

## Gathering Waters Board Agenda

August 12, 2023 8:00 am

Google Meet

**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:** Jonny Norris, Justin Somma, Eliza Murphy, Elizabeth Hamshaw

**Non Voting Members:** Luke Goodwin

**Other Attendees:** Dallas Welch

**Note:** No Quorum

**Call to order:** 8:07

**I. 8:00 Welcome (5)**

**II. Approval of July Meeting Notes**

**Motion: Approval of July Closed Session Meeting Notes** delayed to september meeting

**Motion:**

**III. 9:10 Vote of Approval of New Board Member: Jan Lyndes**

**Vote:** Delayed to September board meeting

**Motion:**

**IV. 9:15 Principal Report - Luke (10)**

See report; teacher search has been much of the summer work.

3rd and 5th grade lead positions fully filled.

Outside long term mentoring and short term co-teaching model in place for new teacher support.

Addressing “national teacher shortage” - ideas include :

Posting earlier; “lab school” possibility with antioch; cultivating relationships with other organizations; solidifying the model for in-service training of new and untrained teachers; “grow your own” model is becoming more of a norm.

Addressing Mr. Goodwin's/ Ms. Atkinson's time commitment co-teaching - search for floating sub continues to be a priority

Enrollment: Lower school fully filled w/ waitlists

Upper school- some movement; tracking initial data on reasons

Note on trends in enrollment and attrition within the upper school- implications for strategic planning - further board discussion warranted.

**V. 9:25 Faculty Report - Katie (5)**

N/A

**VI. Committee Reports:**

**a. 9:30 Finance Committee Report - Justin (15)**

**i. Compensation Task Force Committee Update**

Single meeting has been held; reconvening in the fall.

Business Manager and Principal working up model which will go to the finance committee and compensation task force.

Faculty are invited to serve on the task force; Luke will extend this invite to the faculty on behalf of the board.

**Action:** Reset monthly finance committee meeting and board meetings - record on the calendar. Request from office is to push everything back one week and have finance committee before board mtg.

**Action:** Invite faculty members to all committees. Send google form to gauge interest.

Dallas - