

ENTHEOS ACADEMY

EXCELLENCE • SERVICE • LEADERSHIP

24 January 2024

Consent Agenda Items:

1. New Hire

1. New Hire

Sally Skousen - Literacy Specialist, Magna

ENTHEOS VALUE: RESPECT

Dictionary Definition:

1. A feeling of deep admiration for someone or something elicited by their abilities, qualities, or achievements.
 2. Due regard for the feelings, wishes, rights, or traditions of others.
-
- What are some examples of people deserving the first type of respect?
 - What are some examples of people deserving the second type of respect?
 - Where do you see these 2 kinds of respect reflected in our Entheos vision statement and how can we teach these 2 kinds of respect to children?

Please refer to pages 16-18 of the Entheos Vision Statement:

https://vahara-04-public.s3.amazonaws.com/media/22006/Entheos_Vision_Statement.pdf

Entheos Executive Director's Report

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January 2024

January Value: Respect

We believe all people have value and deserve respect. Our students and staff show proper respect to others, property, and self by appropriate communication, dress, and actions.

Upcoming Calendar Dates

Magna

- 1/ 8- 3/1 MOY Testing
- 1/25 4-H Service Learning Night, 6 –7:30
- 2/1- 2/2 Parent-Teacher Conferences
- 2/6 Kinder Open House, 5-7
- 2/9 Red Cross Blood Drive
- 2/9 Community Circle, 8:30-9
- 2/12- 2/28 Penny Wars
- 2/19 President's Day, No School
- 2/22 4-H Water Festival, 6-8
- 2/26 Food Pantry, 3-4

Kearns

- 1/ 8- 3/1 MOY Testing
- 1/25 Science Fair Cel., 5:30-7
- 1/26 National Science Bowl, 4-9
- 1/27 National Science Bowl, 9-5
- 1/31 Kinder Open House, 5:30-7:30
- 2/1- 2/2 Parent-Teacher Conferences
- 2/2 Lego League, 4-9
- 2/ 3 Lego League, 9-5
- 2/ 5-2/9 Spirit Week
- 2/ 5 Safe Routes Assemblies
- 2/9 Middle School Dance
- 2/21 Middle School Open House
- 2/21 4-H Water Festival, 6-8

2023- 24 Enrollment

| | Magna | Kearns |
|------------|-------|--------|
| Enrollment | 493 | 573 |
| Waitlist | 96 | 138 |

The waitlist for 2024-25 is now open, in preparation for the lottery.

Jan 3rd District P.D.

We held district professional development for all our teachers on January 3rd, on the following topics:

Multi-Language Learner Support/WIDA

Provided by Darci Nelson, our new MLL coordinator. Reviewed the structure, format, and content of the WIDA assessment, and how to provide appropriate in-class supports to for our MLL students.

AI and Education

A brief intro to the world of AI, including AI tools that students and teachers may already be using/want to use, and thoughts about appropriate caution.

Gang Prevention

The Magna Gang Prevention Unit came out to give a presentation about local gang on the west side of the Salt Lake valley. They specifically covered things to look out for with our own students and their families and what the police can do to help.

Safety Grant

We are fortunate to have been awarded a very substantial grant from the state of Utah to increase safety measures at both our campuses over the next 3 years. While we don't publicly discuss many of our measures so as not to undermine security, we can give a general overview of what can be expected:

- Access Door Control
 - Installing electronic key cards for the interior and exterior doors
- Video Surveillance Software, Hardware and Connected Exterior Intercom
 - Integrating cameras with the access door control
 - Integrate the cameras at the building entrance with an intercom system
- Bullet Proof Overlay
- Bleed Control Kits
- Ongoing School Shooter Response Training
- Security Fence/Gate at Kearns

Entheos is also increasing communication and collaboration between the campuses and their local police precincts, including attending trainings together.

ATSI (Additional Targeted Support and Improvement)

The state congratulated Entheos on making “**incredible progress**”, as we had so many student groups exit ATSI based on academic performance, listed here:

- Kearns Multi-Language Learners
- Kearns Pacific Islanders
- Magna Economically Disadvantaged
- Magna Multi-Language Learners
- Magna Hispanic Students

The only remaining ATSI group is **Students with Disabilities** at both campuses, which means this student group is academically low performing compared with other Title 1 schools in the state. We continue to focus our efforts on adjusting supports to increase academic performance of these students at both campuses. If we are not able to increase performance, we will enter CSI (Comprehensive Support and Improvement), and will receive additional state support and guidance.

District Spotlight: Alicia Seeley

Alicia is our District Discovery Coordinator and is responsible for overseeing and working with her Discovery team, to identify, organize, budget for, and implement Discovery opportunities for students across both campuses in all grades (almost 1100 students!). This is a big task and Alicia does an incredible job. She has gotten to know the personalities and cultures at both schools, so she can collaborate in an effective manner. Alicia is flexible and organized, and always looking for new opportunities for our students. Discovery is one of the key elements that makes Entheos truly unique, and it is because of Alicia and her team that our students and families have access to this life-changing program!

In addition, Alicia is also in school and is a recipient of the Para to Teacher Pipeline Grant. She is working extremely hard and will graduate with her degree and license in Elementary Education upon completion!



Questions?

Entheos Kearns Director's Report

January 2024



ENTHEOS ACADEMY

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Service Learning/Adventure

The following was reported by Melanie Louviere:

Service:

- Mr. Munsey's crew partnered with Ms Nielson's crew to make warm hats to donate.
- Ms Allison's crew and Ms Heather's crew made training supplies for guide dogs for the blind, which was aligned to their expedition on animal adaptations.
- Ms Nadia's crew and Ms Jacinta's crew made sun catchers and cards for Legacy House, aligned with their Sun, Moon and Stars expedition.
- Ms Whitley's crew painted a new 4 square on the playground which was requested by students.
- Coach Eves completed art for "Students Rebuild"-The Bezos foundation donates funds to environmental organisations for each art project completed.



