



Board of Directors Governance Board Meeting

October 20, 2020, 6:00pm at Mountain Song Community School

Minutes

<https://us04web.zoom.us/j/71874817156?pwd=V2c1N1BzeGNNcHJlV3RsV25PRENSZz09>

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

Absentees: none

Public: Ryan Marks, Brandi R., Alisia, Jennifer G., Shannon L., Eva MJ, Molly W., Kyle, Nancy C., Tiffany M., Amber-joy T., Katia H., Jennifer McW., Dan C., Ashley P.

6:00 I. Convene Meeting (check quorum) 6:02

a. Welcome/Reading of Mission Statement

b. Check In: MSCS Shared Values and Definitions Document: Pick one value and explain why it speaks to you. (1-2 minutes)

Board members queried and responded to values that "speak to them".

6:15 II. Approve Agenda

6:15 Bill Moves to Approve Agenda. Hilary Second.

Approved unanimously.

6:16 III. Consent Agenda (associated items in Meeting Folder)

a. Approve Governance Minutes of September 15, 2020

b. Approve Work Session Minutes October 6, 2020

c. Acknowledge receipt of September 2020 financial report

6:16 Bill move to amend agenda to remove item III.c. Scott Second.

Approved unanimously.

Bill moves to approve consent agenda. Scott second.

Approved unanimously.

6:17 IV. Continuing Business

a. Executive Leadership Team (ELT) Update (Verbal 3-5 minutes each)

6:19: DK: Return to in-person going pretty smoothly. Some teachers not coming in due to symptoms.

Using new service for substitutes and it's working pretty well. Working on new budget; ready for Board in a few weeks. SK: finishing up MAP make-ups. Remote testing pretty successful. Anticipate "learning

loss". UIP is still draft. SAC met last night; good turnout; reviewed UIP. Meeting with Prenda weekly; keeping apprised of students. TW: setting up faculty meetings. Teachers working really hard – haven't landed on solid approach to hybrid model yet. Looking at interventions; multi-tiered systems of support. CSI sponsorship school culture collaborative. CSI "attending" some lessons virtually – demonstrate "Waldorf" way. Meet with MPW group; creating lists to start feasibility study; they will reach out soon for interviews. Explored some grants; RISE out of Gov's office (won't pursue – not good use of time); contacts with CC and UCCS.

b. Committee Reports to include progress on Goals

i. GovCom: Update on Grievance Policy Rewrite (Bill)

6:34 Futures – Scott: report in meeting folder.

Finance – HH: reviewed draft goals this evening; will update to SMART goal format. Reviewed status; decent standing.

GovCom: Bill report on Grievance Committee and Board Handbook

ELTSEC: HH: ELT requested to review/comment on Eval procedure.

Grant writing – Binah: one "official" member with grant-writing experience – meeting on Saturday.

Development Com – AK: haven't gotten into goals. Discussion options – "a-thons", grandparents day.

Parent Council – AK: came up with descriptions and goals.

SAC – SK: established roles; more parent participation – what we need to be compliant. Meeting monthly (rather than quarterly) to avoid big gaps of time.

Statutory Oversight Com – JB: just Jennifer.

c. Document Status Discussion: Policies (Bill)

6:53: Reviewed two policy questions. "Complaint resolution policy" is an old policy "on the books".

Decision to strike this as an active policy in favor of the Grievance Policy. There is a Safety Policy "on the books" but no policy document. Bill will work with Dan on sorting this out.

d. Public Committee Page – Decision (Bill)

6:59: Bill reviewed committee pages and public folders. Board agreed to deploy public folders.

