



The Watershed School

2014 – 2015 Annual Report

Submitted by: Jarrod Decker, Head Teacher

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The Watershed School

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May 18, 2015

Fairbanks North Star Borough School Board

520 Fifth Avenue

Fairbanks, AK 99701

Dear President Haas and School Board Members,

The 2014-15 school year was marked by significant transition at The Watershed School. John Carlson, the former head teacher and visionary behind Watershed, announced his retirement in May of 2014. I was selected to fill that spot, vacating my 3rd/4th grade teaching position I had held for the previous five years. We hired two new classroom teachers, one special education teacher, two classroom/special education aides, and a library media associate/study hall tutor. The unusually high turnover in staff was accompanied by challenges faced by the rest of the school district: heavy budget reductions, piloting of the Danielson teacher evaluation framework, and the new Alaska Measures of Progress (AMP) standardized testing.

Despite all this transition, The Watershed School enjoyed a very successful year. The staff continues to focus on student learning and academic success while still adhering to the foundational values of place-based education and meaningful outdoor experiences that the school was built upon.

I look forward to formally presenting this report and answering any questions you may have at the June 2nd board meeting.

Sincerely,

Jarrold Decker
Head Teacher
The Watershed School

Philosophical Foundation

The Watershed School is founded on the philosophy of place-based education. This is a powerful educational philosophy that brings student interests into play in the educational setting to enhance student learning, improve achievement, and contribute to community vitality. The Watershed School has created a school with a locally relevant curriculum focused on central elements of place-based education.

Watershed Staff

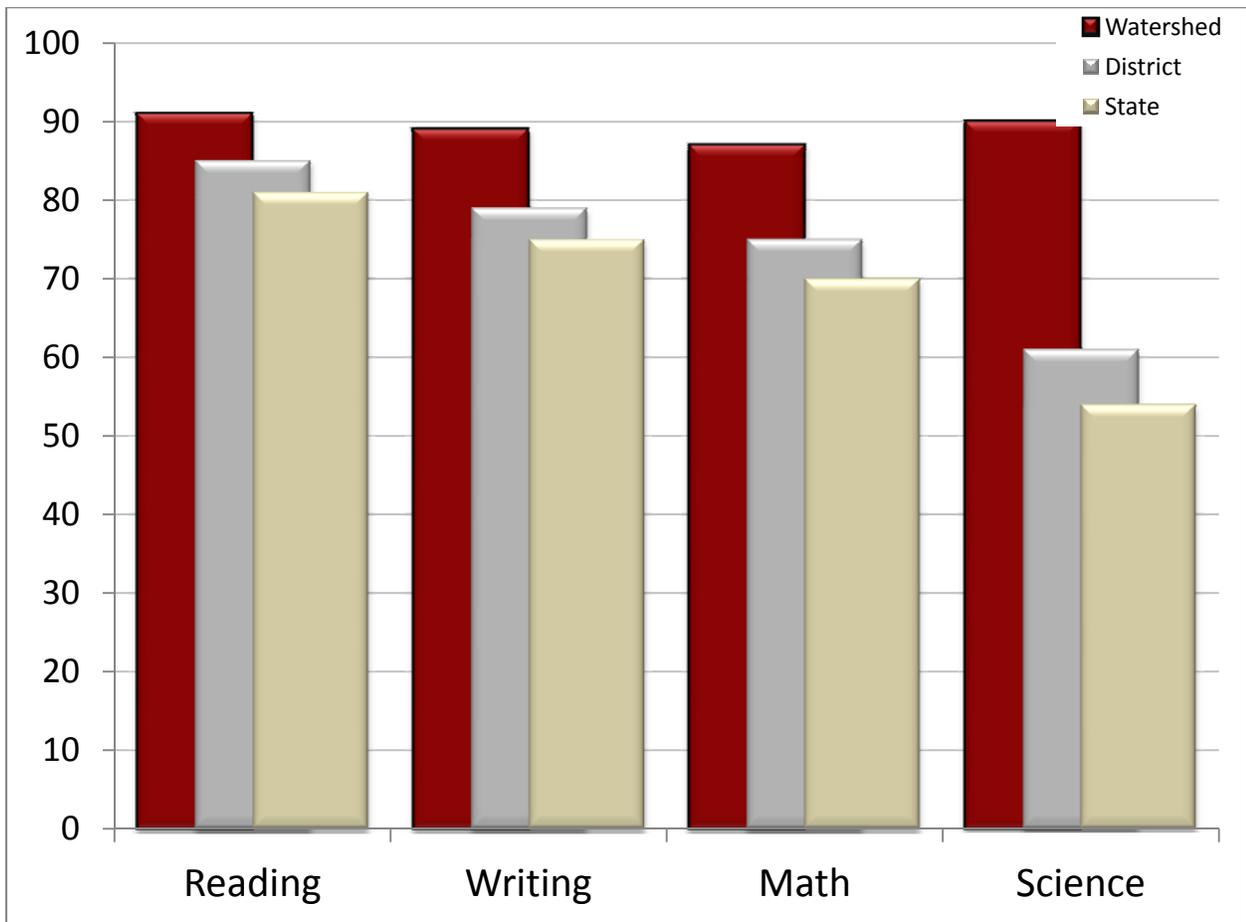
Marlene McDermott	Teacher - Kindergarten
Peggy Haas	Teacher – First Grade
Moira O’Malley	Teacher – Second Grade
Amy Arneson	Teacher – Third Grade
Dave Merrill	Teacher – Fourth Grade
Ron Harper	Teacher – Fifth Grade
Chasity Perez	Teacher – Sixth Grade
Lisa Beattie	Teacher – Middle School Math/Science
Becky Hansen	Teacher – Middle School ELA/Soc. Studies
Abigail Paul	Teacher – Special Education
Jarrold Decker	Head Teacher
Georgiana Smith	Administrative Assistant
Sharon Baker	Kindergarten Aide
Tyrone Burkhead	Custodian
Amy Kulp	Library Media Assistant/Tutor
Pam Laker	Aide
Libby Burgess	Aide
Mimi Hill	Aide
Lynn Malzahn	Recess/Lunch Duty
Jean Mann	Recess/Lunch Duty