Service Learning/Adventure

The following was reported by Melanie Louviere:

Service:

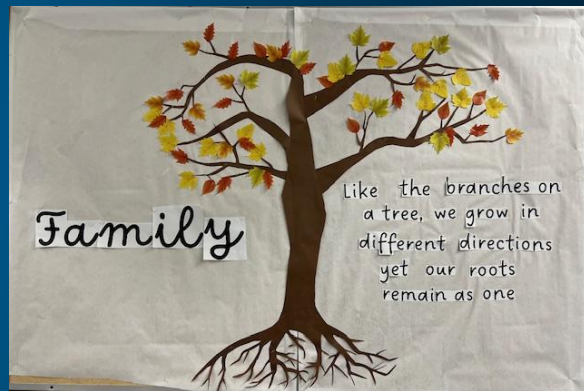
- Ms Erickson completed blessing bags for the homeless.
- Mr. Thompson decorated journals for victims of abuse and refugees through “Hearts Knit Together”.
- 2nd grade colored placemats for senior center and holiday cards for Summit Assisted Living.
- Mr. Gilbert’s crew cleaned the cafeteria after breakfast and lunch to give our janitors a break.
- Ms Prevost’s crew made blankets for people in need and she volunteered her time to make a float for the Rose Bowl parade.
- Mr. Hall tied blankets for the homeless and made neck pillows for chemotherapy patients.



PCO

The following was reported by PCO:

- PCO provided treat bags with hot chocolate packets for teachers in December.
- PCO arranged for popcorn day on January 19th, 2024.
- PCO completed the bulletin board for December on Family.



Staff Recognition

Middle School: Sara Erickson

Mrs E is our middle school history and social studies teacher. Sara's passion for her subject area drives every lesson! She goes above and beyond, creating an environment where students feel valued, supported, and eager to learn. Sara's fun and engaging teaching methods not only captivate students but also make history come alive, turning it into a truly engaging experience (think break-up letters from the colonists to King George III). Her unwavering commitment to the well-being and success of each and every student is inspiring, and we are grateful for the positive impact she has on their educational journey. Thank you, Sara, for your enthusiasm, care, and the knowledge you share in our middle school community!



Staff Recognition

Elementary: Laura Butterworth

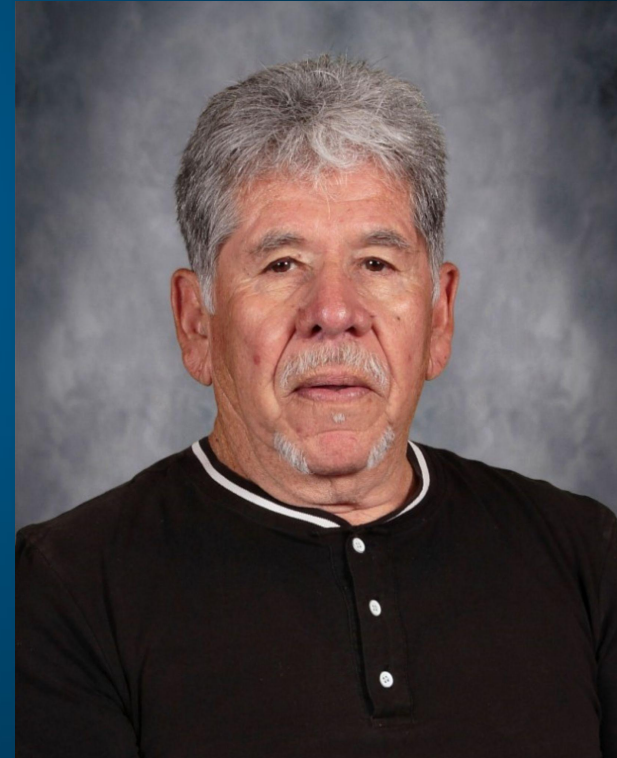
Mrs B. is our fantastic new kindergarten teacher, and a fabulous addition to our Entheos Kearns crew. Laura has a true passion for early childhood education. She has a growth mindset and is hungry to learn whatever she can to support her students. Laura weaves engaging activities into her lessons, fostering a love for learning among our little ones. Her patience and kindness create a nurturing environment where every child feels seen, safe and valued. Laura's dedication to cultivating not just academic skills but also social and emotional growth is truly commendable. We are beyond grateful to have her on our team, and we can't wait to see the positive impact she continues to make in the lives of our youngest learners. Thank you for all you do, Laura!



Staff Recognition

Support Staff: Max Martinez

Mr. Max, our school custodian, deserves an abundance of praise for his dedication and 12 years of service to our learning community. He ensures that our hallways, and common areas are welcoming spaces for students and staff alike. Max's positive attitude and friendly demeanor create a warm atmosphere, making him an integral part of our crew and a favorite of our students and staff. Beyond his janitorial responsibilities, Max takes the initiative to address issues promptly, contributing to the overall efficiency and functionality of the school. His hard work, reliability, and genuine concern for the well-being of everyone in the school make him a true asset, and we are grateful to have him as an invaluable member of our Entheos team.



Work Plan: Mastery of Knowledge and Skills

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 is planning professional development carded for 9th February 2024, where a data carousel will be held for all teachers to review and reflect on middle of the year academic scores.

Work Plan: Character

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 : Completed the various academic, behavioral and attendance awards for our students at the last community circle before the winter break. Awards: Attendance, Attendance poster competition, Bloomz points, Entheos Exemplars and Director's 200 Club.

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

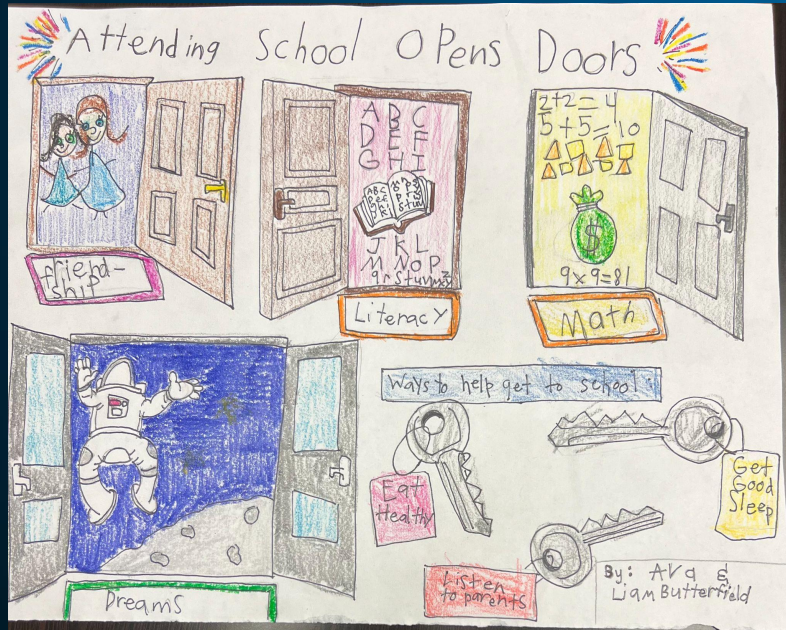
2023-24 Performance Goal: To build strong collective teacher efficacy where 80% of crew members feel supported and capable of positively impacting student achievement by EOY.

