

# UPWS Board of Trustees Meeting

November 8, 2017

7pm

## 7:00-7:20 **Board Study**

The meeting got started with Board Study. The Board continued discussing Personal Reflections on Waldorf School Governance and Effective Practices by Lynn Kern.

<http://leadtogether.org/personal-reflections-on-waldorf-school-governance-and-effective-practices-lynn-kern/> Discussion of the ongoing role of the Board in balancing knowing what is going on so as to give direction, guidance, or support, without interfering or micromanaging.

The October meeting minutes were unanimously approved.

## 7:23-8:10 **Strategic Planning Initiatives**

Michael Levine led a discussion and consideration of the various initiative groups that were created as a result of the Board's retreat.

Assessment committee's question originally was: How are we doing? How is our administration/faculty/board/school doing? The committee doesn't necessarily do the assessment, but to come up with ways as to how we assess. What are the processes that we assess? Purpose is to assess our wellness. Where are we not assessing ourselves?

M. Levine ventured that the committee should help cultivate leadership within the faculty, community, and administration. Heather Berhalter wondered if this was different from the Committee on Board Development (COBD), to which Peg Kern and Peggy Lofgren said that it goes beyond the COBD by looking at how the faculty and administration can be building leadership.

Returning to the topic of administration, how do we plan what the duties of the administration are? What are the administrative needs? How do we get from where we are to where we need to go? Enrollment and financial planning.

H. Berhalter expressed a desire to be assessed so that she knows what to measure her work against, her success and failure, and where to improve. It's an important thing for her to have a metric.

There was a general consensus that we need mechanisms for the administration to be measured and then to get feedback. Ted Shieh, leader of the committee, said that the next several months will be full of learning--where we are, what other schools do, where we need to be. How do we assess and give feedback to the Board, the faculty,

and the administration. This group will not necessarily assess, but will find the mechanisms on how and where to assess.

M. Levine reminded everyone that Board meetings are doing and considering, so please read the committee updates before the meetings. And he recommended that the Board Action priority list should be updated regularly.

H. Berhalter reminded that we used to have action items at the end of the minutes.

D. Ryan recommended that a lot of the old stuff should be archived and set to the side to make room for new, important items.

D. Trainor pointed out that part of the UPWS website shows that our site has been hacked. M. Levine said that this is an area where we may need more help, not just volunteers.

Before the Board went to closed session, Rocky? Expressed that there is a question from the community as to whether we are exploring having a kindergarten. The recapture rate is low for families who are turned away from a school at the early grade. From a convenience standpoint, it's easier. From a financial standpoint, it's easier. The Board expressed that indeed, there is consideration of a kindergarten at UPWS.

### **8:11 Closed Session.**

Motion: To have the faculty discuss the pedagogical and spiritual implications of having a kindergarten with or without an early childhood program at Urban Prairie and with a recommendation by Monday, November 13.

Motion unanimously passed.

#### Attendees

Heather Berhalter

Shannon Callahan

Catherine Francis

Peg Kern

Michael Levine

Peggy Lofgren

Rey Phillips

Dan Ryan

Ted Shieh  
Sharla Stewart  
Dan Trainor  
Karen Hartz

Faculty in attendance  
Hannah Avalone  
Candace Choma

Excused ?  
Elisa Davis