

GreenMount Board of Trustees Minutes

November 18, 2021

Board members present: Shannon Snow, Natalie Pope, John Abell, Tracy Pietrzak, Kelley Gludt, Doug Lent, Emily Levenson, Jennifer Malloy, Brian Mitchell, Colm O'Comartun, Carlos Rodriguez, Megan Roth, Amy Scott, Catherine Stokes

Others present: Liz Dover, Amy Langrehr, Laura Marsico, Jen Seletzky

Others present remotely: Dr. Valaida Wise

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

DEIJ - Dr. Wise presentation:

Dr. Wise discussed the board's responsibility in DEI work (some highlights detailed below).

- Strategy - goal to have a tight alignment between the board's definition of DEI and the schools vision and mission. Make sure we have a common language and ensure the strategic plan reflects DEI goals.
- Governance - integrate DEI practices in meetings, detail expectations for operating in an inclusive manner, hold ourselves accountable. Ensure all board members are involved, heard and respected.
- Talent - Hold leadership accountable for developing the schools' talent. Prioritize a DEI lens in succession planning and support leadership around DEI education and professional development.
- Performance - Transformations are fatiguing unless someone is held accountable for outcomes, the board is responsible to monitor DEI metrics.

She presented the Continuum of Broaching Behavior and explained details of the four styles of schools: Avoidant, Continuing/Incongruent, Integrated/Congruent and Infusing. We then discussed how we see GreenMount on this continuum.

Dr Wise explained how equity audits are tools to shed light on organizations and ensure alignment to values and principles of DEI. She reviewed major questions the audit will address and the process including focus groups, community survey and document review. Phase 1 will collect and analyze the data and Phase 2 will develop a strategic plan. The board will be kept informed along the way.

Financial Aid Policy: The current policy allows for a maximum financial aid package up to 40% of tuition for current families and 33.3% for new families. There was a proposed change to increase maximum percentages and a discussion followed about the pros and cons of different percentages as well as transparency of the policy.

Action - The motion to approve the financial aid policy for the 2022-2023 school year for a maximum financial aid package of 50% tuition for all students was approved.

Admissions Report: Laura reported we currently have 109 students enrolled and she just offered two contracts to start after winter break. We are slightly down in admissions at this time but just had a successful Open House. Liz asked about preschool outreach and Laura reported it has been very successful and led to many inquiries and tours.

Laura is looking at the retention process and is reaching out to all new families. There has been a lot of positive feedback and the two issues that were identified were resolved. We

will be hosting a 5th to 6th grade transition night. We were able to do some smaller gatherings but hope to have more in-person events in the Spring. She is working with Student Ambassadors to spread the word about GreenMount.

Development Report: Amy reported the Fund for GreenMount is currently at 64% parent participation and the grade chairs are doing a great job. We currently have significantly more gifts than last year but a lot of that is about timing of giving. Parents are working on a thermometer to display the amount of parent participation.

The committee just had a meeting with parents who have experience in writing and reviewing grants. They will start with reviewing our prior grants and have a long term goal of identifying new companies and foundations. We will be doing Giving Tuesday for the first time this year (separate from the Annual Fund) with a goal of \$2500 and Randy Keifer will match this amount. We will also continue to have one restaurant night every month.

Governance Report: Carlos reported they are currently identifying new board members and reviewing the bylaws. He encourages all committees to reflect back on the goals identified during the board retreat in September and use them as guides throughout the year to be as effective as possible.

Head of School Report: Liz discussed how excited she is for the Theme Event tomorrow. Although it will be cold, it will be mostly outside to help keep everyone safe. A wonderful group of students started a student council and identified three main initiatives: service learning, social opportunities and problem solving. They are organizing a drive for Paul's Place with Mr. Fletcher, a 4th and 5th grade social, a middle school dance and activity night for lower school students. They are listening to students' concerns and identified interest for a gaga pit on the playground which Rob is building.

Liz is excited that GMS will be hosting a vaccine clinic in December and will be opening it up to the neighborhood. She also thanked us for support with the DEIJ audit and is looking forward to doing this work together.

The meeting ended with a planned Executive Session.