



spaces

Photography • Industry News • People • Projects

Issue 20

Idaho Novus Classical
Academy: A Beacon
of Classical Education
Pg. 4

Oasis Academy:
A New Chapter
in Education
Pg. 6

Inspired Design: Morgan
Marie Design at
Dutch Bros
Pg. 10

Message From The President

The Way Things Used To Be



My kids like the show "Stranger Things." It is an adventure/supernatural TV series set in the 80s that follows a friend group. My kids like to ask me if things were really like that in the 80s. "Did kids just run around the neighborhood looking for things to do and adventures to have?" I tell them, "Yes, things were actually like that." On weekends and throughout the summer we would leave the house in the morning looking for things to do and bouncing back and forth between the parks and friend's houses all day long. "Wow," my kids say. "That must have been amazing."

I've been thinking about the office lately, and the changes we have seen in the past 20 years. Here are a few questions some younger employees might have about "the way it used to be".

Did employees really come into the office every day? Yes, before technology and the pandemic made remote working "a thing" nearly every employee worked every hour in the office.

Did cubicles used to be 10x10 sized with 8 ft. tall walls? Yes. At one point the larger cubicles and higher walls were coveted assets in the office.

Did employees used to smoke in the office? Haha, yes, you have to go back to the 60s but yes, there was a time when it was very normal for many employees to smoke right at their desks.

The office has changed a lot over time and keeps changing. I love being in the business of keeping on top of office furniture and technology trends. I guess it is almost as amazing as my childhood in the 80s running around the neighborhood with friends.

A handwritten signature in blue ink that reads "Scott Galloway".

Scott Galloway
President

INDEX

- 1 Message From The President
- 2 Featured Photos
- 4 Idaho Novus Classical Academy: A Beacon of Classical Education
- 6 Oasis Academy: A New Chapter in Education
- 10 Inspired Design: Morgan Marie Design at Dutch Bros



Silverado Ranch Community Center
Las Vegas, NV
Kitchen



Spanish Springs Library
Sparks, NV
Teen Room



Clark County Library
Las Vegas, NV
Collaboration Space



McCall Library
McCall, ID
Children's Worktables



A Beacon of Classical Education

Idaho Novus Classical Academy (INCA) is a new public charter school in the Eagle, Idaho foothills. Having opened its doors to K-6th graders for the first time in August, it is rapidly becoming a shining example of how to revitalize classical education in modern times. To learn more about this new school and its mission, we interviewed the Head of School, Dr. Vincent Kane. While Dr. Kane will be guiding the academy's administration, he is also deeply involved in its day-to-day life. As the school leader, he sets the example of fostering a close-knit, engaged community.

A Grassroots Initiative with Strong Leadership

The academy's journey began about four years ago, sparked by a group of dedicated founding parents and community members. Among them was Mrs. Ruth David, whose grassroots efforts were instrumental in bringing the school to life. The

school's conception was made possible by a deep love for the American Experiment and dedication to raising up the next generation with those principles.

Funding, Philanthropy, and A Thoughtful Approach to Growth

As a public charter school, INCA receives funding similar to other public schools. However, the role of philanthropy has been crucial in its success. Major contributions from the J.A. and Kathryn Albertson Family Foundation and Bluum have provided significant financial support, enabling the school to achieve its ambitious goals.

"As a public charter school, we don't have access to the same financial resources that a district school would. We can't bond or Levy, which means we have to spend operational funds on facility debt service. So, it is a much more responsible choice for a school like ours to open as a K-6 school, grow to K-9, and ultimately expand to K-12 at the right moment."

-Dr. Vincent Kane | Head of School

While there are plans to expand the school to eventually support a K-12 model, starting with only six grades ensures INCA can build capacity responsibly. Currently, the building can support up to ninth grade, so within four years, the school hopes to expand the building to support all twelve grades.

Phase two will include building additional classrooms and amenities onto one end of the school as well as adding a gymnasium where there is currently open space next to the playground.

Classical Education with a Mission

While planning is critical for the future of the school, its mission is what will fill classrooms. The principles of classical education emphasize virtuous living, traditional learning, and civic responsibility. Students will learn about truth, justice, virtue, and beauty through classic stories, The Great Books, and even moral and political philosophy classes in high school. Every decision made at INCA, from financial strategies to curricular choices, is filtered through its mission-driven lens. The school aims to form future citizens who are knowledgeable and capable of thriving in a free republic, upholding the ideals upon which the country was founded and continuing the American experiment. Just as the school's founders envisioned, INCA will be responsible for shaping the next generation of citizens, preparing them to be both virtuous and knowledgeable.

Small Class Sizes and the House System

With an initial enrollment of about 378 students, INCA is focused on maintaining small class sizes to enhance the learning experience. Kindergarten and first-grade classes are capped at 18 students, while grades two and above have a maximum of 27 students per class. The school also features a unique house system, inspired by influential founding

fathers, where students and faculty are sorted into five houses. This system promotes friendly competition, mentorship, and community spirit, culminating in a house championship at the end of the year.