Standardized Assessment Performance

The following section examines student performance on Alaska’s Standards Based Assessment (SBA) and Terra Nova from the spring of 2014. Data from this year’s Alaska Measures of Progress (AMP) is not yet available.

The Watershed School received a five-star ranking and an Alaska School Performance Index (ASPI) rating of 94.53 for the 2013-14 school year. The graph below compares proficiency rates of Watershed students with those of the district and state.

2013-14 SBA Results



2013-14 Terra Nova Results

Reading	Grade	Top Quarter 76% - 99%	Third Quarter 51% - 75%	Second Quarter 26% - 50%	Bottom Quarter 1% - 25%	Percentile Rank
	5	50%	30%	10%	10%	68
	7	60%	5%	25%	10%	61
Language	Grade	Top Quarter 76% - 99%	Third Quarter 51% - 75%	Second Quarter 26% - 50%	Bottom Quarter 1% - 25%	Percentile Rank
	5	60%	5%	11%	26%	61
	7	50%	20%	20%	10%	60
Math	Grade	Top Quarter 76% - 99%	Third Quarter 51% - 75%	Second Quarter 26% - 50%	Bottom Quarter 1% - 25%	Percentile Rank
	5	58%	5%	11%	26%	63
	7	65%	20%	10%	15%	68

School Improvement Measures

Although The Watershed School performs at a high level when measured by the Alaska School Performance Index, two school improvement measures have been identified to further develop key components of its instruction and assessment system. The following two STEPP indicators, crucial to promoting learning for all students, were the focus of this year's school improvement plan:

Indicator 1.1: *School staff implements the district approved, researched based curricula that are aligned with Alaska Content Standards.*

In order to address this indicator, the teaching staff worked on developing curriculum alignment documents during professional learning community (PLC) meetings. These documents identified how well learning objectives in the ELA and Math curricula were being covered, where gaps existed, and how discrepancies between curriculum and instruction could be remedied.

Indicator 2.3: *School staff use universal screening assessments and routinely administer them multiple times a year in at least literacy and math.*

The Watershed School continued to use the DIBELS oral reading fluency assessment for all students in grades 1-5. Additional screening assessments were also piloted in the second semester. The middle school joined the district-wide pilot of the Measures of Academic Progress (MAP) assessment in math and language mechanics. Students in grades 1-8 also piloted the Scholastic Reading Inventory (SRI) and Scholastic Math Inventory (SMI).

This year we also improved our the study hall tutoring program for our middle school students through hiring an excellent tutor with a strong background in math and science. We established clear procedures and expectations, and improved communication and collaboration between study hall and the middle school classrooms.

The head teacher also met with small intervention groups of 1-2 students that needed extra support beyond the existing accommodations they were receiving in the classroom (increased individual or small group instruction, peer tutoring, modified assignments, etc.).

