

TO: Woodbury Leadership Academy Merger Committee Members
DA: March 10, 2023
FR: Dr. Mortensen
RE: Merger Committee Meetings for the Week of March 13, 2023
Tentative meeting April 5

Rachel read the mission and vision statement.

- Multiple group members note that they appreciate that the agenda of the meeting was changed in response to feedback from committees.
- The group discussed the MSA survey answers- Most group members felt that MSA's answers were not substantive enough to provide any meaningful information. We need honest, clear and detailed answers before a good decision can be made.
- The group decided to set a tentative next meeting date of April 5 at 6 pm. This meeting can be cancelled if it is no longer necessary.
- The group discussed non-negotiables:

Non- Negotiables

- Jessica – Before a decision is made, WLA needs a plan for the next 5-10 years if they do not merge. We need to address enrollment numbers, math scores, and long term plans to grow into a high school or other growth plans. WLA cannot ask parents to make a decision unless we understand both options.
- Jillian- I want a detailed plan for how to merge the curriculum in order to maintain both school's strengths. How, who, and what will determine what stays and what goes. What do you mean by a "standards based curriculum." State standards? MSA's current standards? WLA's standards?
- Ashimi- We need a laid out continuous curriculum that will not change if teachers turn over.
- Ashimi- We need both schools to be able to maintain diversity and a leadership program.
- Ashimi- We would like to maintain sustainable homework levels. We want strong academics.
- Ashimi- Both schools would need a clear transition plan to combine strengths/ improve weaknesses.
- Jillian – We need to have a curriculum plan or a virtual demonstration before we decide on a merger.
- Carlye, Rachel- Make the rigorous curriculum accessible to many types of learners.
- Cloua- Maintain small class sizes (25 and under).
- Cloua- Make a busing plan by June 1, 2023.
- Cloua and other group members- Want K-8 at current building.
- Jillian- We need a plan to make sure the curriculum is continuous and solid before we decide to merger. Both schools need to make a transition plan to make sure that kids who are at WLA can catch up to MSA's math rigor.
- Jessica- Parents need to know each school's curriculum negotiable.
- Jillian- Before a decision is made, both schools need to make and publicly share plans to unify the school and the student bodies.

- WLAs board and staff needs to answer/ address all parent survey questions from their own stakeholders in detail before making a merger decision.
- Rachel, Cloua, Carlye, Jillian- Uniforms K-12, (logo is optional, but we feel uniforms matter, particularly in the middle and high school grades).
- Jillian- need a plan for high school to participate in athletics and for there to be clubs/ student groups within 5 years in order to retain students.
- Carlye- We need to retain the leadership curriculum
- Cloua- We need to keep service learning programs
- Carlye- Homework needs to be meaningful (not busywork for the sake of volume).
- Most group members- We cannot proceed unless we have a non-biased third party making sure that both schools hold to promises made in the merger process.
- Rachel- If we merge, we need to use the expanded enrollment numbers to improve academic differentiation for all grade levels and all core subjects in order to teach to kids who are struggling, meeting expectations, and exceeding expectations.
- Jillian- We need a better parent communication system regarding academics before we merge.
- Rachel- MSA's board needs to more strongly commit to following the recommendations in the disability law findings. The inclusion dashboard is a start, but they have to demonstrate that this is a priority.
- Rachel- A merged school should continue to use the Core Knowledge Curriculum for middle school humanities.
- Jillian- Whether we merge or not, we should implement MSA's math curriculum (or a stronger mat curriculum) for middle school
- Jillian- We need a third party to advocate for WLA's needs.
- Jillian, Carlye- We need new board elections. No board members should be grandfathered in from old boards.
- Both schools need to publicly share their non-negotiables before an informed merger decision can be made.

General suggestions/ requests for WLA:

Before a merger is voted on, we would like a clear poll for parents asking "Do you approve of moving forward with a merger, yes/no."

We need to get our own house in order before we decide to merge- WLA needs to answer parent questions more thoroughly.

We need better communication with parents in general. (This was brought up in regards to classroom teachers and academics).

Could we table the merger vote for a year, implement strengths from both schools in both schools, and then re-consider a merger. We could have WLA incorporate some of MSA's math programs into their curriculum to address some of the weaknesses for a year and see what the result is. MSA will need to do the same to incorporate WLA's humanity and leadership programs into their current curriculum to address some of their weaknesses. You can't really divorce once you merge, so could both schools agree

to share curriculum and work together for a year to see how the curriculums match before a final decision is made.

Offer supplemental math programs for WLA kids, humanities programs for MSA kids BEFORE a merger in order to fill in educational gaps.

Jessica- consider combining two schools to create a classical education curriculum.

All members- can we have two days of special board meetings where the board directly meets with the merger committee members? Or pairs of board members meet with the merger committee.