Practical Use of Technology

While the academic program at Idaho Novus

Classical Academy is low-tech, the operational side of the school is high-tech to ensure smooth functioning. The school has partnered with the Create Spaces Boise team, to design and install its low voltage systems essential for effective operations. This system provides an equal experience for both wireless and wired operators. Using dependable technology ensures INCA can support its academic mission without distracting from teacher-student interactions.



Dr. Vincent Kane | Head of School

"We recognize that students have been left a vast intellectual and cultural heritage and as a classical school, we want to immerse students in the best of what those traditions have to offer."

-Dr. Vincent Kane | Head of School

A Bright Future Ahead

As INCA grows, the school remains steadfast in its mission to provide a high-quality classical education. Dr. Kane's leadership, combined with strong community support and careful planning, positions the school for long-term success. The integration of core values, small class sizes, and the innovative house system all contribute to a learning environment that prepares students to become well-rounded, virtuous citizens. INCA is not just a school; it is a community dedicated to the intellectual and moral formation of the next generation.



New High School

Oasis Academy: A New Chapter in Education

Oasis Academy in Fallon, Nevada is making a difference in its community by constructing a new high school campus. This public charter school opened its doors in August after a whirlwind of activity. The principal of the new state-of-the-art school, Rochelle Tisdale, tells us all about how the new school came to fruition and what it hopes to achieve in the near future.

A Journey from Borrowing to Owning

When Oasis Academy first opened its doors in 2011, the school operated out of a repurposed warehouse previously owned by Walmart. The building provided ample space for the school to build out all the classrooms they needed to hold their K-12 students. However, five years ago, the local community college opened one of its unused buildings for Oasis Academy to use for their high school students. This allowed the K-8 school to

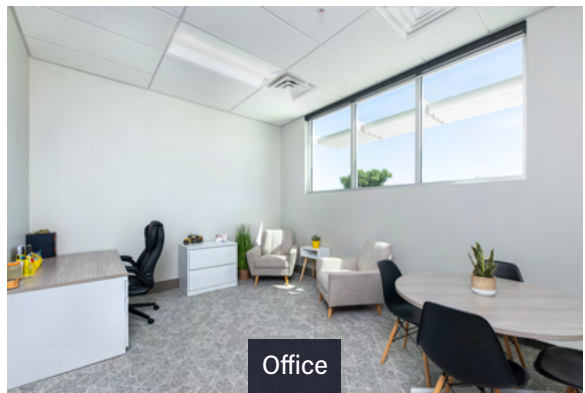
expand within its current space while the high schoolers enjoyed a separate campus.

Unfortunately for Oasis, about two years ago, the community college received a grant to open a nursing program that required them to reclaim the building Oasis now used for its high school campus. So, the Oasis leadership team moved quickly to build a new high school in the two years they had to vacate the college's space. Thanks to their fiscal responsibility and a grant from the William N. Pennington Foundation, Oasis constructed a brand new school in two years' time.

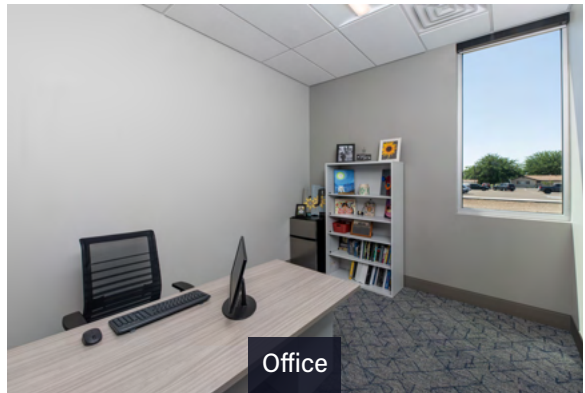
A Space Designed for Growth and Innovation

The new Oasis Academy building spans 12,748 square feet and currently accommodates around 180 students, with plans to expand to 200 students in future phases. To provide the best education possible, Oasis keeps the class sizes between 24 and 26 students to preserve a personalized and close-knit learning environment.

Safety and functionality were at the forefront of



Office



Office



Flexible Classroom

the design process. Classrooms feature windows strategically placed to offer natural light while maintaining privacy from the outside. Unique to this school, the building is designed to function similarly to a college campus in that teachers have dedicated offices rather than classrooms. Common areas and study carrels further enhance the collaborative learning atmosphere.

As to the education students receive, Oasis is different than most public schools. They focus on preparing their student for the future by ensuring they leave high school with more than a high school education. 90% of the students graduate with either an associate degree or a certification in a career or technical training course thanks to their partnership with a local community college. By meeting with a school counselor weekly, 100% of students graduate, and many are work-ready whether they pursue further education or not.

"About 90% of our kids graduate with at least one associate degree. If they don't get their associate's degree, then we put them into a career and technical education course, like welding, or certified nursing assistant so they graduate with a Work Ready certificate."

-Rochelle Tisdale | Principal

Flexible, Future-Ready Learning Spaces

Regarding the design of the school, one of the standout features of the new building is its highly flexible furniture, selected with both current needs

and future possibilities in mind. Partnering with the Create Spaces Reno team, the school chose furniture that is not only functional but also adaptable. Whiteboard surfaces and roller-equipped tables allow easy movement and reconfiguration, supporting a dynamic and engaging learning environment.

The "Hangout" space where students eat and access their lockers has quickly become a favorite among students and staff alike. Designed with comfort and versatility in mind, this area offers various seating options, creating an inviting space for study, collaboration, and relaxation.



"The furniture allows for a lot of flexibility and movement.

The teachers were very skeptical of it at first, but they like it now, because if they want to switch up the groups they have the kids move the furniture around. It has been quite nice."

-Rochelle Tisdale | Principal



Looking Ahead: A Bright Future

The new building has already made a significant impact on the educational experience at Oasis Academy. With better facilities and access to cutting-edge technology, students can now engage in more group projects and hands-on learning opportunities.

With the successful completion of the new building, Oasis Academy stands poised to continue its legacy of educational excellence, equipped with the resources and vision to prepare and empower future generations.





Inspired Design: Morgan Marie Design at Dutch Bros

When Jill Manlove and Whitney Bachman of Morgan Marie Design began their journey designing the new Dutch Bros office space, they knew this project would be special. Not just because of the brand—one known for its vibrant energy and community focus—but because of the philosophy, they bring to every design challenge: collaboration, communication, and a smooth process from concept to completion.

At the heart of this Mother-Daughter duo's work is a belief that great design isn't just about the final product, but also about the process. They are guides, leading their clients through the intricacies of design, construction, and implementation. A successful project is when everyone, from the principal to the contractor, walks away with a sense of accomplishment and satisfaction.

Building the Dutch Bros Vision

The new Dutch Bros office was designed to reflect the brand's ethos: bold, energetic, and community-driven. But more than that, it had to serve the practical needs of a fast-growing company. So, the designers aimed to blend the high-energy, inviting feel of a Dutch Bros coffee stand with the functionality of a cutting-edge workspace.

Right from the start, they worked hand-in-hand with Dutch Bros leadership to understand their vision. The building would support group interactions on its first floor with a full kitchen, pool table, lounge, gathering space, conference room, and a couple of

offices. Upstairs, they created privacy and control with plenty of private offices, small huddle rooms, and a large conference room. What emerged was a space designed to foster creativity and connection—large open spaces for collaboration, cozy corners for individual focus, and plenty of areas for relaxation and casual conversation.

Accessing the Dutch Bros Color Palette

Since Dutch Bros is such a recognizable brand, Jill and Whitney wanted to reflect the culture of the younger generation that works there. So, they worked on special requests like disco balls and LED signs. Additionally, they used the entire Dutch Bros color palette for inspiration with new color additions to broaden the sense of energy and interest. They worked diligently to find just the right palette to bring all of that color into each room through paint, furniture, and accents. The result was a welcoming environment that is fun, loud, and vibrant.

Fortunately for Jill and Whitney, Dutch Bros fully trusted their expertise throughout the process. The

designers could lean fully into their creative process, let loose, and do what they felt was the best direction for the space.

“They wanted their culture embodied in their design but didn't know how to get there. After we were done, our Dutch Bros contact said, ‘It just feels so us, yet so grown up and sophisticated.’ I think that surprised them.”

-Whitney Bachman | Designer

Everybody Loves A Challenge

One of the most challenging spaces to design was the gathering room on the main level. Naturally, the





Kitchen/Hangout



Private Office



Breakroom



Large Conference Room



Gathering Room

space feels a bit like a garage because of its large garage door connecting to an open room meant to support multiple uses. The challenge came in making it feel purposeful and connected to the rest of the building. Jill and Whitney achieved that through paint colors, the addition of a plant wall with an LED sign, and modular furniture.

However, their favorite space to design was the large conference room. They got to tie together so many of the brand's colors in one space. Working with the Create Spaces team, they selected colorful and mobile chairs that supported the brand and functionality of the space. By selecting a fantastic wallpaper, that perfectly incorporated the color of the chairs and tables, they designed a cohesive and energetic space.



Large Conference Room

A Space That Feels Like Dutch Bros

When it was finally time to reveal the new office, it was everything Dutch Bros had hoped for. From the vibrant, inviting entryway to the sleek but welcoming workspaces, the new office is a place where employees can thrive.



Whitney Bachman + Jill Manlove

“Good design is being able to look at a blueprint and see something finished in your mind.”

—Jill Manlove | Principal Designer

With the success of Dutch Bros under their belts, Jill and Whitney are eager to tackle more commercial spaces. While they design for both residential and commercial projects, their approach is the same. Being a good designer is more than great finishes. It is all about creating a seamless process that everyone involved enjoys. That is what Morgan Marie Design did for Dutch Bros, and what they hope to accomplish for many more clients to come.



Ocular Sightlines

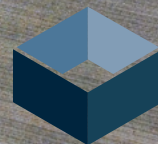
This Ocular meeting room provides a more formal space that can be used for presentations, hosting and hybrid meetings. With room for ten, everyone at the table has an equitable experience and good sightlines to the camera for in-person and remote attendees.



Campers & Dens

Campers & Dens is a step change in built environment interior architecture. A unique, demountable system that can be moved, re-positioned or re-used to suit changing needs.

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