Student Enrollment and Mobility

Demographics 2013-2014	
Caucasian	76.0%
African-American	1.5%
Hispanic	6.0%
Asian	0.0%
American Indian/Alaska Native	4.5%
Native Hawaiian	0.5%
Multi-ethnic	9.5%
Boys	50.0%
Girls	50.0%
Enrolled in Special Education	11.0%
Total Students	202

Demographics 2014-2015	
Caucasian	79.0%
African-American	1.0%
Hispanic	6.0%
Asian	0.0%
American Indian/Alaska Native	3.5%
Native Hawaiian	0.5%
Multi-ethnic	9.5%
Boys	55.8%
Girls	44.2%
Enrolled in Special Education	12.0%
Total Students	199

Transiency

Two percent of the student population transferred out of Watershed during the 2014-15 school year. We are projecting 99% of our current students in kindergarten through seventh grade to return for the 2015-16 school year.

Watershed Activities

Locally Relevant, Thematic Teaching

The Watershed School continued to meet the goal that 75% of language arts instruction would be locally relevant or thematically tied to social studies and science content. A few examples include:

- 8th graders read Aldo Leopold's *Sand County Almanac* and wrote essays about ways to improve Fairbanks based on Leopold's piece on the land ethic.
- 4th graders wrote memoirs from the perspective of Chena River king salmon, incorporating scientific information about salmon habitat, life cycle, behavior, and adaptation.
- Kindergarten students worked on developing their sense of rhyme by adapting well-known children songs to include boreal forest animals. Kindergarteners also conducted an experiment on which food their composting worms preferred, and then wrote up the results.
- 1st graders worked with research partners to read about and then prepare a report on favorite animals of Interior Alaska.

Community Connections

Breaking down the barriers between the community and the classroom is an ongoing challenge and process at Watershed. This year partnerships with various members and organizations in the community helped expand and enrich the curriculum. Examples of these classroom-community partnerships include:

- 6th graders learned about local residential architecture, construction, and energy efficiency during as part of the *Designing for the Subarctic* unit. Over the course of the unit students toured the Cold Climate Housing Research Center and interviewed local architects and energy raters. Students then applied the information they gathered to design the Fairbanks home of their dreams
- Joel Buth of Goldstream Sports organized volunteer-based expert ski instruction for the entire school. Aelin Allegood and Bob Baker, provide each classroom with 45 minutes of ski instruction this spring – a commitment of about 6½ hours a week.
- 2nd graders received in-depth information on Alaska dinosaurs by interviewing Kevin May, operations manager at the UA Museum of the North. The class also toured the museum's paleontology collection.
- Local artist, Natalie Schuldt, spent two days teaching nature sketching and watercolor techniques to the 1st and 8th grade classes.
- The Watershed School is piloting an energy conservation program, The Kilowatt Competition, coordinated by the Alaska Center for Energy and Power. Katie Croft, from the Renewable Energy Alaska Project (REAP) spent three days at Watershed teaching lessons from the Energy Smart curricula to each classroom.

Service Learning

Service learning is a pillar of place-based education, and finding ways to engage students in meaningful projects related to our curriculum has been a perennial target for improvement at The Watershed School. This year the school made notable progress in developing new projects and building upon existing service learning opportunities for our students.

- This spring students at Watershed helped plant 5,000 bare root strawberry plants for Rosy Creek Farm. Earlier this winter the owners of the farm, Mike Emers and Joan Hornig, lost their home to a fire. Every classroom in the school grew vegetable and flower starts that were sold during the last week of school. The proceeds of that sale are being donated to Rosy Creek Farm.

- 3rd grade students partnered with Jim Smith from the Division of Forestry to grow spruce and tamarack seedlings. Mr. Smith joined the class several times to teach about the life cycle of black and white spruce trees, facilitate the collection seeds from cones, and demonstrate care for seedlings in the classroom. The class created a PowerPoint how-to guide for teachers and students interested in raising local trees in their classrooms. The partnership culminated with representatives from the Division of Forestry and students planting of a tamarack sapling in the habitat area of the Watershed schoolyard to celebrate Arbor Day 2015.
- Students in the 5th grade class started a partnership with Raven's Landing that will continue through next year. The class spent a day getting to know several of the residents of Raven's Landing and wrote biographies based on their interviews. The 8th grade class also spent a day at the Denali Center. Students decorated building, brought in baked treats, and spend the day sharing stories with elders.
- The 4th-6th grade classes joined in the King Arthur Flour Bake for Good program that was brought to Fairbanks by Ladd Elementary student, Nick Prayner. After learning about the art, science, and math involved in bread baking, students used bread kits provided by King Arthur Flour to bake and donate loaves of bread to the Fairbanks Community Food Bank. Watershed student, Sebiyam Werdin-Kennicott, followed up this effort by coordinating a food drive that brought in over 1,000 food items – including many more loaves of bread.

