

## **Bluffview Montessori Board of Directors Meeting Minutes- August 9, 2019**

Board Members Present- Kelly Dicke, Erich Lippman, Molly Leifeld, Ann-Marie Dunbar, and Henry Schantzen

Absent: Katie Kinneberg

Others in attendance: Lori Cloutier

Guests for Core Values session in attendance (agenda lines 7&8): Diane Amundsen, Marcy van Fossen, Dan Kirk, Kim Bell, Shelly Merchlewitz, Rachel Heim, Shelby Wagner

Absent but invited: Erin Gervais and Maurella Cunningham

1. Meeting was called to order at 8:11 AM
2. Review and approve agenda: Changed to add a 12-12:30 lunch. Molly motioned, Kelly seconded.
3. Approve minutes from 8/22/18: Molly moved, Kelly seconded.
4. Open Forum: nothing.
5. Discussion of HOS Eval summary: Discussion of comments on HOS Eval compilation form.
6. Break-  
Icebreaker in which all of the guests and board members introduced themselves.
7. Strategic Plan Review and "Celebration"
  - a. Why are we here now? (Diane)
  - b. Henry explains need to revisit Strategic Plan, see what we've done, move forward
    - i. Need to revisit core values, consider place for Montessori and other concerns
8. Work Session Re: Strategic Plan
  - a. Diane hands out sheet with re: strategic planning
    - i. Vision, mission, core values, culture, strategic initiatives, long term goals, short term objectives, action plan, action
  - b. Re: vision--Diane suggests, "Empowered children unfolding their full potential as whole and unique persons in a global community."
  - c. Re: mission--Henry wants new, broader mission rooted in Montessori philosophy, but put Montessori philosophy in a separate statement
  - d. In Culture Statement, instead of talking about expectations from each stakeholder group, talk about relationship we want to have with stakeholders
    - i. Language of relationship better than language of expectation
  - e. Looking at Strategic Plan: Start by celebrating what has been accomplished
    - i. Goal 1 largely checked off
    - ii. Goal 2 = still a struggle
      1. Orientation day volunteer sheets have helped
    - iii. Goal 3 just haven't gotten to yet, but Henry is laying the groundwork
      1. A lot of foundational work has been done
    - iv. Goal 4 most of points in process
      1. Assessment of Montessori processes still needs to be addressed
    - v. Goal 5 Still in process, but underway
  - f. Looking at MACS document: Welcoming All
    - i. We are looking for a similar type of document
  - g. Back to Mission and Vision Statement document
    - i. Core Value Development

1. Groups of 2 develop core values
  2. Values posted on board--connections made
  3. Reduced to 7 categories: Environment, Global Citizenship, Respect and Inclusivity, Montessori Philosophy, Celebrate the Individual, Culture of Excellence, Partnership
  - ii. Diane provides Mission Statement for response:
    1. To guide each child to their fullest potential by providing relevant learning opportunities at the child's level in a cooperative environment that also cares about the child's social, emotional, and physical wellbeing.
    2. Dan suggests that the vision no longer covers everything after the visioning exercise. Suggests changing "children" to "learners"
    3. To create a cooperative environment in which the individual thrives socially, emotionally, and physically and guides learners to their full potential by providing relevant and engaging learning opportunities.
    4. (Henry's version) To sustain a culture of respect and inclusion, grounded in the Montessori philosophy, that
    5. Ann Marie, Erich, Marcy, Molly, and Henry will meet to revise mission statement
  - iii. Back to Strategic Plan
    1. Goal #1 Pretty much done
    2. Diane asks if 2-5 need to stay as such
    3. Henry says #3 = biggest priority
    4. Erich suggests merging 2 and 4
    5. Marcy suggests 3 and 5
    6. Diane suggests we need champions for remaining categories
    7. Lori = champion to look at #2 and #4, see if there are ways to merge them and bring them back to the board
      - a. Lori will sit down with Erich and Marcy at 5 PM on 8/21 to look at #2 and 4
      - b. Updated by 9/18 board meeting
    8. Henry champions #3 (fundraising) initiative + Ann Marie + Erin Gervais
      - a. Updated plan by 9/18
    9. Henry champions #5 with B&G committee + Katie + building corporation
      - a. Updated plan by 12/18
9. Adjourn Core Values Work Session
10. Break/Conversation
11. Job Descriptions Update
- a. Lori is in the process of updating job descriptions
    - i. Has been working 2 days a week
    - ii. Soft goal of having them done by April
  - b. Enrollment is at 213, but we know some students will be leaving shortly
12. Parent Survey Results
- a. Parent and Staff survey results were discussed and HOS has key points to work toward
13. Composition of Annual Meeting Celebration in the future
- a. Need to combine annual meeting with events that draw parents
  - b. Night of the Arts/choir concerts/hors d'oeuvres/project displays/**celebration of learning**
14. Annual Giving Campaign Plans
- a. Will not be done strategically this year
  - b. Fundraising Committee will be set up for fall or winter
  - c. Cookie Dough and Give to the Max will happen again

15. Minnesota School Board Association

- a. Good source for updating policies as theirs are vetted by attorneys
- b. Henry is hoping for a volunteer to look at how we could use this update policies
- c. Ann Marie volunteered to research membership in MSBA and what it might get us

16. Wrap up items, loose ends from day

- a. Henry needs to figure out a time for the mission group
- b. Ann Marie, Molly, and Henry will work on Mission while Erich, Marcy, and Lori work on parent goals during work time at 5 PM on 21 August

17. Additional New Business

18. Adjournment at 2:05 PM