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

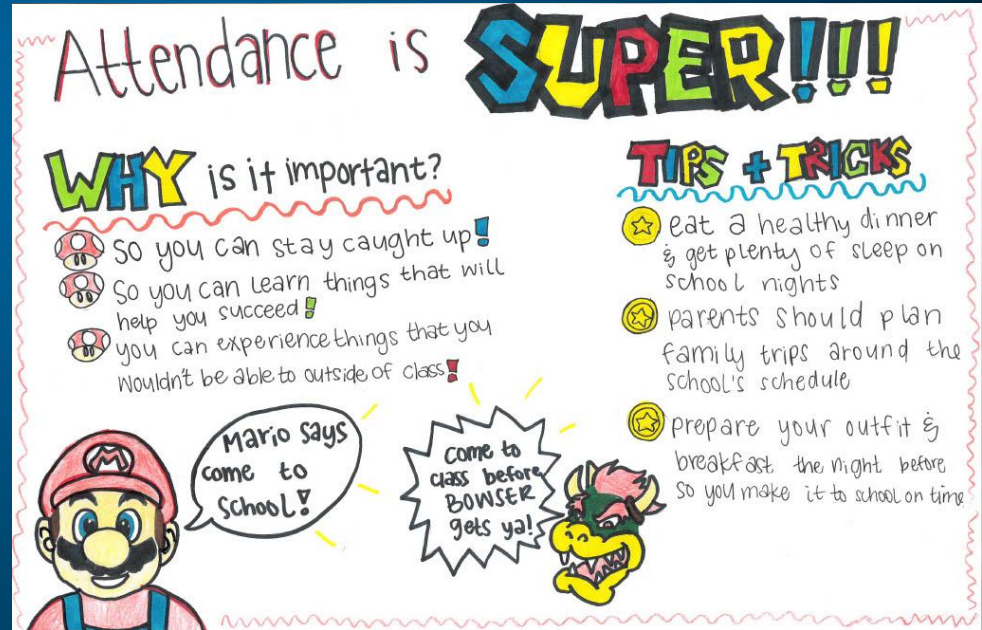
We had over 40 entries to our family poster competition on attendance. Our average daily attendance for December 2023 was 91.51% compared to 82.6% last year. Our office referrals have decreased from last year to this year same time by approximately 9 referrals.

Attendance Poster Contest Winners

1st Place

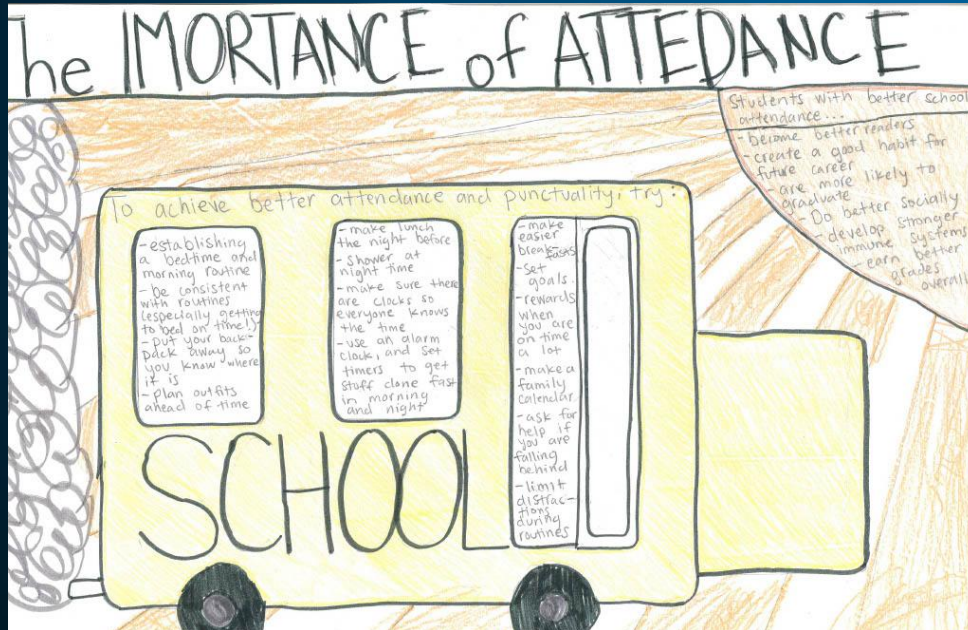


2nd Place



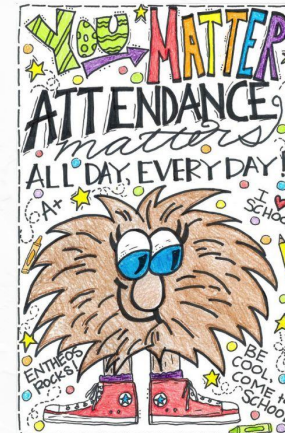
Poster Contest

3rd Place



Honorable Mention

Attendance Posters



ENTHEOS ACADEMY
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Attendance Awards

Diamond Attendance Winners



Student Recognition:

Bloomz Awards



Exemplars



Madrigals





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Entheos Magna Director's Report

January 2024

PCO

- They have also updated our Values board with our value of the month: RESPECT!
- Also working on meals for Parent Teacher Conferences.



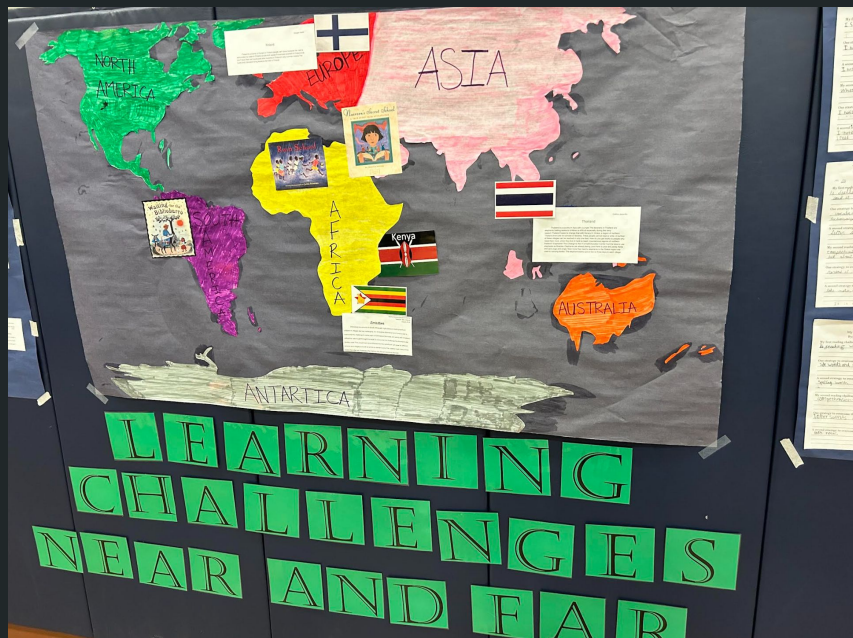
Service Learning

As reported by Melanie Louviere:

- Mrs. Wetzel's 3rd grade crew and Ms. Garavi's 1st grade crew read to each other every Friday to help increase acadience.
- International Volunteer Day service:
 - **Mrs. Foutz' MS Crew:** Decorated journals for victims of abuse, and for refugees through Hearts Knit Together.
 - **Kindergarten:** Colored weather themed cards to go with their module.
 - **Mrs. Wright (4th Grade):** Paired with Stitching Hearts Worldwide to string fabric backpacks that will be filled with hygiene kits/school supplies that will go to refugees all over the world. Also, colored file folder games that help teach families how to read and speak English.
 - **3rd Grade:** Made file folder games to go with their module, "Learning Challenges Near and Far."

Service Learning

As reported by Melanie Louviere:



Staff Spotlight

Josh Cardenas - 3rd Grade



Mr. Cardenas is in his first year teaching, and is part of our dynamic 3rd grade team. He is a natural! He loves his students and does a lot of great things to engage them in their learning. Mr. Cardenas has fun nicknames for his students, great calls to attention and is always very positive. He also helps out with 4-H after school. Thank you Josh!

Staff Spotlight

Charity Foutz - Math



Mrs. Foutz has been a part of our Entheos Crew for several years. She continues to give 100% every day for her students. She is passionate about teaching and has given her students opportunities to be successful in math. She has faced new challenges this year, and has met them head on. She is always looking for new ways to engage her students. Thank you Charity!

Staff Spotlight

Sandra Winn - Paraprofessional



Ms. Sandra is in her 2nd year at Entheos. She has been working in kindergarten, and does an amazing job with our little ones. Ms. Sandra is always very positive and wanting to help the students. She has done an incredible job with one student in particular, which has helped that student want to be at school every day and enjoy it. Thank you Sandra!

Literacy Specialist

Sally Skousen



My name is Sally Skousen and I'm proud to be an Entheos Academy crew member at Magna campus! I have a passion for working with neurodivergent students and being a literacy specialist is my dream job. I have a unique educational background: I have taught first, fifth, and sixth grade in public elementary and middle schools, taught preservice teachers in a special education course as a graduate teaching assistant at Oklahoma State University, homeschooled 3 of my own neurodivergent children, as well as worked as an advocate for my children's IEP and 504 plans and teams. When I'm not geeking out in studying psychology and the science of reading, I do yoga, hiking and nature walks, paddleboarding, dancing, and spending time with my family and friends.

Work Plan Overview 2023-2024 School Year

Entheos Academy- District

Work Plan 2023-24

Work Plan Overview

| Multi-Year Impact Goals | Mastery of Knowledge and Skills | Character | High Quality Work |
|-----------------------------------|---|--|---|
| 2023-24 Performance Goals | 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. |
| 2023-24 Implementation Priorities | 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"> English Language Learners Special Education Students Pacific Islander Students (Kearns only) Hispanic students (Magna only) | 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. |
| 2023-24 Leadership Goal | Kearns: To build strong collective teacher efficacy where 80% of crew members feel respected, valued, supported and capable of positively impacting student achievement by EOY. Magna: Establish and communicate a clear framework for key Entheos structures, specifically Student Led Conferences, Student Portfolios, and Passages. | | |

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:

- Middle of Year Testing is currently underway. We will hold a data carousel with our teachers once all testing is complete.
- Parent - Teacher Conferences are Feb. 1st & 2nd.

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.
- We recently sent out a MOY Crew survey to teachers to see what areas we need to improve in and ensure that our Crews are meaningful and successful.

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.
- Parent - Teacher Conferences are Feb. 1st & 2nd.

