



Charter Connection

January 2020

YOUR MONTHLY UPDATE FOR ALL THINGS CHARTER

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Director's Message

We, the SCSB staff, hope you had a fantastic holiday season and are ready to resume your school year with all the renewed optimism and dedication that a new calendar year brings. Many of you are doing great things and we truly appreciate you!

The SCSB's January meeting is its big meeting, happening on Wednesday the 15th, where New School Applications, Satellites, and Replications will be heard by the board. It is always an exciting meeting, and as the SCSB's staff, we appreciate the sincere dreams of each group wishing to materialize their visions with the SCSB as their authorizer.

-- Jennifer

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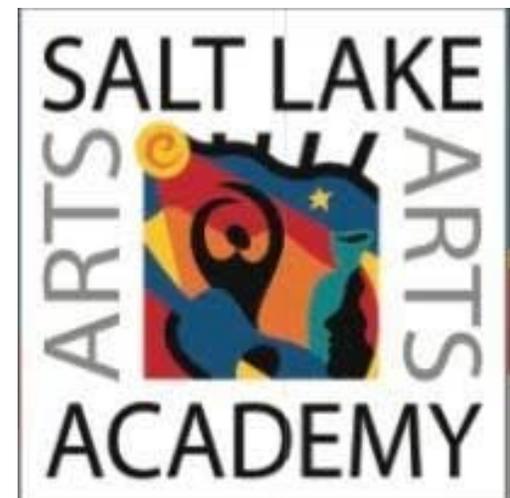
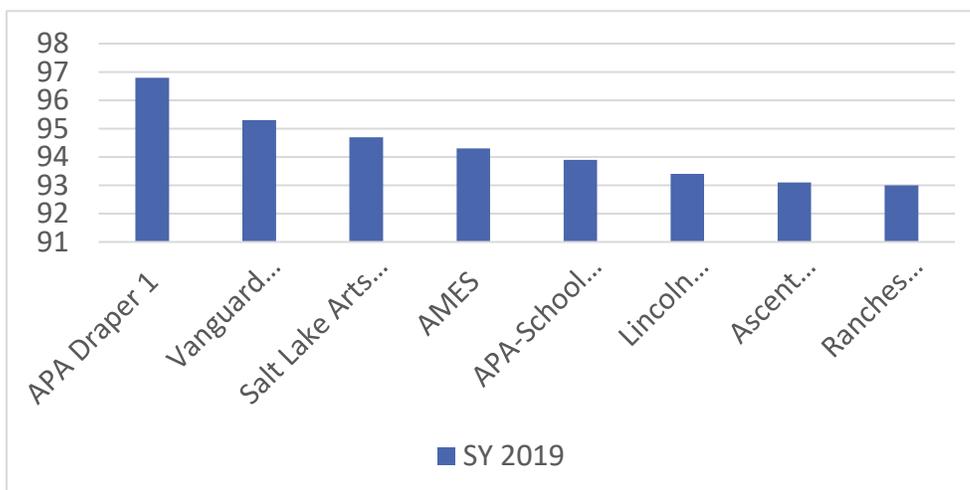
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School Spotlight—Salt Lake Arts Academy

The December spotlight for the State Charter School Board is Salt Lake Arts Academy (SLARTS). SLARTS is spotlighted for their high retention rate year after year. SLARTS is a 5-8 grade middle school focusing on arts and arts integration and credits the high retention rates to their school culture, strong curriculum and great teachers and staff. Congratulations Salt Lake Arts Academy!



Dear Dr. Ed,

There is no time quite like the new year to take stock and reflect on what I can do to have a more positive impact on the world. I know that as a school leader, I am particularly well positioned to generate optimism and change, because I am watched and heard by many people throughout each day. Dr. Ed, do you have any ideas on how I can set a goal to better embrace my influence, and ultimately spread happiness and success at my school?

Sincerely, Driven by My 2020 Vision

Dear Driven,

What a wonderful way to start the new year. First off, please be sure to celebrate the good you ALREADY do as you make your school a place students and teachers want to be each day. Since you are looking for ideas to add to what you presently engage in, here are a few of my favorites that I have seen other great school leaders do with success:

1. Greet Students at the Door Every Morning: By welcoming students, a principal has the opportunity to get to know all students by name. This ritual shows kids that you are approachable and that you care and gives you greater exposure to parents and the community. There is no better place to position yourself as the day is getting started, and students' energy will catapult you through the morning like a shot of espresso! (or Diet Coke!)

