



GOVERNING BOARD AGENDA Strategic Planning Board Retreat

Meeting of Saturday, October 28, 2017 09:00 AM
Iftin Charter School Library
5465 El Cajon Blvd. San Diego, CA 92115

“Providing a strong educational foundation to all students who are in need of direction and support in learning English and finding their way in a new culture.”

Mission: Iftin Charter School provides students in grades K-8 an academically rigorous, common core aligned curricula, supplemented with a technology intensive program in a student centered, safe and caring learning environment. ICS addresses the needs of a diverse group of students, their families and communities by building on the strengths of the students’ cultural heritage and life experiences. ICS students are educated and enlightened to become successful, lifelong learners and valuable members of the global community.

BREAKFAST: 08:30-09:00

WELCOME GUESTS / CALL TO ORDER 10:40 AM

Roll Call

Abdulkarim Warsame _____	President Present
Joe Udall _____	Secretary Present
Mulki Hersi _____	Treasurer Present
Rahmo Abdi _____	Member Absent
Faisal Ali _____	Member Present 11:25 am
Ibrahim Hassan _____	Member Present

RETREAT SESSION

Introduction: Interim Principal- 09:00-09:05 Over 50 members of the community, parents, staff, teachers, and administration made introductions about their involvement in Iftin Charter School.

I. Guest Speaker:

9:25 am Noted author and Charter School Consultant, Dr. David Guthrie: A history of charter schools starts at the end of the 1950’s, with the addition of the National Education Act, and reforming education over time. Charter schools are a result of as an alternative to the public schools, and avoiding the bureaucracy therein. The efforts in 1990 to move to a voucher system in California did not move forward, and in 1992 a compromise system was adopted. In California, there are 1200 charter schools, and 1000 school districts, with 600k attending statewide. Charters are underfunded, but charters are by far having a better return on investment. Must have parent involvement, qualified staff, and follow the 16 elements

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1

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GOVERNING BOARD AGENDA

Strategic Planning Board Retreat

of the charter. 17th element would be recommended a reciprocity, where charters would demonstrate what they return to the district. Nonprofit entity declarations help give us governance, where the charter is not a public school, but a nonprofit government agency. To make charter schools run more efficiently, the governing body is the what, and the administration is the how. Communication gaps is the first challenge suggested to look at when addressing the challenges within an organization. Stakeholder and committee involvement will get the communication needed, and organized the needs. In summary: what is Iftin's reciprocal? What are you giving back that is valued added? Is Iftin accountable? Do Iftin policies interfere with maximizing administration productivity? What has Iftin invented? Is there innovation that Iftin has led the way of? Has Iftin measured your ROI? What is the product of education? Would you invest your own funds in this endeavor? Donating is an expectation of a nonprofit. You have a gift here at Iftin, and I've yet to meet a teacher who returns to the public school after working for a charter.

10:40 am Board President Warsame opens the meeting by honoring the founders of Iftin Charter School, and asks for a round of applause in appreciation to their efforts and dedication, recognizing many contributed money from their own pockets to open the school. Board Secretary Udall notes historical context, where the school used to be one class for each grade K-8, before doubling in size in 2011, and the first principal worked for a 1 dollar contract in the beginning.

II. Character & Best Practices Assessment:

- A. Good News –
Accomplishments- 10:45 am

Monge: A reboot this summer, rebuilding from the bottom up.

Classified Employee Handbook, job descriptions, establishing policies –
Programs/LCAP/ Reading, Prop 39, Levels/Hiring

Monge: Through Prop 39, solar panels will be put in the parking lots, at zero cost to the school. Halama: Reflective practices, and improve every day our practice. We will use the data to drive instruction, and teachers focused on NWEA Map assessments. Utilizing our 3 interventionists in Mathematics, Reading, and Language Development, how do we support our students in relevant meaningful ways? The plan was shared with teachers, and collaborated. The SSC will see the plans, and collectively we will build the program together.

Also new program with SWPBIS (school-wide positive behavior intervention and support) has been implemented, and the initiative is supported by demonstrating 3 characteristics: Show Respect, Make Good Decisions, and Solve Problems. A video was created demonstrating these personal standards.



GOVERNING BOARD AGENDA

Strategic Planning Board Retreat

- B. Pending Priorities – 10:55 am
Certificated Handbook/ HR/ Additional Policies/Best Practices Recommendations

Dr. Guthrie provided a Process Improvement plan detailing best practices, dealing with structures, steering us in the right direction.

III. Strategic Planning:

- A. School Site Council 11:15 am

Nur: A site council are generally elected by their peers, working with the principal, board, and legally mandated. Our first governance training was October 20th, and our first subcommittee meeting worked on the bylaws on October 25th. The next meeting is Nov 17th to submit the SSC policy and bylaws.

- B. Overview for the next five years 11:45 am

Yacub: At the last retreat, the priorities presented involved a pre-school, a high school, LCAP, and a vehicle/bus. A high school and a school bus, based in last year's school year's budget, does not seem viable. Our new budget will be discussed in November, projecting the 5 year budget, and the LCAP has 3 year projection.

Member of community: If other schools have busses, why do we not have a bus?

Yacub: As a charter school, with a small enrollment, the money into a bus is not worth it because of the lack of use.

- C. Organizational Structure
Demonstrated in the organizational chart earlier in the meeting.

- D. Student Scores 11:10-11:20

Yacub: This item will be covered at the November board meeting.