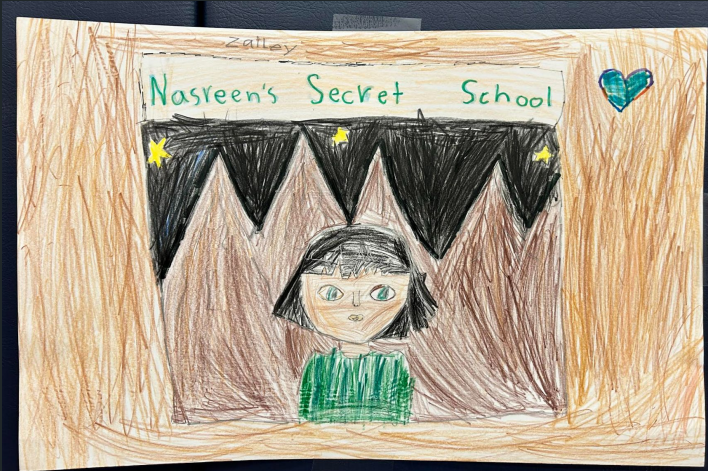
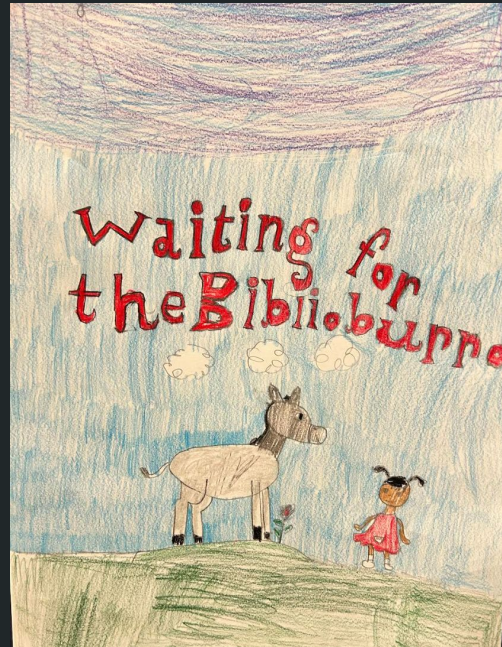
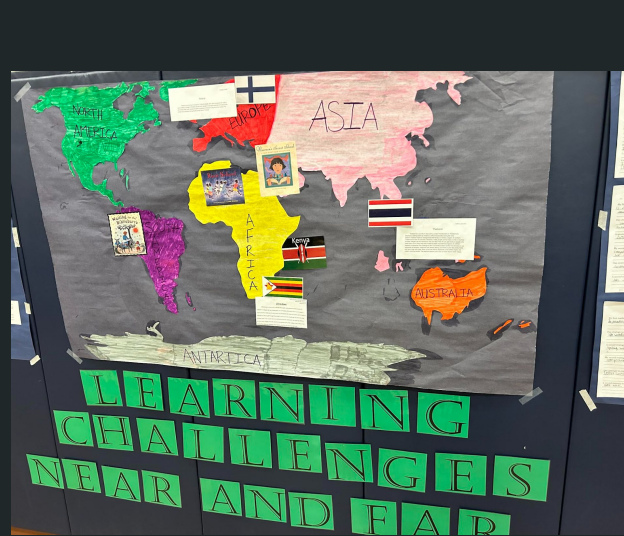
Events

Frog Dissections



Events

3rd Grade Celebration of Learning Learning Challenges Near and Far



1st Grade Presentation

Suzanne Giravi

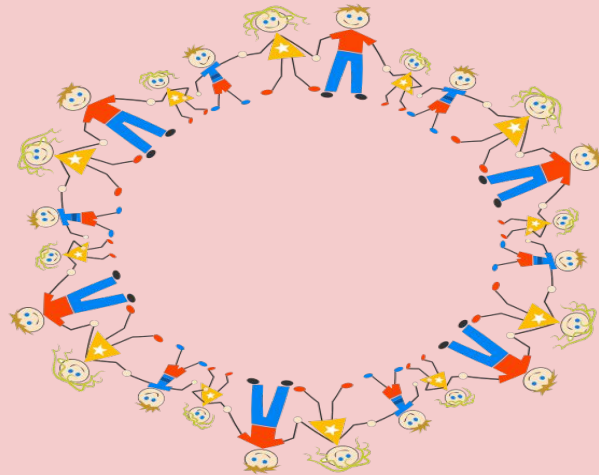


Aysia Holfeltz



First Grade Magna

Aysia Holfeltz and Suzanne Giravi



Agenda:

- Get to know us
- CREW
- Phonics
- Modules
- Celebration of Learning



CREW:

- Sharing our Entheos Values with our students makes a huge impact on our students and our closeness as a CREW.
- Going over rules and expectations sets the tone for the day.
- Including CREW allows our students to feel a sense of belonging through inclusive activities such as greetings, readings, initiatives, and different values each month to focus on.
- The values align with Entheos as they are the values that Entheos withholds.

Phonics:

- We will demonstrate how we do our phonics warm ups.
- We use different materials to help support our Phonics curriculum:
 - Sound spelling mapping
 - Phonemes and grapheme chart
 - Passage Reading
- Our Phonics program is making a significant impact on our students reading skills, and benchmarks.
- Phonics teaches students a great routine, as well as phonics vocabulary that our students are familiar with and use on a daily basis.



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Phonics

DAY 5

Writing – Sound-Spelling Mapping



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Phonics

DAY 5

Writing – Sound-Spelling Mapping



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Phonics

DAY 5

Writing – Sound-Spelling Mapping



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Phonics

DAY 5

Writing – Sound-Spelling Mapping



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Modules:

- We will show an example of one of the high quality poems the students wrote about the sun, moon, and stars.
- The purpose of this portion of our modules was to get our students to collaborate with others throughout the writing process to create a high quality piece. They went through several drafts before creating their final piece (only one draft is shown).

Modules:

Draft

"What the Sun Sees" Poem

Name:

Date: _____

W.1.3, L.1.1f, L.1.1j, L.1.2b

Verse 1

It is evening. The sun looks like
a glowing orb. The sun is sinking. The
sun sees mountains and trees.

Verse 2

It is getting late. The sun looks like
a shiny penny. The sun is falling. The sun
sees people getting ready for bed.

Verse 3

It is getting later. The sun looks like
a burning ball. The sun is going down.
The sun sees people's homes.

Closing

The sun sets so the moon can rise.

Modules:

Rubric

High-Quality Narrative Poem Checklist

(For Teacher Reference)

W.1.5, L.1.1f, L.1.1j, L.1.2b

High-Quality Narrative Poem Checklist

| Includes details ... | Yes | No |
|--|-----|----|
| Descriptions make sense and create a picture in my reader's mind | ✓ | |
| Adjectives are used correctly in each verse | ✓ | |

| Follows conventions ... | Yes | No |
|--|-----|----|
| Words from the word wall are spelled correctly | ✓ | |
| Complete sentences with first word capitalized | ✓ | |
| End punctuation | ✓ | |

You did a good job of ...

Getting your poem to fit.

I think you should ...

Clean the words you erased,
fix misspelled words.

Modules:

Final

"What the Sun Sees" Poem

Name:

Date: _____

W.1.3, L.1.1f, L.1.1j, L.1.2b

Verse 1

It is evening. The sun looks like
a glowing orb. The sun is sinking. The
sun sees mountains and trees.

