



Board of Directors Meeting

April 20, 2021, 6:00 pm

Minutes

<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: Teresa W., Bill B., Sarah K., Binah R., Scott D., Dan K., Ashley P., Rebecca K., Jennifer B., Katie H., Alexandra K. (arr 6:32)

Absentees:

Public: Kyle McCabe, Chris Scott (departed 6:19)

6:00 **I. Convene Meeting (check quorum)** Convened 6:04

a. **Welcome/Reading of Mission Statement**

b. **Check In: What spoke to you in Jack Petrash's Understanding Waldorf Education, Chapter 2 Head, Heart and Hands Capacities for the Future?**

Board members provided their feedback assigned reading.

6:15 **II. Approve Agenda**

6:16: discussion of amending the agenda to discuss some financial items.

Scott moved to remove agenda item V.b. Rebecca seconded.

Approved unanimously.

Scott moves to approve agenda. Rebecca second.

Approved unanimously.

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

a. Approve Board Meeting Minutes of 2021-04-06

b. Acknowledge receipt of March 2021 financial report

Scott moves to approved consent agenda. Rebecca second.

Approved unanimously.

6:25 **IV. 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.

6:23: no public comment

6:40 **V. Continuing Business**

a. Executive Leadership Team (ELT) Update (Verbal)

6:24: SK: CMAS testing underway. Things are crazy, but going fairly smoothly; CMAS is truncated this year. A lot of enrollment activity; will be on the News Thursday morning. Working through some Prenda issues. SAC met yesterday; developing a culture of school improvement, focusing on data and data gaps. Climate survey is in process; 81 responses so far; reminder going out soon. DK: working on financials for broker; presented budget they are using to look for financing. D11 will visit the school on Friday. Interviewing for positions. Will have new budget within a few weeks. Kudos to Veronica Slack for organizing school photographer. TW: Health officials have changed things again; trying to understand impact on schools. Management of remote/in-person is customized per grade level; a lot to go through. Waiver applications approved by CDE; expecting contract to be finalized very shortly. Events coming up: Pentathlon, May Faire. Binah and Rebecca will co-chair the Capital Campaign Committee and work with MPW. JB: are they Board liaisons, or parent representatives? Needs to be determined. TW: inaugural meeting yesterday of Teacher Leadership Council (related to College of Teachers in private Waldorf schools – decisions are made collaboratively.)

~~b. Committee Reports~~

c. ELT Goals Review Completed

6:42: JB/BR met with each member of ELT to review goals. ELTSEP creating review survey.

d. Individual ELT Teacher Surveys to be released

Teachers will be receiving a review/evaluation survey for each ELT member within the next few weeks.

e. Strategic Plan Overview (Scott---10 minutes)

6:44 TW: Should call ourselves a “Waldorf-inspired”. Can go through the process of to be approved as a “Waldorf” school. Board Members will review plum-highlighted sections of StratPlan (mostly expired dates) and provide inputs to Scott.

f. Committee Written Reports (in meeting folder)

6:55: AP: Should PC be reporting? JB: yes.

g. Board Non-Discrimination Training updates

6:57: Send Jennifer email that you’ve completed the training. (no certificates!)

h. Documents Status Discussion

6:59: BB: Didn’t prepare anything to discuss here.

i. Capital Campaign update

7:00: RK: next steps: receiving input from ELT and MPW on possible candidates to join the CCC. TW: Will make an announcement in the Songbird when ready. BR: planning launch of committee at May Faire. JB: is there a school representative on the committee? ELT is “on” the committee, but not chairs. TW/JB – talk through impacts of chair choices. Just make sure we’re set up with good intentions and clarity. AP: will the meetings be public? Yes.

j. Action Item Review

7:13: No reports on actions item. Brief chat on Grievance Policy.

Executive Session: Pursuant to C.R.S. §24-6-402(4) (a) and 24-6-402(4) (f), the Board of Directors resolves to convene into Executive Session to discuss matters related to discuss personnel matters and the purchase, acquisition, lease, transfer or sale of real, personal or other property interest.

Motion: "Pursuant to sections 24-6-402(4) (a) and 24-6-402(4) (f) of the Colorado Revised Statutes, I move that this public meeting of the Board of Directors of Mountain Song Community School adjourn and, upon affirmative vote of two-thirds of the members present, reconvene in executive session for the sole purposes of discussing personnel matters and real estate matters."

Scott moves motion as stated above: Rebecca seconds.

Approved unanimously.

Exited Executive session at 7:42

7:45 **VI. New Business**

- a. ELT Restructure update

7:43 – Reconsider ELT structure and job descriptions. Reviewed Mountain Phoenix organization chart. Spirit of whatever comes out of the restructure should be collaborative. Could look at software automation to improve workflow. Sound delegation skills are needed.

8:00 **IX. Adjourn Meeting**

Scott moves to adjourn. Rebecca seconded.

Approved unanimously. Adjourned 8:10

Upcoming Dates Review

- a. Upcoming MSCS Staff Meeting: Wednesdays, 3:30-5:00
- b. Next Board Meeting: May 4, 2021 6:00-8:00 via zoom
- c. Grants Committee Meeting: TBD
- d. Parent Council Meeting:
- e. Festivals Meeting/Health and Wellness/Hospitality Meeting:
- f. Governance Committee: 4/23. 9:00 am Zoom
- g. Futures Committee: 4th Tuesday of each month 3:30-5:00
- h. School Accountability Committee (SAC): April 19, 2021 6:30-7:30
- i. Development Committee: Suspended
- j. ELT Support and Evaluation Committee: April 20, 2021 9:00-10:30
- k. Executive Committee: May 11, 2021 3:30-5:00
- l. Finance Committee: May 14, 2021