

Mountain Song Community School

Board of Directors - Annual Retreat

Location: Homeward Pikes Peak, 2010 E. Bijou, Colorado Springs

Aug 15, 2020

Minutes

Zoom Link: <https://us04web.zoom.us/j/71874817156?pwd=V2c1N1BzeGNNcHJlEV3RsV25PRENSZz09>:

Mission: Mountain Song Community School, as a member of the Alliance for Public Waldorf Education, is a public charter school that utilizes developmentally appropriate holistic education to nurture the body, mind, and heart of each student.

Attendees: Scott D., Jennifer B., Alexandra K., Dan K., Tina H., Sarah K., Teresa W, Laurel S., Binah R., Hilary H.

Absentees: none

Public: none

08:00-08:45: Set up and check in - Scott/Bill

Please use this time to do all last minute items prior to the beginning of the retreat.

Silence all cell phones, use the restroom, get a drink, etc.

08:45-09:00: Introductions - Lead: Jennifer

Convene 8:57

Move to Approve Agenda. Tina Seconds.

Approved Unanimously.

09:00-09:40: League of Charter Schools Training - Lead: TBD

Legal Responsibilities

Financial Oversight

Watched two Board Training videos: a_02_Legal_Policy_Issues and a_09_Board_Financial_Oversight.ppt

GovCom will start tracking training module completed.

Bill research Board training modules and recommend plan.

CSI Board Training Kickoff Sept 1 4-5pm Sarah will send link – at least one Board member must attend. Discussion of whether training should be during Board meetings or outside; agreement was that it would likely be both. Training links:

<https://resources.csi.state.co.us/csi-school-board-training/>

<https://onlinelearning.enetcolorado.org/>

09:40-10:10: ELT Evaluation Process - Lead: Jennifer/Hilary

Proposed Evaluation Process discussion

9:37: Hilary presented her research and proposal on ELT evaluations. Board provided feedback on timeline. Re-form or reactivate ELT Support and Evaluation Committee; ELTSEC will consist of two Board members with input, contributions from all Board members and sources such as teachers, staff, parents, community. ELTSEC responsible for collecting and consolidating responses and writing evaluations. Alliance recommendation to bring in an expert to help with evaluation. Survey questions will be a of work, so ELTSEC will solicit support from outside the committee.

In soliciting feedback, evaluation should focus on who is being served by position? (Who is being served should be part of the job description.) Evaluation should include weighting system, and metrics and deliverables. Ongoing input from monthly reports. SMART goals need to differentiate between overall school goals vs goal specific to a position.

SEC will be Jennifer and Hilary. Laurel (and other Board members inputs) will contribute. Will have input from Full Board.

10:10-10:25 - BREAK

10:42

10:25-12:30 - Strategic Plan - Lead: Scott

Strategic Plan Review and Update

Strategic Planning-Identifying the Boards Strategic Priorities for 2020-21

Future Facility update

10:56: Scott led Board review of Strategic Plan.

Board training a strat plan Goal 5. Use CSI Approved Training modules (Enet training)?

Goal is complete all modules during first year of Board work– only need to do them once during overall term.

Goal 1: Development Goal: DevCom meeting First/Third Monday of each month – Greg Knedler will be attending. “Grant Vetting Process” – from Teresa DK: different kinds of grants. Looking at/for different grants that would be focus of Grant Writing Committee. Grant Writing Committee will be subset of Financial Committee and will coordinate with DevCom. Grant opportunities will be more likely once we’ve moved. Mountain Phoenix has a good model for fundraising and separation.

1:09 – review completed.

12:30-1:00 - Lunch

1:00-1:30 - Board Development - Lead: To Be Determined

Capital Campaign/Fundraising

Fund Development Plan

3:22 – 3:51: Due to schedule of guest speaker, this topic was addressed following the speaker.

School looking at hiring a communications person that can help with fundraising-related communications. Responsibility for storyboard for family video in the farm assigned to DevCom LS: Marketing ties in – has contact that could help. Main Message: “Mountain Song needs a permanent Home.” Multimedia message. Thank you cards from kids!

1:30-2:30 - GUEST SPEAKER- Rita Issagholian

Board Handbook

Bylaws

1:38-3:07

Miscellaneous topics/actions items that arose during presentation: Board to talk about FB Forum recommendations. Bill will review quorum of officers requirement as stated in Bylaws

Find reference to posting special meetings to Songbird ... needs to be changed.

What is the best way to announce meetings? What constitutes thorough public notice?

2:30-2:45 - BREAK

2:45-3:30 - Board Planning - Lead: Jennifer

Building a Strategic Board
Board Committees (Review 2020-21 Descriptions)
Board Roles & Responsibilities

3:52 – JB

Board needs to track/document completion of modules. CSI does a lot of Board education/training

Committees: Need Agendas and Minutes in binder at school for all committees. All committees report each month, regardless.

Proposed DEI Committee: Brendza, Lewis both recommended DEI should be a school committee with strong Board link – grassroots efforts more effective. Board should have a DEI policy. DEI lens on everything we do. Just MS students only or include partnerships?

Bill conducted review of Committee Description list; chairs updated.

Ex officio members are fully Board members – the only difference is that they can't vote.

3:30-4:00 - Board Secretary - Lead: Bill

Board training
Board recruitment

4:30 – 4:35

4:00-4:30 PM - Board Overview Items/Farewells - Lead: Jennifer

Annual Board goals

- The following are Board Goals for the 20-21 school year (brainstorm)
- Prefer not to create the goals here. Jennifer Barnes:
- Development
- Communication
 - Web site link to meetings
 - Board member post to FB page
 - Board Voice Regularly
 - Message to Community immediately following Board Meeting
 - Research on call-in/Zoom link for new
 - Stronger communication/interface with Teachers.
- New facility
- Define Parent council relationship
- Charter Contract Renewal
- Develop DEI Policy – Board
- Revise Grievance Policy
- Regular Schedule of Board Document reviews
- Waldorf training for Board Members

4:30-4:45 PM - Clean up/Depart

Bill move To Adjourn. Scott second.

Approved unanimously. 4:46.