Outdoor Learning Experiences

The Watershed School continued its dedication to providing students with experiences that enhance their outdoor survival and recreation skills. Through ski outings, camping trips, and routine walks in the woods, students developed deeper connections to their environment, gained self-confidence, strengthened bonds with classmates through shared experiences, and engaged in activities that promote healthy lifestyles. Here are a few examples of outdoor learning experiences from this year:

- 8th grade week-long trip to Kachemak Bay. Students participated in a program lead by the Alaska Center for Coastal Studies, spent a day sea kayaking, explored tide pools, and learned about Alaska's marine and temperate rainforest ecosystems. The 8th grade also spent three days winter camping at Lee's Cabin in the White Mountains this March and learned the basics of rock climbing at Grapefruit Rocks in May.
- 6th grade students travelled by train to Denali National Park and enjoyed three days of camping, hiking, and academic programs led by NPS rangers.

- 5th grade students spent three days camping off Chena Hot Springs Road. The class braved unseasonably warm weather and soft snow conditions on the Granite Tors Trail to reach Lizard's Eye Rock.
- The 3rd and 4th grade returned to Denali for their Adventure Camp this year. The trip was highlighted by full-day hike on the Mount Healy Overlook trail. Every student reached the summit.
- Numerous ski trips were taken to local trails (Birch Hill, Isberg, Creamer's Field, Goldstream Valley, Goldstream Sports). The tradition of the 3rd-4th grade Confluence Ski continued, in which students ski from the Tanana River boat, to the mouth of the Chena, and then finish at the school where hot cocoa and Crock Pots of hot chili await.

Parent-Teacher-Student Association Members

Brynn Butler	President
Ellen Lyons	Vice President
Janie Magelky	Vice President, Fundraising
Tara Borland	Vice President, Membership
Benjamin Berthold	Secretary
Kathy Peterson	Treasurer
Jarrold Decker	Teacher Representative

Academic Advisory Committee

APC Members

Moira O'Malley - Member	moira.omalley@k12northstar.org
Amy Arneson - Member	amy.arneson@k12northstar.org
Dave Merrill - Treasurer	david.merrill@k12northstar.org
Jarrold Decker - President	jarrod.decker@k12northstar.org
Lisa Beattie - Member	lisa.beattie@k12northstar.org
Abigail Paul - Vice President	abigail.paul@k12northstar.org
Natalie Wentz - Member	wentztodd@hotmail.com
Aelin Allegood - Secretary	aelinpeterson@aol.com
Thane Magelky - Member	boreal.symmetry@gmail.com
Tiffany DeRuyter - Member	tlderuyter@alaska.edu
Mark Oldmixon - Member	mtoldmixon@alaska.edu

Changes for Next Year

New Dress Code

Sixth grade student, Eleanor Adasiak, proposed that the Watershed Academic Policy Committee adopt a dress code that better reflected the values and nature of the school. In her testimony, Ms. Adasiak presented a draft of a dress code she had crafted with some input from her peers. The board unanimously agreed to adopt Ms. Adasiak's proposed dress code with a few minor revisions. The Watershed School's new dress code is included in this report (Appendix A).

Destiny

The Watershed School joined Destiny, the district-wide library media program. The conversion from the previous site-based program, Book Collector, will take a significant amount of time and energy, but the benefits (ease of use, search functions, interlibrary loan, etc.) of being part the Destiny system is certainly worth it. We greatly appreciate the efforts of retiring LMS Director, Katie Sanders, for facilitating the upgrade to Destiny.

After-School Program

We are currently exploring options for offering an after-school program to be offered in addition to our existing after-school club options (ski, biathlon, MathCounts, archery, jump rope).

Place-Based Math

The Watershed APC adjusted the percentage of math to be place-based or thematically tied to other curricular areas from 25% to 10%. Although teachers continue to routinely incorporate math into other curricular areas, especially science, the 25% goal has been a challenge for teachers to reach in a meaningful way during regular math instruction. Reducing the percentage encourages the development of in-depth and locally relevant math lessons that go well beyond simply adjusting the wording of story problems to include moose and cross-country ski rates.

APC Membership Term Adjustment

Parent-elected Academic Policy Committee members will serve three-year terms. Appointed community-at-large APC members will serve two-year terms. This shall go into effect when the current positions reach completion. The rationale behind the change is that a longer parent-elected term is a way to retain parents and a shorter appointed community-at-large term is a way to recruit new interest and investment in the school. To the extent possible, these appointed terms should begin in the fall semester of 2015.

Appendix A: The Watershed Charter School Dress Code

Drafted by Eleanor Adasiak, 6th grader. Approved by the Watershed Academic Policy Committee on April 20, 2015

Headwear:

Hats and other headwear are permitted in the classroom according to teacher discretion.

Clothes Depicting Inappropriate Topics:

Clothes depicting drugs, violence, profanity, sexual innuendo, suicide, or gang relations are prohibited. Clothes will be considered gang related if they show affiliation with a known gang, as verified by local authorities.

Shirts:

Shirts that show your midriff or lower back when standing, sitting, or crouching are prohibited. The bottom of the shirt should overlap when sitting or standing. Shirts must be completely opaque. Shirts should not hang over the shoulder and shirts must have a strap for each shoulder. One's shirt must not dip so low in the front as to reveal one's bra. When wearing a shirt with a low back, it must dip no lower than mid shoulder blade.

Pants

All pants must be completely opaque. They should rest no lower than the upper hips and must fully cover your underwear. Shirts should overlap or be tucked into pants. Shorts should be no shorter than the mid thigh. Leggings should not show the outline of undergarments.

Skirts And Dresses:

When wearing a skirt or dress without additional layers underneath, it should reach down to just above the knee when sitting or standing. If this is worn with shorts that cover undergarments, it can reach to mid thigh.

Lounge Wear:

Clothes deemed to be lounge wear or pajamas are prohibited.

Offensive Or Disparaging Articles Of Clothing;

Articles of clothing that disparage any group or individual are banned. This includes (but is not limited to) clothes that belittle people because of their nationality, gender, race, religion, sexual orientation, gender identity, or disability.

Hazardous Accessories:

All jewelry or accessories that pose a safety hazard to the school are prohibited.

Sunglasses:

Wearing sunglasses indoors is not permitted.

Consequences for violating the dress code are

- 1) Requirement for the student to change into appropriate garments and/or
- 2) Parental contact. Repeated infractions may be considered insubordination resulting in appropriate disciplinary consequences.

Exceptions for these rules for religious, medical, or cultural reasons will be taken on a case-by-case basis.

The building principal may approve exceptions to these rules for special event days.

Appendix B: Watershed APC Meeting Minutes

Watershed APC Meeting Minutes October 23, 2014

Members present: Jarrod Decker, Dave Merrill, Thane Magelky, Amy Arneson, Moira O'Malley, Carrie Dershin, Aelin Allegood

Meeting began at 6:00 pm.

1. Status of the school

a. Report Card to the Public

Watershed received a five star rating. The second page of the School Report Card for 2013-14 has two corrections: Number of Grade 7-12 Dropouts is 0, so Dropout Rate is 0%.

New standards are being introduced statewide, with brand new tests done on-line for grades 3 and higher. The ratings will stay in place.

b. Staffing

This is a big transition year. Jarrod Decker moved to head teacher. Amy Arneson moved to grades 3/4. Peggy Haas hired for grades 1/2. Chasity Perez hired for grades 5/6. Abigail Paul is Special Education, with that position now 50%, and is assisted by Liz Jones. Pam Laker is Teaching Assistant. Still in need of a recess aid.

c. Air quality

The monitoring process last year was not yielding enough data. To be successful, the recording needed to take place on more days (more bad days) so the school has discontinued with Johnson Controls. Alaska Integrated Services has been hired. The filter will now be changed four times per year, which is up from the previous two times per year. A more expensive filter is being researched, with finer mesh. The concern is that finer mesh may disrupt air pressure. There is a professor in touch with Mr. Decker, who may be awarded a grant to study air quality study.

d. Kitchen remodel

Mr. Decker has asked PTSA to focus their fund-raising on a kitchen remodel, which would be a multi-year project.

e. Budget

Budget numbers look strong, although the long-term outlook is less certain. This makes it difficult to spend money on additional staff at this time.

f. Attendance/Academic Policy

The Attendance and Academic Policy, revised Spring 2014, is in place. There is also a document to record infringements, so that probation and plan of improvements can be administered when necessary.

