



Board of Directors
Board Meeting Minutes
June 11, 2020

Free Horizon Montessori PK – 8

Montessori for the 21st Century - a place to learn, a place to belong

1. Meeting called to order at: 6:07pm
 - a. Board Members Present: Alison Fuhr, Diane Fox, Doug Klof, Clark Frye, Leslie Arboleda, Bekky Robbins
 - b. Board Members Absent (excused): John Frost
 - c. Staff Members Present: Kresta Vuolo, Miera Nagy, Donnetta MacDonald, Shannon Aasheim (staff liaisons)
 - d. CSN: None
2. Approval of Agenda for current meeting: Motion to approve by Leslie. Second by Clark. Unanimous approval with no amendments.
3. Approval of minutes from 5/14/2020
 - a. Request to remove extraneous text from the 5/14 minutes
 - b. Motion to approve by Clark, as amended. Second by Doug. Unanimous approval of the 5/14/2020 minutes, as amended.
4. Public Comment and Celebration:
 - a. Kresta - Regarding elimination of bus option for FHM, many emails, letters sent. Per superintendent's office, no longer need to suspend bus service. Will need to clarify if it's a one-year reprieve in order to figure out future transport options.
5. Approval of the BOD meeting calendar
 - a. Rescheduling of the December 10 meeting (Hanukah). Reschedule to December 3.
 - b. Motion to approve BOD meeting calendar, as amended, by Clark. Doug seconds. Unanimous approval of the 2020-2021 FHM BOD calendar, as amended.
6. Continuation of Strategic Goal Discussion
 - a. Re-cap – decided we want to focus on communications, BOD deciding what their role is. Also discussed the AMS accreditation process and Innovation Plan renewal that will need to be submitted this school year.
 - b. Additional strategic goal items, from last school year's goal list
 - i. School culture and norms
 - ii. Faculty development support, teacher training, coaching, retention strategies (longer term goals)
 1. CSN donations provide budget for teacher trainings (not tied to general fund), may look different this year as the level of money CSN can provide is likely reduced; separate line item for Montessori credentialing

2. How do we make sure the school is highly desired by teachers? What is the BOD role in that?
3. Ensure teachers know what opportunities are available.
4. Success of school relies on teacher retention and satisfied teachers.
- iii. Board leadership and expectations – being more visible, better board recruitment
- iv. Montessori excellence and middle school visioning
- v. Campus environment
 1. Completion of campus development plan, scheduled to pick up again in August. Need baseline engineering data, but cannot do this while contractors are in the building. Likely will unveil the plan in January, will evaluate the campus strategically as a whole entity, and plan includes prioritization of tasks; will need community input as the tasks are addressed, this should be on BOD goals. One of the biggest priorities will be the middle school, additional class of 5th graders will be moving up in the fall of 2021.
- vi. Staff development and support – what are BOD goals in supporting the staff?
 1. How do we improve job satisfaction? Good step 1 would be objective measures of satisfaction
 - a. JeffCo Teaching and Learning Conditions Colorado (TLCC), have SAC review (including trend data) and report highest and lowest scoring items as places to start; can look at how FHM employees compare with others from JeffCo. Completed by teachers and admin, not by facilities/other staff.
 - b. In years when the TLCC is not administered, FHM does full staff survey, would occur Spring 2021.
 - c. Goals – is there a metric (or metrics) that the BOD wants to see improve? Should be a regular occurrence. Is the goal to better understand all of the tools that are used to evaluate metrics?
 - d. Unified Improvement Plan – another good source of information, SAC develops it, BOD votes on it; every public school required to have one.
 2. Goal is to understand the metrics of the school. Success would be that the BOD is more informed on these topics, establish certain reports as a regular part of BOD cadence. Take the year to gather/organize information, put together a board metrics packet; this could be a basis of what informs BOD strategic goal discussions each year.
 3. Action items:
 - a. Alison and Clark to discuss metrics with SAC
 - i. Determine surveys that are administered, when results come back
 - b. Ensuring adequate knowledge transfer to new board/committee members – governance committee to work on this

- c. Set up regular processes i.e. when are TLCC results available?
Add to the regular agenda items for that month's board meeting each year.
 - c. Scheduling
 - i. School Finance Act passed by Senate, need Long Bill passed; district expects to pass budget on 17th
 - ii. Amended budget shows surplus of \$116k that provides a cushion for the fall.
Need to do some work estimating childcare costs, revenue, how many spots are filled by staff children.
 - d. Next steps: list out the goals (communication, our metrics, Innovation Plan, AMS accreditation) and action items. Review for July meeting and adjust/edit as necessary.
- 7. Assignments - none
- 8. Next Meeting: Regular July BOD Meeting 7/9
- 9. Adjournment: Doug motioned to adjourn. Clark seconded. Unanimous agreement. Meeting adjourned at 7:32pm.

In accordance with the Colorado Open Meetings Law, also known as the Sunshine Law, the Board must give notice to the public anytime they schedule a meeting of more than three (3) board members to discuss business concerning the school. The Colorado Sunshine law does allow for the meetings, or portions of the meetings, to be held privately when the subject matter being discussed must remain confidential so long as no formal action is taken during the private portion of the meeting, called the "executive session". The Sunshine Law strictly defines eight (8) criteria under which a private executive session can be held, personnel discussion being one of them. The law also states the community must be informed of the meeting and the criteria under which an executive session must be called.

Bekky Robbins