- E. Plan – Goals & Objectives

IV. Open Forum

- A. Community input for Principal Search 11:50-12:30

Warsame: This is the opportunity for the community, teachers, parents, staff to provide feedback to what type of a principal you'd like to see at our school.



GOVERNING BOARD AGENDA

Strategic Planning Board Retreat

Ahmed: Thank you to all the members of the educational team here at Iftin. The background was covered by the board president, and we need to build a strong input for the job description of principal. We have to choose the principal that can bring together the teachers, students, and community. That principal having a background of education, and what should be taught. I asked the teachers if they are happy, and they are, so the school is going in the right direction. The teachers are the backbones of the school. I asked Halama if the school is going in the right direction, and she answered it is going in the right direction. I am happy to see all the advertisements, and that we are welcoming all people, and that this is not just a Somali school. As a parent, I'll continue to bring more people to this school. We are here to cooperate, and we are delivering on our promise to cooperate and support the school.

Abdullahi: As a community elder, it is very important to get the feedback from all the stakeholders for this position.

Ali: A parent, Abdulkarim explained to the community we need to follow a procedure when moving from interim principal to principal, and we need to respect that process. I believe the school is going up in focus. This progress is seen in the children, and I thank you for those efforts at this school. I am expecting that soon our current principal will be made permanent. Our current principal has no bad characteristics, and should be trusted.

Halimo Jama: A parent, who would like to talk about what kind of principal we need. Either Jama or another person is coming, and they should hire a principal who can build a team who can work with the students, teachers, parents, and community. A proverb we should consider is that animals fight by smell, but humans by communication. A principal that can identify the problems of the people, cooperates and prevents before the problem starts. That's the kind of principal who can be successful. A consensus builder, working together is what we want.

Asha: A parent and staff, we appreciate the opportunity to speak about this role. There was a lot of situations the school went through, and that made some community problems. In order to prevent discrepancies, we need to fully think about the position, and be careful in our choice.

Kadar Ismail: A parent and staff, thankful of staff members, Dr. Guthrie's presentation was very informative, and it's important to be a part of school where we work together to reach our goals. Our goal has students from Somalia, but we embrace diversity, supporting individuals with other cultures and backgrounds. We are here to learn from each other, and that's what Iftin is all about.

Lunch 12:30-1:00

After lunch discussion:



GOVERNING BOARD AGENDA

Strategic Planning Board Retreat

Nur: A staff and parent, the principal should be knowledgeable, and experienced, and have credentials.

Crawford: A teacher, who recommends based on the teachers conversations, suggests it is important that a principal has a teacher background to communicate with the teachers in a more effective manner. A principal who doesn't have the background could be confused by what happens in the classroom.

Neubarth: As a teacher and SSC member, there are a lot of positives at Iftin. A principal should be able to work with the people, and have strong people interaction skills and communication skills. This is a positive leadership quality.

PUBLIC HEARING

This is the appropriate point in the meeting for any members of the audience to speak on matters of special interest or concern not on the present agenda. If they wish to address the Board, they are requested, prior to the meeting, to submit to the Secretary of the Board their names and the subject on which they wish to speak. Time is limited to three minutes for each individual. Individuals wishing to comment on items on the present agenda may do so during this portion of the meeting. Complaints about specific personnel are not appropriate for public session. Please submit any complaints to the Board Secretary in writing.

A. General Discussion 1-1:30

Mizell: Teacher recruitment is important, and we should reflect the student body. We should hire Somali-Americans, and compensating teachers accordingly, to retain teachers.

Nimo, a parent, who supports Ms. Mizell that we need Somali teachers.

V. Closing Remarks:

Faisal Ali: It is important to get a competent principal, and it should not be forced. We need a highly qualified person, and I agree with the public who commented on the need for experience. It should be someone easy to work with. Also it looks like we need to pay teachers well, and be competitive, and this is a very fruitful discussion.

Ibrahim Hassan: Thank you to the teachers for coming on a Saturday. Thank you to the parents. And everyone is here for the kids.

Mulki Hersi: I personally appeal to the parents and mothers who take the kids to school. We need their input and help to make this school a safe place for our children. We need to get together and fix the problem. They have great ideas for selecting the good principal.



GOVERNING BOARD AGENDA Strategic Planning Board Retreat

Joe Udall: Out of the 2 previous board retreats I've attended, we only had two teachers attend, and today we had many. We had only ten parents attend, and today we were over 50. We communicated very effectively, and though times are good right now, we need to keep communicating this effectively if we disagree. Disagreement will happen, but our character really shines when we handle our disagreements respectfully and professionally.

Abdulkarim Warsame: This retreat was for everyone, and our agenda and meeting was effectively put together by administration, and I agree with Joe that this was the best retreat we've held.

In terms of the next steps: Joe and I are tasked with putting together the job description together as an ad hoc committee. Our next step is to put the job description and bring it to the board for approval. We will examine a thorough process, and though it might not go

We look forward to you joining us again in year from now for our next retreat, and please continue supporting us by attending our regular board meetings.

Adjourn: 1:45 pm.

In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please contact the Office of Iftin Charter School at (619)265-2411. Notification of 48 hours prior to the meeting will enable the School to make reasonable arrangements to ensure accessibility to that meeting (28 CFR 35.102.35.104

If you would like to request any attachments or other public documents, contact Roy Monge at Monge@iftincharter.net.