2. APC Membership

Amy Arneson joins the APC as staff, replacing Sienna Campbell. Abigail Paul moves to staff. Carrie Dershin's term is complete. These changes leave a parent position and an APC-appointed community-at-large position open. There will be a school-wide (parent) election held in early November to fill the parent spot. APC members should nominate interested community

members for the APC-appointed position. These persons will submit letters of interest to be reviewed by the APC, with the position to be filled at the next meeting (likely December).

Discussion centered on length of terms and the opportunity to bring new families into the school. Currently, APC- appointed community members serve three years and parent-elected members serve two years.

Motion by David Merrill: Parent-elected Academic Policy Committee members will serve three year terms. Appointed community-at-large APC members will serve two year terms. This shall go into effect when the current positions reach completion. Seconded by Thane Magelky.

Rationale: A longer parent-elected term is a way to retain parents and a shorter appointed community-at-large term is a way to recruit new interest and investment in the school. To the extent possible, these appointed terms should begin in the Fall semester.

Motion passes 7/0.

3. Proposal to amend the charter

The curriculum now lists the percentage of math to be place-based or thematically tied to other areas at 25%. This is a challenge to accomplish in useful, relevant ways. Motion by Jarrod Decker to change the percentage of math tied to place-based/thematic study from 25% to 10%. Seconded by Thane Magelky. Motion approved 7/0.

4. Next meeting - Late November/early December

**Watershed APC Meeting Minutes
December 10, 2014**

Members present: Jarrod Decker, Dave Merrill, Thane Magelky, Amy Arneson, Moira O'Malley, Marlene McDermott, Natalie Wentz, Aelin Allegood, Tiffany DeRuyter,

Meeting began at 6:00 pm.

Staffing update:

Abigail Paul is now at 65%.

The study hall tutor position has been combined with the library position.

A small sub group of our third through eighth graders did not meet proficiency rate in language arts in the SBA assessment. An improvement plan is being implemented.

APC board member election:

Two interviews were conducted. Mark Oldmixon is elected the new community APC board member.

Important Spring dates:

Informational meetings on March 3 and 4 at 6 pm. APC members should attend.

School visitation days are March 9 and 10; APC members not involved.

Lottery on April 16 at 6 pm. Non-staff APC members should attend.

Adjourned at 7:20 pm.

Watershed APC Meeting Minutes February 11, 2015

Members present: Jarrod Decker, David Merrill, Moira O'Malley, Amy Arneson, Mark Oldmixon, Natalie Wentz, Lisa Beattie, Abigail Paul, Aelin Allegood, Tiffany DeRuyter

Meeting began at 6:00 pm.

Dave Merrill moved to approve Dec 10 minutes. Abigail Paul seconded. Minutes approved.

Lisa Beattie joins us

Study hall tutor/library position has been filled: Amy Kulp.

In improvement plan, based on the small subgroup, two big measures:

1. Curriculum has been aligned with new state standards using our materials; math alignment is in process.
2. Universal screenings have been put in place to gauge student progress over the year. These assessments will be a requirement in 2015-2016.

Attendance policy update:

Request from parent:

Student since third grade, currently in seventh, decided to home school this semester. Sister in younger grade. Can they use the sibling preference during the lottery process? Current open spot in seventh, as his spot was not filled in January. Concern: student withdraws and expects to re-enter in later years.

Policy: If the student is withdrawn, he or she forfeits the sibling and Smith Ranch preferences and may reapply through the lottery process

Budgets:

Not possible to lose certified teacher spots because there is just one per grade. Could possible affect Watershed in this way: If reduction in force occurs at the elementary level, those "cut" teachers leave their buildings and wait in , get bumped from their school and a teacher with greater seniority would take their places.

If governor's budget is approved, Watershed stands to lose approximately \$47,000 in the 2015-2016 year under the category of "one time funding."

Category of Supplies. In the past, we have not spent over \$100,000 in any given year. Supply budget \$190,000 Bump in budget Maximum Watershed is allowed to encumber is nine months of rent.

Purchasing one set of computers, trying to encumber as much as allowed.

Reviewed the Informational Meeting slides.

Watershed APC Meeting Minutes March 30, 2015

Members present: Jarrod Decker, David Merrill, Moira O'Malley, Amy Arneson, Lisa Beattie, Abigail Paul, Mark Oldmixon, Natalie Wentz, Thane Magelky, Aelin Allegood, Tiffany DeRuyter

1. Bussing

The district is required to approach and inform charter schools or help with transportation to and from school. Options for Watershed include using high school routes to neighborhood high schools followed by a transfer to Watershed on a shuttle. The high school route would require us to start at 7:50 am. The other option is to use the middle school route followed by a transfer. This would require a start time of 9:50 am. Both options would require a cut to the school day of 30 - 35 minutes.

