

## Gathering Waters Board Meeting Agenda

May 13, 2023 9 a.m - 10 a.m.

### Lower School

**The mission of Gathering Waters Chartered Public School is to offer students in the Monadnock region an education that enables them to discover their interests and capabilities; explore the surrounding world; and cultivate a lifelong love of learning, a sense of community responsibility and understanding of environmental sustainability. We carry out this mission by providing a rich and engaging curriculum that integrates the arts, meaningful practical work, outdoor education and service to the larger community.**

**Our vision is an inclusive school culture of compassion and respect where deep interest in others goes hand in hand with individual growth. The educational environment enables students to develop self-confidence, self-knowledge, intellectual flexibility, and the capacity for creative problem solving that supports ethical action in their local and global communities.**

#### **Core Principles of Public Waldorf Education**

##### **1. Image of the Human Being:**

**Public Waldorf education is founded on a coherent image of the developing human Being.**

Each human being is a unique individual who brings specific gifts, creative potential, and intentions to this life. Public Waldorf education addresses multiple aspects of the developing child including the physical, emotional, intellectual, social, cultural, moral, and spiritual. Through this, each child is helped to integrate into a maturing whole, able to determine a unique path through life.

Rudolf Steiner's educational insights are seen as a primary, but not exclusive, source of guidance for an understanding of the image of the human being.

##### **2. Child Development:**

**An understanding of child development guides all aspects of the educational program, to the greatest extent possible within established legal mandates.**

Human development proceeds in approximate 7-year phases. Each phase has characteristic physical, emotional, and cognitive dimensions and a primary learning orientation.

The Public Waldorf educational program, including the curriculum, teaching methodologies, and assessment methods, work with this understanding of human development to address the needs of the individual and the class in

order to support comprehensive learning and healthy, balanced development. Our developmental perspective informs how state and federal mandates, including curriculum sequence, standardized testing, and college and career readiness, are met.

### **3. Social Change Through Education**

Public Waldorf education exists to serve both the individual and society.

Public Waldorf education seeks to offer the most supportive conditions possible for the development of each student's unique capacities and for engendering the following qualities to work towards positive social change:

A harmonious relationship between thinking, feeling, and willing;

Self-awareness and social competence;

Developmentally appropriate, academically informed, independent thinking;

The initiative and confidence necessary to transform intentions into realities; and

An interest in the world, with active respect and a feeling of responsibility for oneself, one's community, and the environment.

Such individuals will be able to participate meaningfully in society.

### **4. Human Relationships:**

Public Waldorf Schools foster a culture of healthy relationships.

Enduring relationships — and the time needed to develop them — are central to Public Waldorf education. The teacher works with each student and class as a whole to support relationship-based learning.

Healthy working relationships with parents, colleagues, and all stakeholders are essential to the well being of the student, class, and school community. Everyone benefits from a community life that includes festivals, events, adult education, study, and volunteer activities.

Public Waldorf education encourages collaboration in schools, within the Alliance for Public Waldorf Education, among all schools working out of a developmental approach, in conjunction with the broader field of education.

### **5. Access and Diversity:**

Public Waldorf Schools work to increase diversity and access to all sectors of society.

Public Waldorf schools respond to unique demands and cultures in a wide range of locations in order to provide maximum access to a diverse range of students. Schools work towards ensuring that students do not experience discrimination in admission, retention, or participation.

Public Waldorf schools and teachers have the responsibility to creatively address the developmental needs of the students with the most inclusive possible approaches for all learners.

The Public Waldorf program and curriculum is developed by the school to reflect its student population.

### **6. Collaborative Leadership:**

School leadership is conducted through shared responsibilities within established legal Structures.

Faculty, staff, administration and boards of a Public Waldorf school collaborate to guide and lead the school with input from stakeholder groups. To the greatest extent possible, decisions related to the educational program are the responsibility of those faculty and staff with knowledge and experience of Rudolf Steiner's educational insights.

Governance and internal administration are implemented in a manner that cultivates active collaboration, supportive relationships, effective leadership, consequential action, and accountability. A Public Waldorf school is committed to studying and deepening its understanding of best practices of governance appropriate to its stage of organizational development.

### **7. Schools as Learning Communities:**

Public Waldorf schools cultivate a love of lifelong learning and self-knowledge.

Public Waldorf education emphasizes continuous engagement in learning and self-reflective practices that support ongoing improvement. At the individual and classroom level, teachers reflect regularly on their observations of the students and of the educational process. Essential aspects of school-wide work and professional development include self-reflection, peer review, faculty and individual study, artistic activity, and research.

Rudolf Steiner is a primary, but not exclusive, source of guidance for developing an active inner, meditative life and an understanding of the dynamics within society.

Public Waldorf schools encourage all community members to engage in active and ongoing ways to enhance their capacities as human beings through self reflection and conscious social engagement.

**In Attendance:** Dan Kurz, Jonny Norris, Janet Gordon, Justin Somma, Eliza Murphy, Elizabeth Hamshaw, Jesse Morin

**Non Voting Members:** Luke Goodwin

**Other Attendees:** Dallas Welsh

## **I. Public Meeting Call to Order**

## **II. Approval of April Meeting Notes**

**Motion:** Justin / Elizabeth / Unanimous

## **III. Approval of April Closed Session Meeting Notes**

**Motion:** Jonny / Justin / Unanimous

## **IV. Finance Committee**

-> Budget includes House Bill to increase charter school budget, which is likely to pass. However, we can shave some line items and will still have a balanced budget if for some unforeseen reason this bill does not pass.

-> Some changes may occur to the salary line. Specifically administration pay structure, compensation and boosts. A committee is being formed to research this issue in regards to market average, led by a third party - Kathy Gross. May not be completed by the start of fiscal year, so changes may not go into effect until next year's budget.

-> Some faculty have asked about the process to determine salary wages. Dallas suggested for transparency's sake to provide a link to the state website, which lists the school's faculty's salaries.

**a. Approval of 2023/2024 Proposed Budget**

**Motion: Justin / Jonny / Unanimous**

**b. Approval of Financial Audit**

No material weaknesses found

One significant deficiency reported - related to the business office, no personnel that had the correct background to complete a few journal entries. This was addressed by Dallas and issues corrected. New budget includes an additional amount for CPA consultation to avoid any future issues.

No matters of non-compliance

No red flags regarding federal awards

**Motion: Eliza / Jonny / Unanimous**

**c. Approve Dallas to open a zero balance checking account with Elizabeth and Justin as authorized signatories**

**Motion: Eliza / Jonny / Unanimous**

**V. Public Comment**

**VI. Closed Session #1 - Executive Session**

**a. Subcommittee Updates**

**b. Update from Luke on Standing Business Items**

Per 91-A:3 Section II(a) - The dismissal, promotion, or compensation of any public employee or the disciplining of such employee, or the investigation of any charges against him or her, unless the employee affected (1) has a right to a meeting and (2) requests that the meeting be open, in which case the request shall be granted.

**Motion to enter Closed Session: Eliza / Janet / Unanimous**

**Motion to exit Closed Session: Eliza / Elizabeth / Unanimous**

**Motion to seal Closed Session minutes: Jonny / Eliza / Unanimous**