reaction suffered by the student as a result of taking the medication; and
  - B. Complying with the written authorization of the student's parent/guardian(s) to discontinue the administration of medication.

# ENTHEOS ACADEMY BOARD MEETING MINUTES

February 22, 2023 7:00pm

Held via Zoom

## OPENING

- I. Roll Call
  - a. Board Members Present: Xazmin Prows, Stephanie Gibson, Deb Ivie, Rod Eichelberger, Brittany Garner
  - b. Board Members Excused: Karen Bogenschutz
  - c. Administrators and Staff also present: Esther Blackwell, Jason Bennion, Denise Mathews, Sue Talmadge, Dina Wecker, Brian Cates of Red Apple, Alisha Cartier
  - d. Administrators Excused:
  - e. Time: (7:03 pm)
- II. Meeting Opened by Rod Eichelberger (7:03 pm)
- III. Pledge of Allegiance led by Deb Ivie (7:04 pm)
- IV. Mission Statement by Stephanie Gibson (7:05 pm)
- V. Approve minutes from January 25, 2023 and Consent Agenda (7:06 pm)
  - a. Stand approved
  - b. **Rod Eichelberger motions to approve the January 25th 2023 minutes as well as the consent agenda. Xazmin Prows seconds (passes unanimous 5-0)**
- VI. Entheos Value Presentation by Rod Eichelberger (7:07 pm)
  - a. Leadership -
    - i. Quote: "Leadership is about making others better as a result of your presence and making sure that impact lasts in your absence."
    - ii. Each person in the meeting called on to share about what leadership means to them.

## PUBLIC COMMENT

- I. Public Comment (7:27 pm)
  - a. NONE

## INFORMATIONAL ITEMS

- I. Q&A on Director Reports (7:27 pm)
  - a. District - Esther Blackwell reviews calendar. She asks for board members to attend Celebrations of Learning. Review of MOY Data - Acadience, iReady Reading, and iReady math. Dina Wecker commented that there is a correlation between iReady and RISE. Many schools and districts are now using iReady. iReady is working on their system to match RISE each year. iReady math improvements - more accessible to see growth in proficiency. Deb Ivie comments that she appreciates the data. Dina Wecker shares information about interactive word wall. It helps surround the kids with their learning. Jason Bennion and Luseane Tafisi did a training on last week. Best if student generated, when the right age. Helps make the room interactive for students. Xazmin Prows asks about Requests for Proposals. Sue Talmadge clarifies that they don't just take the lowest



bid, it is decided using a point system and most acceptable. Stephanie Gibson asks about all day kindergarten at our school. Esther Blackwell shares there is a question about if it has to be offered or based on requests from family. Entheos knows that if students have the opportunity to attend full day, they get a real academic boost. We can't offer right now because of building limits. There will need to be a consideration for building additions to both campuses. Dina Wecker comments there is a push for this to go through this year. After approval, then there will be clarification. Rod Eichelberger shares that 35% of state restricted funds can be used with flexibility ongoing and salary increase for teachers.

- b. Magna - Jason Bennion shares TSI Classification data, kindergarten open house, student council, and landscaping update. Xazmin Prows gives kudos for the math improvement in 4th grade and 7th grade for math.
  - c. Kearns - Denise Mathews shares Science fair: 11 placed, 7 moved on to state. Stephanie Gibson asked about Service Learning and items to be discussed at Student Led Conferences. Clarified that information shared will be later in the year, not the parent teacher conferences next week. Xazmin Prows asked about Pedals for Hope. Denise Mathews comments that the school wants to make sure that learning is aligned with service given. Pedals for Hope felt more forced.
- II. Staff Recognitions (7:57 pm)
- a. District - Raegan Nielsen
  - b. Magna - Aysia Holfeltz, Charity Foutz, Jessie Zufelt
  - c. Kearns - Jason Gilbert, Jessica Nash, Cindy Gray
- III. Student Council
- a. Moved to next month due to virtual meeting
- IV. LitCon Presentation (8:10 pm)
- a. Luseane Tafisi - So thankful to attend, able to see examples and receive resources. Commit to action and build legacy together. Be authentic self. Acknowledge and honor student work and the work that teachers and leaders do in the school. Able to create a sense of family among all of those that attended. Jessica Nash attended and shared her takeaway from the conference. Key takeaways shared and strategies to implement. Luseane Tafisi shared that she attended coaching sessions - commit to action. Able to implement this past week with a teacher. Sue Talmadge was also able to attend. Excitement. Most conversations were regarding classes and excited to implement. New teacher had a lightbulb moment. She had been struggling but now she knows what to do. This isn't a vacation for the staff and teachers. They are immersed in learning and taking time away from their families.
- V. Budget and Finance Report by Deb Ivie (8:25 pm)
- a. Legislative updates - kindergarten, increase in WPU. Legislation still in session. Brian Cates expects to hear more in spring training.
  - b. PTIF - made about \$59K in interest. Performing really well. Payback on investment. Made \$13K in January. Able to be liquidated if needed but good to keep there. Still waiting on the school bus before more is added. Plan to buy another school bus next year. Already on order to make sure we receive it next year.
  - c. Key time right now with COVID funds, the administration team is looking at very closely and spending carefully.
  - d. Operating margin 6.4%, cash on hand good place, enrollment high.
  - e. Enjoy seeing how thoughtful the administration works on the budget, making sure it is compliant.

- f. Rod Eichelberger suggested adding to PTIF now and then pulling out when needed. Deb Ivie comments that Esther Blackwell is looking at where money needs to be reallocated. Let the dust settle first and then make a decision.

## DISCUSSION ITEMS

- I. Board Development by Esther Blackwell (8:34 pm)
  - a. Overview of general structure - document shows leadership as a tree. Leadership is the trunk of the tree with the students as the little leaves gathering all of the sunlight. Did not experience alignment during turn around. District supports people actively, hands on. Some work is not glamorous but allows everything to function. Will be good to see what their role entails. Deb Ivie comments that she loves the way that Esther Blackwell layed out the leadership structure.
- II. Board Member Recruiting (8:42 pm)
  - a. Need to recruit more members. Find people that are interested. Brittany Garner asks about specific requirements. Alisha Cartier to send out information to the board and advisors to share with interested candidates.
- III. Policies for discussion by Xazmin Prows (8:45 pm)
  - a. 5302 Head Injury & Concussion - no questions
  - b. 5303 Medication Administration - no questions
- IV. Subcommittee needed for creating policies by Xazmin Prows (8:47 pm)
  - a. Decided that the policy subcommittee is not needed at this time. No motion needed.

## ADJOURN

- I. Time 8:51 pm
- II. **Motion: Stephanie Gibson motions to adjourn the meeting. Brittany Garner seconds. Passes unanimously 5-0**