Motion by Mark Oldmixon: The Watershed Academic Policy Committee is declining the school district offer for bus transportation for several reasons. The transportation proposal shortens the school day by 30 minutes or more. The Committee also has concerns about altering the current start and dismissal times, pairing elementary school students with older students on bus routes, difficult travel logistics with the required transfer at the neighborhood schools, transportation of the outdoor gear needed for Watershed School and the overall length of the day for students who would use the bus option.

2. Lottery

This spring, there have been multiple requests from families who were unable to attend the informational meetings, for a variety of reasons, yet are requesting to be included in the lottery.

Policy: Families moving to Fairbanks who are currently living out of the Borough and unable to attend the informational meeting, and who have submitted documentation of their circumstances along with their application, will be allowed to enter into the at-large lottery.

In order to accommodate as many schedules as possible, future informational meetings will be held further apart. Meetings will be staggered by at least three weeks: one in February and one in March. The second meeting will happen the same week that applications are due.

3. After school care

There is a parent interested in offering after school care. Discussion on the topic included space, teacher/staff involvement, insurance, structure and administrative duties such as registration and fee collection. Jarrod will look into insurance options. Decision: The after school care program can use the multi-purpose room three days a week. This will allow archery and air rifle to operate in the space on the other two days. The program will be subcontracted so that Watershed is not involved in registration and fee collection.

Meeting adjourned at 7:20 pm

Watershed APC Meeting Minutes

April 20, 2015

Members present: Jarrod Decker, David Merrill, Amy Arneson, Lisa Beattie, Abigail Paul, Mark Oldmixon, Natalie Wentz, Thane Magelky, Aelin Allegood, Tiffany DeRuyter

DRESS CODE

Recently, middle school parents were sent an email containing the school district dress code. Without a school-specific dress code, Watershed follows the school district dress code. Mr. Decker has received significant feedback. As part of this feedback, Watershed student Ellie Adasiak attended this APC meeting to present an alternative to the school district dress code. Mr. Decker will work with Ellie to fine tune the proposed policy and the board will vote via email.

BUDGET

Possible budget scenarios for the next two years were presented for discussion purposes. The option and possible timing of increasing class size was discussed as a way to increase income. The school lease expires in four years. Possible alternatives to current lease terms were brainstormed.

ATTENDANCE

The board will meet on Friday, May 22 at 12 pm to hear any appeals from families with student(s) who exceed the 25 days of allowable absences. Families are given multiple written notices as students approach the 25 day tally.

VIA EMAIL APRIL 24:

Watershed School's dress code was presented. A few minor changes were made. The dress code has been approved and is attached here.

Appendix C: Bylaws

Article I-Introduction

These bylaws shall govern the internal policies and procedures of the Membership Association and the Board of Directors of the Watershed School.

Article II-Purpose

The mission of The Watershed Charter School is to provide a meaningful education that challenges students to know and care for themselves, their community, the Tanana Valley, and their world.

Article III-Membership Association

Section 1. *Eligibility:* Any voting aged adult residing in the Fairbanks Northstar Borough shall be eligible to join the Membership Association. The board may provide for non-voting memberships for organizations or individuals wishing to support the Watershed School that do not meet the above criteria.

Section 2. *Dues:* Annual membership dues for individuals shall be ten dollars for individuals and twenty dollars for families. Dues shall be paid upon application for association membership and, hereafter, annually by September 30th. Annual dues shall be for the period October 1st through September 30th or any portion thereof.

Section 3. *Voting:* Any eligible person present at a Membership association meeting who has paid the current dues at least ten days prior to meeting may vote on business before that meeting.

Article IV-Membership Association Meetings

Section 1. *Annual Meeting:* The Membership Association shall meet at least once annually at a place and on a date determined by the Board of Directors. Notice of the Annual Meeting and a proposed agenda shall be mailed to all members at least two weeks prior to that meeting. Public notice of the meeting shall be published in a newspaper of general circulation in the Fairbanks Northstar Borough area.

Section 2. *Special Meetings:* In addition to the Annual Meeting, special meetings of Membership Association may be called by the Board of Directors. Special meetings may also be called by petition of ten persons within the Membership Association who are not members of the Board of Directors. Any such petition shall state the subject to be considered at the meeting, and only the subject shall be considered at the meeting. Any such petition shall be delivered to an officer of the Board, which shall call the meeting for within thirty days of receipt of the petition and shall deliver the requisite notice thereof to the membership.