Material to be made public (agendas, minutes, committee documents) will be submitted to the Secretary for posting to public folders. The Secretary performing this task is an initial solution to be revisited in the future.

e. Budget Update (ELT 5 minutes)

7:05: DK: encouraged with current budget numbers. Enrollment is down from projection.

f. Establish Development Committee liaison to ELT

7:06: DevCom is in flux because of Making Philanthropy Work (MPW) discussions. Looking at Lauren F as liaison to MPW, Board, ELT.

g. Enrollment Update (Sarah 3 minutes)

7:09: Numbers not solid. Currently at 374 without contested students (prenda, JH, homeschool). FTE is approximately 330.

h. Safety Procedures and Results - (Dan 10 minutes)

7:12: DK: Screening for parents and students; working well. Hybrid limits number of students in the school. Not a lot of crossing paths between classes. Doing a lot of outdoors things. Windows/doors

open – using fans. D11 maintenance coming in to check ventilation. Overall parent response has been really good.

i. Receive Audit Report

7:19: DK: Will provide next month – just received it – need to review

j. Charter Renewal Update (Ryan Marks 10 minutes)

7:20 RM: MSCS one of 12 schools going through renewal. Going through virtual site visits right now. Key things to highlight:

- Board presentation next Tuesday, the 27th. Helping with presentation prep.
- Discussion/deliberation phase. CSI Board Performance Mgmt Committee Nov 10th 8:30-11:30– update to baseline renewal from June – encourage Board/ELT participation
- (CSI Full Board meeting Nov 17th – no renewal discussions))
- December CSI Board Performance Mgmt Committee 8th 9-11:30: recommendation phase. Updates can be made. Board/Leadership encouraged to attend
- December 15th: CSI Board meeting – final decision on all applications.
- If approved: working on contracting process/negotiations (e.g., waivers). If not approved, or term is not acceptable, there is appeals process.

TW: thanks Ryan for his support and guidance – help has been invaluable.

k. ELT Support and Evaluation Committee update on evaluation tool/timeline (Hilary 5 minutes)

7:32 HH: Evaluation Tool intended to capture comprehensive picture of ELT. Currently reviewing job descriptions and set SMART goals. ELTSEC will review and recommend updates. Midyear checkin mid-December. Begin collect feedback from all stakeholders (teachers, community members, Board) to get comprehensive feedback. ELT peer and self eval in March; submit to ELTSEC. Meet with ELT in April to deliver evaluations. Tool is based on CSI model. RM: CSI has added COVID-specific goals for their leader evaluation.

l. Action Item Review (move to last item of continuing business)

7:42: Bill led review of action items.

7:30 **V. New Business**

a. Review revised Bylaws

7:52 Ryan Mark's comments on Bylaws reviewed. No immediate changes needed; recommendations for future changes.

b. Vote to approve revised Attendance Policy

7:57: Bill move to approve revised attendance policy. Hilary second. Approved unanimously.

c. Board members sign up for monthly attendance at Staff Meetings

Every Wednesday 3:30-5:00: review of dates.

7:50 **VI. Public Comment** - Time limited to 2 minutes per speaker. Opportunity for the public to provide comments, opinions, or observations directly to Board members. Please refrain from personal attacks or airing grievances: will refer all in attendance to the Mountain Song Grievance Policy for information. Not intended as a

forum for debate or discussion. Board will hear comments and may direct action or follow up immediately or in a separate session as appropriate.

8:00 BR: As a state school we're not part of union or association. Ask Board to consider question. JB: not supposed to direct or work with teachers.

8:00 **VIII. Adjourn Meeting**

Hilary moves to adjourn. Scott second.

Approved Unanimously. 8:05

Upcoming Dates Review

- a. Upcoming MSCS Staff Meeting Every Wednesday 3:30-5:00 - October Board Rep *(Binah)* November Board Rep *(Binah)*, December Board Rep *(Scott)*
- b. Board Meeting/Work Session Tuesday, November 3, 2020 6:00-8:00
- c. Parent Council Meeting November 19, 2020 4:00-TBD
- d. Festivals Meeting November 11, 2020 4:00-TBD
- e. Health and Wellness/Hospitality Meeting, November 10, 2020 4:00-TBD
- f. Governance Committee: 10/29 8:30 am
- g. Grants Committee Meeting Saturday October 24, 11:00-1:00
- h. Futures Committee: Oct 27th, Nov 24th. 3:30 pm
- i. School Accountability Committee (SAC) November 16, 2020 6:00-7:30
- j. Development Committee: Nov 12. 2nd/4th Th at 4:00pm each month
- k. ELT Support and Evaluation Committee TBD
- l. Executive Committee November 10, 2020 3:30-5:00
- m. Finance Committee November 17, 2020 5:00-7:00