

## GreenMount Board of Trustees Minutes

April 8, 2021

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

Others present remotely: Liz Dover

There was an extra board meeting to discuss the strategic plan.

Angelo discussed the development of the plan. Information was gathered during the board retreat of 2019 and from parent surveys, then the committee took pause for a year during COVID and started working on the plan again in January 2021. They took into account AIMS recommendations and held a series of focus groups with parents. The committee hopes to present the plan at the All Family meeting in May with some specific year by year implementation. The Strategic planning committee and Liz have started to establish preliminary groups for the following major areas of the plan:

- 1) **Community and parent engagement** often came up in every focus group. It was discussed in relation to the pandemic but also seen as an opportunity to build upon.
- 2) **Diversity, Equity and Inclusion.** A lot of work has been done but there is a lot of work we still want to do. We want to ensure DEI is included in professional development, admissions, and identified as a central part of who we are in a variety of ways. We will establish DEIJ as a permanent standing committee of the board and integrate into all levels of curriculum. There is a priority to keep DEI high on the list of where the school is going.
- 3) **“Right size” of the middle school.** A small school has advantages but also challenges as the kids get older. There can be value to a slight increase in the size of our middle school classes including opportunities for budgeting with items such as counseling and auxiliary programs. We would need to study and understand the feasibility in year one of the strategic plan.
- 4) **Greenmount teaching and learning.** There was feedback for a need to establish what to expect with where our children start and where they will end up. We need to know what they will learn each year but understand this is a progressive education and that we want teachers to have autonomy. How does art, music and theme studies fit in? Keystone programs? Community days? We all see these parts as pieces of the puzzle but need to formulate more distinctly.
- 5) **Business and Operational Organization** - need to establish protocols, risk mitigation, preserve the “institutional memory”.
- 6) **Live the GreenMount mission** - focus on ways that the pillars and core values are infused in our decision making and instruction.
- 7) **Financial Stewardship** has been a success over the years but we need to replenish our reserve and implement capital campaigns and planned giving.

There was some discussion about whether the building/facilities needs a separate category in the strategic plan or if it is part of several issues that have already been identified. Several members saw the benefit of it being a separate item including having a plan for the next lease renewal and potential costs of the physical plan.

The committee will send out an invite to each smaller team for a meeting next week. They will discuss what we are trying to accomplish with each action item with the goal to then identify what we want to accomplish each year. They hope to present the plan in May and start committee work in September, knowing that the plan will need to be adjusted as time goes on.