

## GreenMount Board of Trustees Minutes

November 19, 2020

Board members present remotely: Shannon Snow, Angelo Otterbein, John Abell, Tracy Pietrzak, Kelley Gludt, Emily Levenson, Jennifer Malloy, Sharon Metzler-Baron, Colm O'Comartun, Natalie Pope, Carlos Rodriguez, Megan Roth, Amy Scott, Catherine Stokes

Others present remotely: Liz Dover, Laura Marsico, Jen Seletzky

The development and finance reports were sent to members to review prior to the meeting. The finance committee reported we are tracking close to our budget and did not have any concerns. There will be no formal updates on those committees during the meeting to allow more time to discuss the other updates.

Minutes: *Action* - The October 22, 2020 minutes were approved without corrections.

Admissions Update: Laura reported our current enrollment is at 109 students with two current applications for a potential admissions in January. Applications are down a little and there are only about half the inquiries compared to this time last year. These decreases appear related to families not looking at schools during the pandemic. Laura and Liz are giving some in person tours with COVID precautions, and Liz requests more help with tours from anyone who is comfortable doing so. Laura voiced potential concerns for attrition with only virtual learning, and there was a discussion about verbalizing our plans to re-open. We also discussed some strategies to engage current families seeking enrollment for siblings.

Governance Committee Update: Carlos reviewed the governance committee plans including board membership, policies and procedures, and roles and effectiveness. The committee will solicit and finalize the board slate, define responsibilities for specific areas of risk management, organize the Google drive and establish file management standards. The committee will develop committee descriptions, conduct interim and end of year committee and self evaluations and define the ad hoc committee processes. The governance committee would also like to finalize the process of monitoring risk management for insurance, legal issues, HR and technology.

DEJI Committee Update: Catherine reports the DEJI committee has been meeting as a group and also met with the Wells collective, a group of diversity practitioners. One immediate concern is to review our admissions process from a DEJI perspective to make sure all our materials are appropriate. Goals include introducing an equity challenge to the committee and putting together a wide range of resources to broaden awareness and start conversations. Liz reported Mr. Thomas from ECHOES will start a Black, Indigenous and People of Color (BIPOC) club with students in grades 4-8. Other goals include a mission and philosophy review from a DEJI perspective, potentially restarting the gender sexuality alliance and faculty training in gender identity.

CO-OP Update: Kelley reports they will continue with the goal of 30 CO-OP hours per parent for now. People have been logging hours and taking advantage of current opportunities, although the committee will communicate the need for families not to stress about making their hours during this difficult time. The committee would like to clarify what counts as a CO-OP hours and will be asking members to identify all current committees and task forces.

Strategic Plan Update: Angelo reported the committee met and will hold on working on the strategic plan for now, but will start gathering more information. The goal is to develop the

strategic plan in March, present at the all family meeting in May and implement the plan in the fall.

Head of School Report: Liz reviewed results of the return to school survey - the majority of all answers were "OK".

Academic experience: 50% OK, 40% great, 8% not great. Social/emotional: The majority OK, about 20% great, 20% not great. Emotional experience: 64% OK, 22% great, 12% not great. About half of families said their child could participate in person with the rest divided between "I am not sure" and "No". Liz has been getting about 25 responses each week from the weekly survey, including some from students.

Liz discussed how the COVID task force simplified the matrix regarding on campus activities to have more flexibility. She has been meeting with the department of health each week to get information, and the data is more streamlined and clear than it was at the beginning of the pandemic. We will not bring students back on campus now with the increased cases, but Liz hopes to consider doing so in mid January depending on the numbers. Liz reviewed the COVID-19 Health Guide to make decisions based on different symptoms/scenarios, and the task force is developing a COVID testing protocol for when we bring students back on campus.

Middle school students were invited on campus for outdoor specials last Friday AM and it went very well. We have put together a community agreement for responsible behavior in anticipation for returning to school, but students are also welcome to stay virtual. Cameras and microphones have been installed in each room, and there will be training for teachers on using the technology.

Liz is already planning for the 2021-22 school year and looking at vulnerabilities and strengths. So much remains unpredictable, therefore we need to be strategic in our thinking. There was a discussion about faculty morale and their appreciation for the board delivery of dinners and notes of gratitude. Liz anticipates a more competitive hiring process and will begin conversations about contracts earlier than usual. She is very grateful for the ECHOES staff providing support in various areas.

Liz reviewed her discussions with a new parent to develop a culture of service at GMS. Class parents will be soliciting ideas and information from families with a goal for multiple ways to develop community support. We will be having our usual drive for clothing and toiletries for Paul's Place.

In closing, Liz discussed everyone's excitement about the theme event tomorrow.

The meeting ended with a planned Executive Session.