Verse 2

It is getting late. The sun looks like
a shiny penny. The sun is falling. The sun
sees people getting ready for bed.

Verse 3

It is getting later. The sun looks like
a burning ball. The sun is going
down.

Closing

The sun sets so the moon can rise.

Celebration of Learning:

-In sync with the modules, we have a celebration of learning that occurs after the completion of a module where we invite parents, the community, other students, etc. to see what the students have learned and worked on for the module they were on.

-We have a celebration of learning tomorrow at 2:50pm!

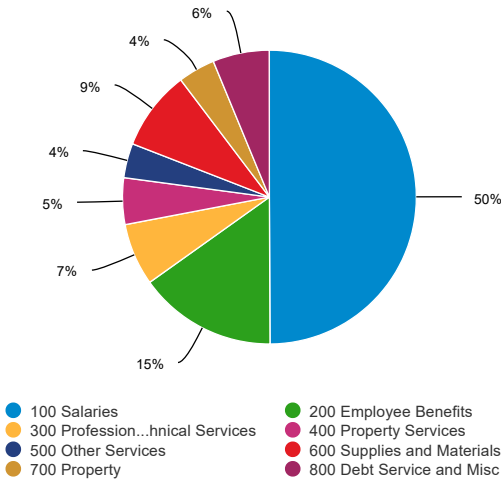
Financial Summary

| | Category | YTD Amount | Total Budget | Total Forecast | % Target | % Forecast |
|-------------------------------------|---|--------------|---------------|----------------|----------|------------|
| Revenue (3 School Category records) | | | | | | |
| | 1000 Local Revenue | \$241,713 | \$316,181 | \$462,102 | 35.7% | 52.3% |
| | 3000 State Revenue | \$5,750,965 | \$10,671,005 | \$11,343,188 | 48.9% | 50.7% |
| | 4000 Federal Revenue | \$195,391 | \$1,112,024 | \$1,113,741 | 2.1% | 17.5% |
| TOT | | \$6,188,070 | \$12,099,210 | \$12,919,031 | | |
| Expense (8 School Category records) | | | | | | |
| | 100 Salaries | -\$2,699,720 | -\$5,780,750 | -\$5,785,750 | 39.2% | 46.7% |
| | 200 Employee Benefits | -\$863,652 | -\$1,762,000 | -\$1,762,000 | 49.0% | 49.0% |
| | 300 Professional and Technical Services | -\$286,005 | -\$783,510 | -\$793,510 | 18.9% | 36.0% |
| | 400 Property Services | -\$217,899 | -\$563,000 | -\$593,000 | 5.9% | 36.7% |
| | 500 Other Services | -\$131,739 | -\$412,251 | -\$439,251 | -0.0% | 30.0% |
| | 600 Supplies and Materials | -\$494,327 | -\$1,009,291 | -\$1,018,491 | -0.0% | 48.5% |
| | 700 Property | -\$229,424 | -\$465,000 | -\$470,900 | -0.0% | 48.7% |
| | 800 Debt Service and Misc | -\$365,798 | -\$700,619 | -\$721,939 | 45.2% | 50.7% |
| TOT | | -\$5,288,565 | -\$11,476,421 | -\$11,584,841 | | |
| TOT | | \$899,505 | \$622,789 | \$1,334,190 | | |

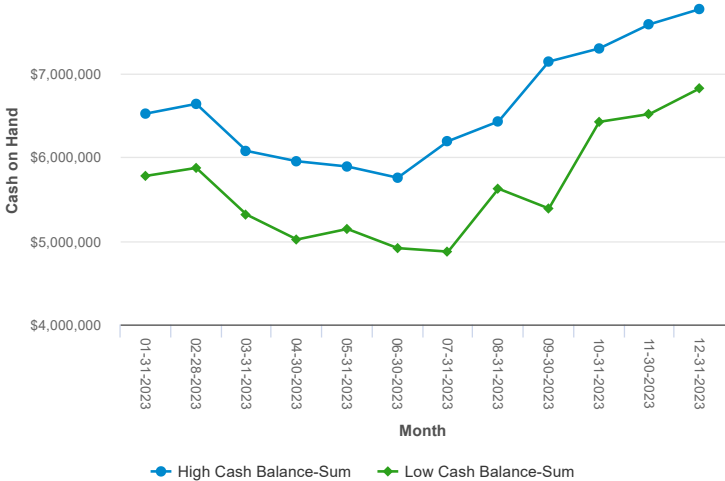
Financial Metrics

| | Financial Metric | Covenant | Target | Forecast |
|--|------------------------|----------|---------|-----------|
| | Net Income | | 398,565 | 1,334,190 |
| | Operating Margin | | 4.5% | 10.33 |
| | Debt Service Ratio | 1.10 | 1.37 | 3.11 |
| | Unrestricted Days Cash | 30 | 150 | 242 |
| | Restricted Cash | | | 309,675 |