Section 3. *Quorum*: The majority of the occupied seats of the Board plus any Association members present shall constitute a quorum for the conduct of business at annual and special meetings provided that the total of those present, in person and by proxy, represents at least 1/10th of the total membership of the association.

Article V-The Board of Directors

Section 1- *Election*- The Board of Directors shall consist of eleven persons who are voting members of the Membership Association, and whom four shall be elected by the Membership Association and seven by the Board of Directors. The term of office shall be two years, with staggered terms so that a proportional number of seats become vacant each year. A board member may serve for unlimited terms.

Section 2- *Officers* : There shall be four officers of the Corporation: President, Vice President, Secretary, and Treasurer. The Board shall elect its officers annually immediately following the annual general meeting. The duties of the officers are listed below.

a. *President*: The president of the corporation will be the principal officer and Registered Agent for the corporation and will in general, supervise the business and affairs of the corporation, preside at all meetings of the corporation, and shall sign contracts or other instruments that the Board of Directors has authorized to be executed.

b. *Vice-President*: The Vice-President will perform duties of the President in the absence of the President or in the event of the inability or refusal to act of the President, and when so acting, will have all the powers of and be subject to all restrictions upon the President.

c. *Secretary*: The secretary shall be responsible for minutes of all meetings and all correspondence of the Board and shall keep at the registered or principal office a record giving names and addresses of the members entitled to vote. The Secretary shall be responsible for keeping the records of attendance at all Board meetings and for advising the President, in writing, when a Board seat becomes vacant in accordance with the requirements of Section 6, of this Article.

d. *Treasurer*: The Treasurer shall be responsible for correct and complete books and records of accounts.

Section 3. *Quorum*: A majority of the occupied seats of the Board shall constitute a quorum for the conduct of business.

Section 4. *Meetings*: The Board shall meet monthly, or more frequently as the Board deems necessary. All meeting shall be open to public participation.

Section 5. *Executive Sessions*: For discussion of matters relating to personnel and possible litigation only, the chair shall upon request of any member of the Board declare an executive session.

Section 6. *Attendance*: When a member of the Board fails to attend three

consecutive Board meetings, or five meetings in a twelve month period, that seat may become vacant if a majority of the Directors votes for removal of the absent Board Member. That seat would then become automatically vacant, and a replacement shall be chosen as provided in these bylaws.

Section 7. Vacancies: When a seat on the Board becomes vacant during a term, that seat shall be filled by a majority vote of the Directors. The appointed member shall serve out the unexpired portion of the term of that seat to which she or he is appointed.

Article VI-Parliamentary Rules

The most recent edition of Robert's Rules of Order, Newly Revised, shall govern procedures not covered by these bylaws.

Article VII-Committees

The Board may appoint committees as necessary to conduct its business.

Article VIII-Reports

Annual Report: The Board of directors shall submit an annual report on the financial condition and progress of the Watershed School to the Membership Association. The report shall be mailed to every member and shall be made available to the public.

Article IX-Conflicts of Interest

When a member of the Board of Directors believes he or she may have a conflict of interest, financial or otherwise, on any matter before the Board, or when a member believes otherwise, that question shall be raised prior to any discussion of the matter, and the chair shall rule on the issue. The ruling of the chair may be sustained or overruled by the Board. If a conflict is found to exist, the member having the conflict shall refrain from discussion, and shall refrain from voting on the matter.

Article X-Amendments

Amendments to these bylaws may be initiated by either the Board of Directors or the Membership Association. Amendments must be approved by the Membership Association, by a simple majority when the amendment is also approved by the Board, or by a two-thirds majority when the amendment fails to gain Board approval.

Article XI- -Effective Date

These bylaws shall be effective upon approval by the Board of Directors, and shall be submitted to the Membership Association at its first meeting thereafter for ratification.

Article XII) The Watershed School is organized exclusively for charitable and educational purposes, including, for such purposes, the making of distributions to organizations that qualify as exempt organizations under section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code.

Article XIII) Upon the dissolution of the corporation, assets shall be distributed for one or more exempt purposes within the meaning of section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code, or shall be distributed to the federal government, or to a state or local government, for a public purpose. Any such assets not so disposed of shall be disposed of by a Court of Competent Jurisdiction of the borough in which the principal office of the corporation is then located, exclusively for such purposes or to such organization or organizations, as said Court shall determine, which are organized and operated exclusively for such purposes.

PASSED AND APPROVED THIS 18th DAY OF December, 2006
(Secretary)