



Board of Directors Special Meeting  
*February 12, 2015 - 5:30 - 9:00 pm*  
2904 W. Kiowa St., Colorado Springs, CO 80904  
Room #20 on lower level

**MINUTES - Approved 2/25/2015**

1. Call to Order – 5:58pm
  - a. Roll Call - Sandra Johnson-Benning, Laurie Ristig, Eva Manz-Jackson, Melanie Chadwick, Evelyn Cortez-Ford, Jason Guerrero
  - b. Read Mission Statement
  
2. Discussion with Jason Guerrero regarding the school's contract with G&G -
  - a. Wanted to talk with the board about multiple issues that came to head at the same time to explain why things were missed. There was no record that financials had been tracked since July 1st. G&G spent November trying to get an understanding of where we were for the first 5 months. There were things that did not come to light until mid-December. Three things that came to light -
    - i. \$24K rent unpaid, July, Oct, Nov.
    - ii. Notified Dec 19th that credit card they were told was closed Sept 30th had not been closed, and supply orders had been charged \$20K.
    - iii. Board issues - board member had called CSI and told somebody else on a site visit that there were no issues before G&G got involved, and they overstep boundaries in the board meetings when guiding the board in making professional decisions. Jason feels it appropriate to make recommendations, and does not feel it oversteps his role.
  - b. Jason Guerrero stated that G&G will extend the agreement to June 30th, 2015. For the school to continue to exist we need to drive operations through financial policy and procedure.
  - c. Y1 and Y2 AFR approved Monday. No source documentation, which G&G had to fix. We owe \$9k from unallowable expenses from year 1.
  - d. We can reallocate unused and unnecessary y3 grant funds for professional services to hire consultants to help create/adjust policies. Bill Bethky- attorney in

Denver can review policy for us after we have adjusted it. G&G can have them do the work through G&G at a discounted rate. They have him on retainer.

3. Board Waldorf training with Edmund Knighton -

a. Introductions

b. Q&A with the board

- i. Waldorf in the Public Sphere - Most important in defining how we are Waldorf is who our authorizer is, and the relationship they have with the school. It can be a challenge, but we need to do our best to cultivate our relationships with CSI. We need to speak the language of the people holding the purse strings. They are coming from an empirical, evidence-based, assessment culture which is data-driven. Speak their language. We have to gather data, and we have to think in this way. It's the language the authorizer speaks, and it gives us feedback. "It doesn't take away from the puppet show, you just need a bean-counter there." It's not taking away from our education model, we are just documenting our successes and needs. Nothing is being abridged, in fact it will augment it.
- ii. How do we balance Waldorf methods with modern-day needs of society? High fidelity to the original writings of Steiner vs. more current or developed thinking over time with the fundamental works of Steiner as our base. We should be evolving, we should be developed. Edmund's goal is to get Waldorf education into *regular* public schools. Parents need to be able to look at the handbook to know how we are Waldorf. A current statement of who we are. Our mission and vision need to be current.
- iii. How do we listen to teachers, parents, and other stakeholders, giving them a voice? We feel like they are desperate to have a voice and a say in the development of the school. How do we address that while we are so young? From a practical perspective when we have so many basic things to accomplish, what does this look like?
  1. A monthly Waldorf speaker would be valuable to retain parents and keep them interested, fed, and nurtured. A parent study or parent/faculty study would be wonderful, too.
  2. Would it be valuable to have a committee with one person from the board, the director, faculty, CSI, and parents to all get on the same page. Leadership Committee?

3. The board holds the essence and the vision for this school. The director meets the state requirements, but needs to support the teachers. Teachers need the support in their classroom. They are looking for follow-through. Would it be valuable to have a regular place at board meetings to have a voice for teachers and a voice for parents at every meeting? A ten minute space for parent council leadership to communicate, and a ten minute space for teacher leaders to communicate with the board and receive feedback. We want and need to find ways to mutually support each other.
- iv. How does a school get from the top-down board model to a more Waldorf model governance? Begin each meeting with 20 minutes of Waldorf study. Choose a book that deals with governance (or whatever topic we find relevant). We get to make this up and make it our own.
- v. The faculty need to make the faculty meetings their own. The administrator could have a portion of the meeting, but the faculty lead the meeting. We need to leverage the strengths of whomever our leader is. Business happens at the end of the meeting, not the beginning.
- vi. On Hiring a Pedagogical Director
  1. We need a veteran teacher on staff to help lead and mold the faculty. They are so open, and are just ripe for molding. We need a person who can have respect for that with no dogma.
  2. Edmund recognized an alternative to the Pedagogical Director that many charter schools with few Waldorf trained teachers utilize, which is to have an experienced, Waldorf-certified teacher who bounces from class to class to train teachers on the job.
  3. Find out what is open in the budget in terms of hiring a Teaching Coach/co-teacher. Get the faculty and parent community on board to find this person.
- vii. Edmund recommends we be more of a governing board and not get involved in operational side of the school. The board should focus on strategic planning and tying our capital to what CSI is interested in.

#### 4. Adjournment

- a. Remaining Board meetings— 2/19/2015; 3/19/2015; 4/16/2015; 5/21/2015; 6/18/2015

- b. Motion to adjourn. Laurie Ristig. 2nd: Marty Schneider. Meeting adjourned at 9:14pm