



Board of Directors Board Meeting

January 4, 2022, 6:00pm at Mountain Song Community School

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: Jennifer B., Rebecca K., Teresa W., Katie H., Scott D., Patrick C., Bill B., Binah R., Molly W., Ashley P.

Absentees: None

Public: Jenna E., Stephanie R., Amalie F., Megan S., Megan S., Shannon G., Shephana S., Jessica, Amy S., Stephanie M., Jennifer M., Shannon L., Kelley, Katie, Sarah C., Jessica, T. Gonzalez., Lauren F., Steph

6:00 I. Convene Meeting

- a. Welcome
- b. Reading of Mission Statement
- c. Check In: New Year Changes

6:15 II. Approve Agenda

6:10 Rebecca moves to amend agenda to add "discussion regarding teacher retention and staffing" as item IV. Ashley seconds. Approved unanimously.

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

- a. Approve Minutes from 12/21/2021 Board Meeting
- b. Approve November Financials

6:14 Scott moves to approve consent agenda. Ashley seconds. Approved unanimously.

6:18 IV.- Discussion regarding teacher retention and staffing

6:16 Discussion led by Rebecca. Appreciation to teachers and staff. Discussion regarding current stressors for teachers, students, families.

6:25 V.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.

6:28 Stephanie R.- Concerns among teachers and staff regarding lack of Waldorf training, frustration with lack of support, accurate information, and communication. Request for clarity for staff and families.
Jennifer M.- Lack of information regarding retention, request for more clear communication, more

clarification and feedback on issues we are having, knowing how we are working on these. Stephanie M.- Understand Board's purpose and supporting teachers. Losing teachers has been hard for parents and students. We can justify, but have seen other schools look at how to change this. Would love to hear how we are going to combat teachers leaving. This is very hard on families, understand empathy, need to acknowledge changes. Parents are trying to find a solution and get the best students deserve. Amalie F.- Growing sense of unease among the MS community, atmosphere of uncertainty stemming from lack of communication, lack of faith in school, need to hold ourselves accountable to inspire others to trust. Have looked for information, reached out to staff and Board to get information to give to school community, reached out and have not heard back, website out of date, we need to increase transparency and use upfront and open communication, discuss how we are holding ourselves and school accountable. Jennifer- excited to see parents here giving feedback, we discuss many things at Board meetings, encourage parent attendance at meetings. Stephana S.- Concern with culture of Waldorf being lost due to leadership not following Waldorf standards. Concern with children watching Squid games, concerns with mental health issues, would like to see more mindfulness and meditation introduced in classroom, educating new parents to school about Waldorf education, still media talk in classrooms. Jennifer- will review comments and discuss ways of improving communication and educating parents.

6:40 **VI.V. Continuing Business**

- a. November Financial Presentation and Review of Draft 21-22 Amended Budget (Patrick and Shannon)

- i. Enrollment Update December Count and Rescission

6:42 Shannon reviewed November Financial report, Profit and Loss, Cash Flow Projections, Bank Transaction Details. Reviewed Working Budget. Discussion regarding teacher Waldorf training- Teresa facilitating much of training now, and offered these trainings without cost last two years. Shannon did budget for Rescission and it was not a loss for us. Jennifer- Finance committee meeting Friday, January 14 at 2:00 pm.

- b. Executive Director Monthly Report (written)

7:15 Teresa- Updates regarding return to school, increased COVID numbers in community, updated guidance, plan to start on Monday all grades, Safety Plan submitted, online home school variance accepted, submitted report for Grant, teacher resignation, Ms. Neal long term substitute for 2nd grade, looking for Games and Movement substitute, hired ELL and reading interventionist, hired new evening custodian, working with mid-year assessment data, completing student testing, professional development yesterday (literacy, classroom management, Kindergarten, Special Education training), Annual Virtual Conference- will send out email to Board to join- group rate, finalizing dates for summer Waldorf training, Simplicity Parenting classes starting once a month in February (link in Song Bird newsletter), Met \$20,000 goal in Indy Give campaign!, Committee, Song-Bird, Communication work.