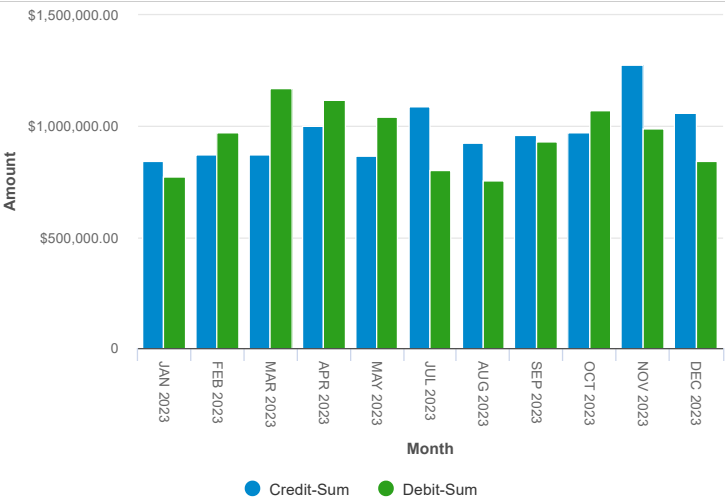
Expense Distribution



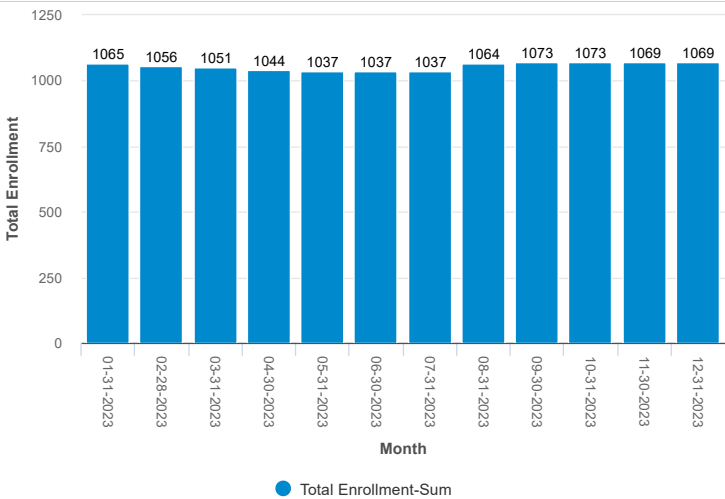
Cash Balance



Revenue vs Expenses



Enrollment Trend



District Discovery Coordinator

Kindergarten- 8th Grade

Roles and Responsibilities

Plan and oversee Discovery sessions based on school Design Principles

Plan and oversee schedules of four Discovery Coordinators

Oversee program budget

Grants (Cyprus Credit Union- \$500, STEM Action Grant- \$894.00)

Communication with local businesses and members

Planning school calendar to accommodate all sessions

New teacher and yearly paraeducator training

Schedule class visits and student sign-ups

Facilitate running sessions

Problem solve last minute changes and issues

Organize bus schedules

Instructor planning and scheduling

Parent communication

Behavior - think-time sheets, Educators Handbook

Goals of Discovery

- As a program our goal is to help students learn and grow. To help them know they can do more than they think they can.
- To teach students new skills and talents that will build confidence and foster curiosity.
- As students participate in Discovery from Kindergarten to 8th grade, we offer different sessions based on different design principles at different grade bands to keep student interest and excitement.
- Perseverance!

Discovery Sessions

Kindergarten-8th participate in three sessions per school year.

Each session is based on our school's Design Principles

Times vary depending on grade band.

Sessions run a minimum of two weeks and a maximum of five weeks. Depending on session and grade band.

Collaboration and Competition

Session focus: sports and fitness



Primacy of Self-Discovery

Session Focus: performing arts



The Having of Wonderful Ideas

Session Focus: tactile arts



The Natural World

Session focus: outdoors, connections with nature



Success and Failure



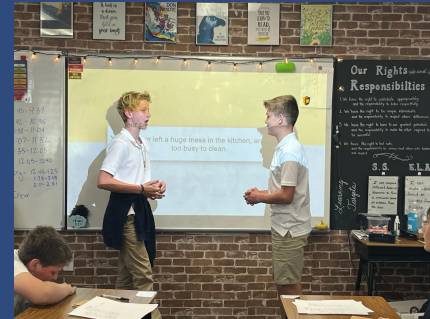
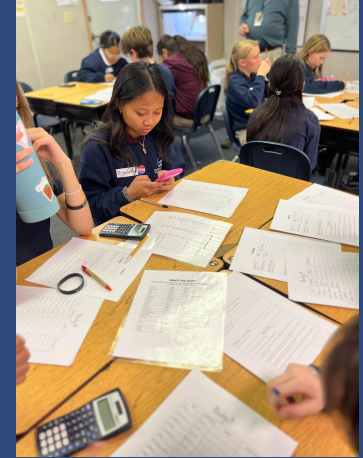
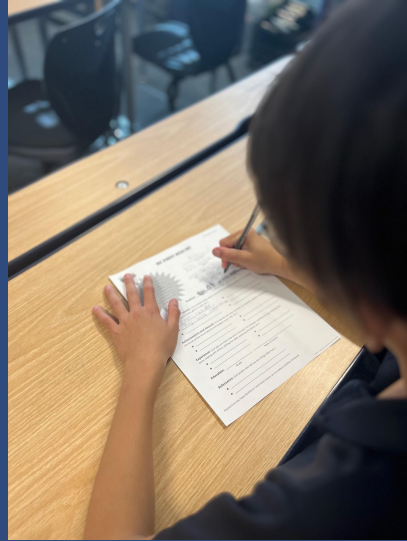
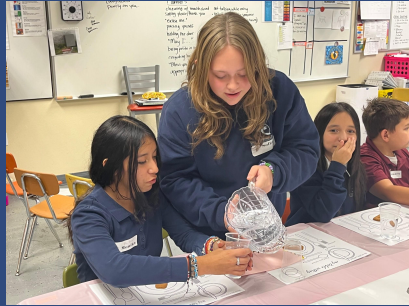
5th/6th Grade:
Space Camp at McAuliffe Space Center

7th Grade:
U of U Ropes Course



Success and Failure, The Responsibility of Learning

Session Focus: preparation for adulthood



ENTHEOS ACADEMY

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4600 VOLUNTEER AND VISITOR POLICY

Purpose

The Entheos Board recognizes that certain programs and activities can be enhanced through the use of volunteers who have particular knowledge or skills that will be helpful to members of the professional staff responsible for the conduct of those programs and activities. [Entheos also encourages visitors to the school at the appropriate times.](#)

Policy

The Executive Director shall be responsible for implementing the volunteer [and visitor](#) policy set forth. Processes and protocols shall include:

- Ensuring student and staff safety while interacting with volunteers [and visitors](#)
- Ensuring volunteers [and visitors](#) are additive to the goals and purposes of Entheos education
- Documenting volunteers [and visitors](#) for in-school and off-campus activities.

