

## Board Business Meeting Minutes

December 14, 2021, 6:00-8:30 p.m.

### Location

Mountain Sage Community School  
2310 East Prospect Road, Suite A, Fort Collins, CO 80525

### A. Opening, 6:00 p.m.

A1. Call to Order

**Rachael S. called the meeting to order at 6:11 p.m.**

A2. Attendance & Introductions

- Present: Stephane Cosby, Bryan Kimbell, Eric Richardson, Rachael Sudhalter, Ashley Haas, Liv Helmericks
- Late:
- Absent: Beau Bump (planned), Nancy Sexton (Faculty Support/liaison)
- Guests: Chris West

A3. Our Mission: [Cultivating the Creative Mind](#)

**Director Bryan Kimbell read our school Mission.**

A4. Public Comment (3 minutes per person, Limit 20 minutes total)

**No public comments.**

### B. Preliminary Matters, 6:15 p.m.

B1. Approve Minutes from Prior Board Meeting ([11/16](#))

**MOTION:** Director Eric R. moved to approve the minutes, Stephane C. seconded.

**VOTE:** Unanimously approved.

B2. Call for Late Additions to Agenda

**There were no changes to the agenda.**

B3. Approve Meeting Agenda

**MOTION:** Director Bryan K. moved to approve the agenda, Rachael S. seconded.

**VOTE:** Unanimously approved.

### C. Board Education

C1. This month's presenter: Rachael Sudhalter

C1.1. Topic: [Waldorf Winter Traditions](#)

**D. Regular Business, 6:30 p.m.**

D1. Consent Agenda (Confirm Consent Designation)

D1.1 Policy Review (i.e. no discussion, if item pulled move to bottom of D):

D1.1.1 - School Policy Review: [IJ-R](#), [IJK](#), [IJL](#), [IJOA](#)

**MOTION:** Director Ashley H. moved to approve the school policies on the Consent Agenda, Bryan K. seconded.

**VOTE:** Unanimously approved.

D2. Review [Strategic Plan](#)

D3. School Director's Report

**Students**

- Great growth in math and language arts.
- The dedicated WIN times appear to be working very well.
- The further we get into the year the more apparent the impact of the past year. There is a lot to recover from.
- Kids and families have a lot of needs and the school is at the intersection of that on a daily basis.
- There is always a build-up of energy leading up to a break. This week feels pretty good compared to normal.
- The kids are enjoying the new slide hill. It's bringing a lot of joy to the kids.
- Electives
  - This is the first year with middle school electives.
  - Mixed-grade elective groups that happen on Thursdays and Fridays.
  - Middle-school student survey went out and so far the response is good.
- Classes are doing the Winter Spiral this week.
- There's an 8th grade play this week.
- Health-wise
  - The health team is doing well.
  - No classes in outbreak status.

**Staff**

- Great growth in math and language arts.
- Staff are definitely ready for the break.
- Internal question sent to staff about their intentions for next year. Winter break is a time of contemplation for staff. It is a very personal experience right now.
- Hiring.
  - Facilities manager / custodial
  - Hired our in-house sub Briton Glaser
- Continuing to find the balance of space, connection and collaboration

- Partnering teachers is helping knit the community together and provide support for each other.
- Reviews
  - Appreciative Inquiry is typically a conversation and strengths-based
  - Want to integrate peer feedback, but want to do it in a way that supports development and feels safe.
  - Consulting with our partner Employers Council about how to best integrate peer feedback into the review process. It may be separate from reviews.
- Liv has been very busy. Mostly assisting with family issues.

#### In General

- In the school community there is just really a need for connection right now.
- School community events are definitely missed.
- Looking forward to Winter Faire, even if just for the children this year.
- There is so much beautiful work being done here every day and everyone is helping to support the children.
- Mid-year reports coming in January.
- Enrollment
  - The lottery is coming up.
  - Working with teachers on an enrollment video.
  - Goal: Retain our 5th graders, since middle school is one of those areas we typically see attrition.
- Working on a new verse
  - May wisdom shine through me
  - May love glow within me
  - May strength permeate me
  - That in me may arise
  - A servant of goodness, selfless and true
- Need more time to work on the 2022-23 school calendar. Should be ready in January.
- Working on Facilities and Budget
- Pick-up issues
  - Check who our first-arrivers are for preparedness
  - Remind parents of the carpool tool
  - Consider other options like the van idea, overflow parking

#### D4. Committee Updates

##### D4.1 - Finance Committee Update ([report](#))

##### D4.1.1 - 2021-22 budget approval

**MOTION:** Ashley H. moved to approve the 2021-22 budget, Bryan K. seconded.

**VOTE:** Unanimously approved.

**AI:** Beau B - President to sign the approved budget.

The approved budget will be put on the website.

D4.2 - Facilities Committee ([report](#))

D4.2.1 - Owner's Rep

D4.3 - School Accountability Committee Update ([report](#))

D4.4 - Logistics Committee Update ([report](#))

D4.5 - Fund Development Committee (no updates)

D4.6 - Policy Discussion

D4.6.1 - PSD Policy Updates (through 12/3/2021): [Summary](#)

D4.6.2 - Update on Policies: [IGF](#), [IGF-R](#), [IHA](#), [IJ](#)

D4.6.3 - January School Policy Review: [IJOA-R](#), [IKC](#)

D4.6.4 - January Board Policy Review: [GP3.1](#), [GP3.2](#)

D5. Scheduling Matters

D5.1 Items of the Month (see [Board calendar](#))

D5.1.1 - Approve calendar for upcoming Calendar year

D5.1.2 - Thank you cards to faculty and staff

D5.1.3 - Review Parent and Faculty Survey and make necessary changes

D5.2 - Review [Upcoming School Calendar Events](#), Board Member Attendance

D6. Miscellaneous

D6.1 - School showcase event discussion

Bryan K. - Feel like we need to have more information about Waldorf education and the school because of how separated parents are this year and last.

Stephane C. - Don't feel like learning about the Board itself is a big draw, but learning more about Waldorf and the school could be a draw.

Bryan K. - Feels like we still could benefit from something in-person.

Liv H. - Feel like it is important with all the things we are working on right now with Facilities, needing board members, etc.

Ashley H. - Should we talk about the facilities?

Eric R. - Absolutely, it's one of the most exciting things we are working on.

Rachael - Should we be including things in the Beat?

Ashley H. - Think we need to be including something in the Beat more regularly for the Board so that people become accustomed to finding it in the same place. Once per month seems like a good cadence.

Liv H. - Feel like we need to link to the agenda on the calendar or the home page.

Still deciding if it will be in-person or remote.

**E. Closing, 8:43 p.m.**

- E1. Review Action Items
- E2. Call for Final Comments
- E3. Move to Adjourn

**Vice President Rachael S. adjourned the meeting at 8: 43 p.m.**

E4. Closing Verse:

*Steadfast I stand in existence.  
With certainty I tread life's path.  
Love I cherish in the depths of my being.  
Hope I place in every deed.  
Confidence I place in every thought.*

*These five guide me through existence.  
These five guide me to the goal.*