

Birchtree APC

Annual Board Meeting

Nov. 18, 2011

Time: 6:02 @ the school

Reviewed agenda.

Amended time and date to reflect cxd meeting.

We'll call George to discuss principal evaluation.

We will postpone action item BPG recommended fundraising policy

Instead we'll discuss budget transfer request

Motion to accept revised agenda. By Lori

Motion carries.

Tabled previous minutes. To be discussed later.

Principal report:

Accd: Busby Lucy Hope recommended a .49 sped teacher. She is the only willing available teacher.

Jamie Duhamel: Does the board need approval, can we skip the bylaws in this situation?

Lori B. asked, was it posted out of district? Yes. Current candidate is familiar with Waldorf and should fit in. She could start December 3.

Board agrees to not follow bylaws for this circumstance with respect to hiring this teacher.

A new calendar is coming along. We will make early release every Friday rather than once per month, beginning January. The school board will also have to approve the change.

We discussed George's report.

We discussed Pedagogical report. There was an error with the attendance policy. Parent contact will be made at 8, 12, and 15 absences. Not 5, 10 and 15.

With respect to changing the policy, can the board draft something to take to the pedagogical council letting them know exactly what we want to change.

Re: Mandated testing. Does our waiver to avoid mandated testing until 3rd grade even though the state law has changed? The pedagogical council says a formal request to DOE to Paromo, request a written response so it's clear. Does the board give Jamey permission to work with Ms. Busby on such a letter? Yes.

Treasurers report

New treasurer Catlett approved.

BPG report: BPG had nice retreat. Discussed gymnasium.

Wednesday at 3:30 we'll have a meeting about building expansion

Sheldon moves that we skip ahead to new business so we can call George. Out of order.
Approved.

We discussed George and Jamey's conversation about principal evaluation.

George was called.

1. Not all schools bring in outside evaluators to do admin evals. In the Waldorf movement. Many older schools do just fine having board or charter council select and eval team with faculty input or faculty chair. Chair of board even and 1 other person. This depends on having a culture with clear mission and vision. Specifically what Waldorf methods look like in public sector. Requires a track record of year to year of high levels of value alignment and understanding of what it looks like to implement Waldorf in public sector. Some even use campus wide survey. He sent an example to Jamey of such a survey. It was controversial the first time it rolled out. Some felt it was too public. Exposed admin to undue criticism. It was abdicating responsibility of board to oversee the duties of the admin. Despite fears, it worked out for the school who used it. Years had been gone into learning how to give and receive feedback. That became a successful tool and brought school closer together. Such a process needs clarity about why things are being asked and what happens to the answer and what authority they have and don't have. Transparency important. Final eval is done confidentially through charter council. Part of HR process to be confidential.
2. Both public and private Waldorf schools invite outsiders to evaluate. Very few consultants do that. George is one of three in the country. He's been doing that for 20 years. The advantage is, if you trust them, they bring objectivity and standards and comparative analysis with other schools. Must be careful about comparisons. Someone who has seen a number of settings, that person has info about how something is working in the field.
3. The outside eval is not the sole determining factor. It is done in conjunction with board process. Board is the agency who pools it together. An outsider needs 3-4 days to do a good job. He recommends appreciative questions and ask also what you want to see more of. If you don't use that method, be careful about which method you use. From that, a profile would grow.
4. He assumes the school values a collaborative community process. It's possible to have a strictly vertical hierarchical model. He assumes we're collaborative and not "top down."
5. Communicate with the district if you want transparency. Sometimes the district is appreciative of that process. He recalls one school that caused it's district serious

concern, spec. about legalities of their sped program so the district had a lot of useful information.

6. Jamey says we do honor a collaborative effort and she has a meeting with Stone in the morning.

Ms. Levesque asked who he recommends: He said Buckley, a Northern Cali. Charter school principal. He's highly qualified. He's finishing his EdD. He understands admin very well. Or Stan Miller. He is also qualified. Knows a lot about Waldorf methods in the public sector.

We disconnected with George.

Jamey takes questions from the audience.

Ms. Levesque asked if it was budgeted for in the first place? No. Are we ready? Our inner clarity as a school and our culture. Jamey points out that's why we need an outside evaluator. They are most useful in new schools who don't have that clarity.

Anna Folsom says we already had hours of meetings about goals. If we do an eval this year, let's work off what we already had. This is supposed to be a transition year. We did so much work at hiring committee level about what we wanted. Can we look back to that, we could find a way to provide feed back. She's uncomfortable with an outside person coming in. esp. out of state person.

Jamey says The outside assessment helps us, it isn't the only thing. Ms. Folsom is right, we have a really comprehensive assessment tool that we already developed. The internal eval is what we use.

Folsom wants to know what it costs, and is it worth it.

Bowen says we have a tool in place. Do we need an outsider to eval? Shouldn't we use a mentor first? Provide money to support admin. Then evaluate.

Ms. Busby has received input and she's working on it. She's only been on the job for three months. She already has two huge lists between Prairie Adams and George and notes from staff. Is three months enough?

Jamey says, by the time we give the eval, she'll have been here six months. She's concerned because we've never evaluated our principal ever and we haven't met our charter requirements. If we don't do a formal eval now, it won't be done until next year.

Board discusses further.

There will be two evals, the district and our own.

We have to do our own. Our big question is do we want an outsider at this point? Is it too early to get much benefit for the money we'd spend paying an outside evaluator. If we hire someone, could we do it later in the spring?

A motion is made to do an eval before spring break. It was seconded. George will be here in February. Prairie has agreed to return in January if we want to. Motion passed unanimously. There will be an eval completed in Feb. or March.

We'll put it back on the agenda for old business next month the decision of whether to bring an outsider or do an inside eval.

We went back to Persons to be heard on non-agenda items.

Lee: She is very concerned about board transparency. A lack of communication and bylaws. She read a letter from CEO or national charter school institute. Ms. Lee provided emails and articles that are of concern to her.

Persons to be heard done.

Old business: Board retreat for APC and BPG.

George will be back February 22, he can do an all day session for APC, BPG and probably pedagogical. Saturday. We don't have a location yet. No conflicts noted by the APC. Just a one day. We'll wait to hear from BPG and Pedagogical. Cathy will let Pedagogical counsel know.

We tabled old business items B and C.

October 2, September and November 7th.

New Business:

Bowen moves and Folsom seconds certification of the election results. Sara Stewart is free.

January 7, 4:30 is board 101 training.

New people need a copy of the bylaws and the charter.

Budget transfer request.

We're hiring a .49 Sped person. Also, Lori Burton recommended someone named Larry who is a .3, doesn't work with students, just paperwork. \$13,000 to pay Larry. We are backlogged. We need the help. It would come out of contingency. It would be a line item. It won't ruin our contingency fund.

Lori B. and Abby S. moved and seconded to hire Larry. He's a certified person. He doesn't work with kids. We're bypassing the bylaws in that we're not using a hiring committee.

Next meeting Dec. 4, 2013.

Audience member Lee is concerned with minutes not being approved regularly. It's hard for parents. Can we have an update in the Friday afternoon update about what happened? One month is too long. Jamie will try to write a very informal statement for the Friday update about tonight's meeting and send it to all of us to review. If we like it, it will go in.

Building culture will be new business.

We tabled the BPG fundraising policy.

Adjured at 8:02 pm.