- c. Capital Campaign Committee Update (Binah)

7:29 Binah- Met goal for Indy Give, shout out to Lauren F. for organizing work in Indy Give, Lauren F. is now co-chair. Will not meet this month. Reconvene in February. Focus on Garden and Playgrounds. Adam W. is on committee as well.

- d. Site Committee Update (Rebecca)

7:32 Rebecca- Exploring all options. No notable updates. Jennifer- we have looked at many sites and possibilities. Rebecca- looking at legitimacy of all options, staffing, students, components. Looking at all information to make educated decision, look toward school success. Jennifer- using G&G consulting, talking with CSI when exploring options. Rebecca- working with many specialists to make best decisions for school, will share as we receive more concrete information. Working on making Town Hall

as efficient as possible and answer all questions. Jennifer- parents interested in assisting with planning of Town Hall, will get these parents connected with Rebecca.

e. Town Hall Rescheduled (Jan. 25)

7:39 Teresa- Town Hall Date Tentative. May be in February.

f. Enrollment Committee Membership Needed: 2022/23 SY

7:39 Jennifer- looking to recruit members for Committee, open to staff and members of public.

Rebecca- ad hoc committee, need to focus on enrollment, ways to grow as a community. Request for anyone with ideas to join.

g. Board Recruitment Update (Katie)

7:42 Katie- working on matrix with members skill sets and needs of Board. Will be reaching out to community members who expressed interest in Board. Scott- Committee help is needed as well.

h. Review Board Goals (Scott)

7:46 Jennifer- need feedback from all members of the Board on the Goals document. Need to narrow down operational vs. governance goals. Scott- Go into document to add, or email Scott or Katie feedback. Jennifer- Every Committee chair should put in the document their goals.

i. ED Evaluation Update: Mid-year check in and Discussion of ED Goals

7:49 Jennifer- schedule mid-year check in with Dr. Woods. Need volunteer Board member to meet with Jennifer and Teresa to do the check-in. Binah will help with check-in. Molly will be taking over time-line to ensure we are on task. Katie will meet for check-in as well.

j. Board Training Module

7:51 Katie will send out Training Module. Jennifer- used to keep a matrix with Board Training where members entered comments. Look into adding this again.

k. Action Item Review

7:52 Katie- reviewed and updated Action Items

7:45 **VII.VI. New Business**

a. Vote: Announcement and Approval of Posting Site of the Board Agendas

7:57 Jennifer- required every year to vote on where to post Agendas. Vote to post on front door and on the website for the 2022 calendar year.

Scott moves to vote to post Board Agendas on the school front door and on the school website for the 2022 calendar year. Rebecca seconds. Approved unanimously.

8:00 **VIII.VII. Adjourn Meeting**

7:59 Scott moves to adjourn meeting. Rebecca seconds. Approved unanimously.

Upcoming Dates Review

- a. Upcoming MSCS Staff Meeting: Wednesdays 3:30-5:00
- b. Next Board Meeting: January 18, 2022 6:00-8:00 via Zoom
- c. Grants Committee Meeting: Suspended
- d. Parent Council Meeting: January 13th, 4pm, Zoom
- e. Festivals Meeting: January 5th, 4pm, Zoom
- f. Health and Wellness/Hospitality Meeting: TBD
- g. Governance Committee: 4th Monday of each month 4:00-5:00
- h. Futures Committee: 4th Tuesday of each month 3:30-5:00
- i. School Accountability Committee (SAC): January 6, 2022 6:00-7:30

- j. Development Committee: Suspended
- k. ELT Support and Evaluation Committee: TBD
- l. Executive Committee: TBD
- m. Finance Committee: Friday, January 14, 2022 at 2 pm