2. Remember to Smile: This one is easy. Remember how many more muscles are used in a frown than a smile? Choose the path of least resistance here. There can be a lot of stress and tension in a school building - felt by both staff and students alike - when the leader smiles, everyone receives an indirect message that "it is going to be OK." Don't underestimate how your facial expression impacts everyone.

3. Eat with Kids: Everyone must eat, but when a second grader has the opportunity to eat with his or her principal...well, that becomes a dinner-talk-worthy event! On a rotating basis, invite kids into your office for lunch, or join them at their tables in the cafeteria. You will get to know each other in new and unexpected ways. It's important that you track it though, because the kids will notice who did and who didn't get to participate in this special experience!

4. Drop "Can't" and adopt "is learning to": If a teacher or parent is overheard saying that so and so "can't read," or that s/he "can't control himself," insert "is learning to" in its place. If kids say "oh, she can't speak English," teach them to say, "is learning to," instead. Schools are houses of learning, and we are all works in progress. What might appear as a subtly of language can, in reality, lead to a seismic paradigm shift in terms of how we talk about and think about our students. Principals can and should lead the way in this department.

Happy New Year. Go get 'em!

--Dr. Ed U. Tation

Theme of the Month

Having reviewed the board minutes of almost 50% of Utah charter school board meetings from the last five years, we found only a handful of governing boards document a performance review of the school's director. Compare this to the 60% of directors who reported in a national survey receiving a performance review in the prior year. On the other hand, 15% reported never receiving an evaluation from their governing board. A host of issues have been documented when no formal evaluation exists. These include a lack of alignment in leadership priorities, a toxic school culture, and a loss of momentum.

Experts recommend an annual, formal evaluation. An annual performance evaluation is a form of communication that ensures both the board and the director have the same goals and are looking in the same direction. The communication that occurs in an evaluation can help board members gain a deeper understanding of needs of the school, their roles, and their responsibilities.

A formal evaluation needs to be written. This provides consistency while protecting board members and the director. Components may relate to the mission and goals of the charter contract, or you focus on standard qualities (for example see [CompassPoint's example](#)), or include elements of both. Information from parent and teacher surveys can guide a performance review. Also, board members may consider including a self-evaluation by the director. If you would like to know more, SCSB staff can provide some ideas.

Opportunities for Schools

- Has your charter school governing board done its annual training on the Open and Public Meetings Act yet? The Office of the State Auditor has a training for you
<http://training.auditor.utah.gov/courses/open-and-public-meetings-act-2019>
- The State Charter School Board has a School Calendar Guidance Form available on their website, found here:
<https://www.utahscsb.org/general>
- The State Charter School Board is excited to offer a free professional development seminar for Utah charter schoolteachers and leaders. See the attached flyer for more information.
<https://twitter.com/UtahSCSB/status/1207393088236347399?s=20>
- The American Psychological Foundation is currently seeking applications for the Esther Katz Rosen Pre-college Psychology Grant Program (up to \$15,000). For more information, visit
<https://www.apa.org/apf/funding/rose-n-precollege?tab=3>.



Outstanding in Our Field

- Salt Lake Arts Academy was spotlighted for their impressive retention rate at the State Charter School Board's December 12th meeting and students played their ukuleles for board members. Way to go!
- Former State Charter School Board Member Bruce Davis passed away. Mr. Davis was an incredible man who served diligently for the betterment of education options for Utah's students. He will be sorely missed.

January 2020

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
		New Years 1	2	3	4	5
6	7	8	<u>USBE Meeting</u> 9	<u>USBE Committees</u> 10	11	12
<u>Charter Directors</u> 13	14	15	<u>SCSB Meeting</u> 16	17	18	19
Martin Luther King Jr. Day 20	21	22	23	24	25	26
27	28	29	30	31		

February 2020

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
					1	2
3	4	5	<u>USBE Meeting</u> 6	<u>USBE Committees</u> 7	8	9
SCSB Hearing/ Charter Directors 10	11	12	SCSB Meeting 13	14	15	16
President's Day 17	18	19	20	21	22	23
24	25	26	27	28	29	