Volunteers will be informed of the following ~~that~~

- Volunteer [or visitor](#) is required to abide by all Board policies and District guidelines while on duty as a volunteer [or visiting the school](#) (including, but not limited to, the volunteer's obligation to keep confidential and not release or permit access to any and all student personally identifiable information to which s/he is exposed except as authorized by law);
- Volunteer [or visitor](#) will not be covered under any type of health insurance to cover illness or accident incurred while serving as a volunteer [or visiting the school](#), nor is the person eligible for workers' compensation;
- Volunteers, [and on occasion visitors](#), will be asked to sign a form releasing the District of any obligation should the volunteer [or visitor](#) become ill or receive an injury as a result of his/her volunteer services, [or while visiting the school](#);
- Volunteers [s](#) may not accept compensation from any third party or source, including, but not limited to, parent, or other District support organizations, for the performance of his/her official duties as a volunteer.
- Volunteer [or visitor](#) approval is subject to a background check

Volunteers [and visitors](#) on campus

- Will be documented upon entry and exit

ENTHEOS BOARD POLICY — APPROVED MAY 23, 2019

Updated October 25, 2023

4600 Volunteer and Visitor

- Will be clearly identifiable to staff and students during regular school hours, student arrival times, and student departure times.

Rights of Refusal

The Executive Director, or any member of the Entheos Admin Team, reserves the right to deny individuals the right to volunteer or visit if

1. Prospective individual's ~~volunteers~~ abilities are not in accord with District needs.
2. The administration believes that attendance of the individual poses a safety concern for the students/school personnel.
3. The administration believes that the behavior of the individual may disrupt the learning experience of the children.

No person is to be accepted or maintained as a volunteer or visitor if he/she has been convicted of any violent or sexually related crimes.

ENTHEOS ACADEMY

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5300 EMERGENCY RESPONSE

Purpose

This policy provides instruction for the development, maintenance of, and accountability for the Entheos Academy emergency response plan.

Policy

- I. The Entheos Academy Executive Director is responsible for the development and execution of an emergency response plan, including but not limited to the following:
Form a committee to develop the Emergency Response Plan. Review a report annually with the Entheos school board.
 - A. Post the Emergency plan on the Entheos website. Train staff members to implement the plan.
 - B. Provide parent or guardian communication regarding details of the plan's purpose, existence, and training involving students, such as drills or safety instruction.
 - C. Report to the board within 24 hours of an emergency.
- II. The Committee shall be composed of the Executive Director, Campus Administrators, Director of HR and Compliance, and other invited stakeholders (such as School Safety Specialists, teacher representatives, office personnel, law enforcement, and parent experts)
~~The committee shall include the following members:~~
 - ~~A. School Directors~~
 - ~~B. Office Manager~~
 - ~~C. Safety Coordinator~~
 - ~~D. A teacher from each campus~~
- II. Plan elements
 - A. Training plans for staff and students to include drills for priority concerns including, but not limited to, fire and ~~lock-down~~ lockdown.
 - B. Communication to parents, community and first responders during and after an emergency event.
 - C. Procedures to provide for disabled or non-~~english~~ English speaking individuals.
 - D. Reunification procedures for parents and children

5300 Emergency Response

- III. The plan shall be in alignment with the Standard Response Protocol (I Love You Guys.)
The plan shall include the following types of responses:

1. Hold
2. Secure
3. Lockdown
4. Evacuate
5. Shelter
6. Other emergency situations, as directed by the Executive or campus director

~~At a minimum, the plan shall include responses to the following incidents:~~

- ~~A. Medical Emergencies~~
- ~~B. Civil Disturbance~~
- ~~C. Lock Down~~
- ~~D. Shelter in Place~~
- ~~E. Evacuation and School Uninhabitable Alternatives~~
- ~~F. Fire~~
- ~~G. Earthquake~~
- ~~H. Natural Gas~~
- ~~I. Power Outage~~
- ~~J. Severe Weather~~
- ~~K. Chemical Spills~~
- ~~L. Chemical Attack~~
- ~~M. Phone Call Threat~~
- ~~N. Hostage Situation~~
- ~~O. Death and Suicide~~
- ~~P. Other emergency situations, as directed by executive or campus director~~

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Family Educational Rights and Privacy Act (FERPA) Notice for Directory Information

The *Family Educational Rights and Privacy Act* (FERPA), a Federal law, requires that Entheos Academy, with certain exceptions, obtain your written consent prior to the disclosure of personally identifiable information from your child's education records. However, Entheos Academy may disclose appropriately designated "directory information" without written consent, unless you have advised the District to the contrary in accordance with District procedures. The primary purpose of directory information is to allow Entheos Academy to include this type of information from your child's education records in certain school publications. Examples include:

- A playbill, showing your student's role in a drama production;
- The annual yearbook;
- Honor roll or other recognition lists;
- Graduation programs; and
- Sports activity sheets, such as for wrestling, showing weight and height of team members.

Directory information, which is information that is generally not considered harmful or an invasion of privacy if released, can also be disclosed to outside organizations without a parent's prior written consent. Outside organizations include, but are not limited to, companies that manufacture class rings or publish yearbooks. In addition, two federal laws require local educational agencies (LEAs) receiving assistance under the *Elementary and Secondary Education Act of 1965* (ESEA) to provide military recruiters, upon request, with the following information – names, addresses and telephone listings – unless parents have advised the LEA that they do not want their student's information disclosed without their prior written consent.¹

If you do not want Entheos Academy to disclose directory information from your child's education records without your prior written consent, you must notify the District in writing by September 1, ~~2020~~ of the current school year or within 10 days of registration if enrolled after the first day of the school year. Entheos Academy has designated the following information as directory information:

- Student's name
- Address

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- Telephone listing
- Electronic mail address
- Photograph
 - This includes class photographs to be distributed to those students who purchase them. May also include videotaping, photography, and interviews by news media during the school year. Media coverage release does not imply that your student will be videotaped, photographed or interviewed; it simply indicates that your child has permission in the event that there is media coverage at the school or while on fieldwork.
- Grade level
- Website
 - The school may publish a student's first name, photograph, student work and information about student participation in classes, activities, sports, projects etc. on our school website which is open to public access. Anything posted would respect student privacy and would not include personal information
- Participation in officially recognized activities and sports
- Degrees, honors, awards received and exemplary work -The most recent educational agency or institution attended
- Student ID number, user ID, or other unique personal identifier used to communicate in electronic systems that cannot be used to access education records without a PIN, password, etc. (A student's SSN, in whole or in part, cannot be used for this purpose.)

¹ These laws are: Section 9528 of the Elementary and Secondary Education Act (20 U.S.C. § 7908) and 10 U.S.C. § 503(c).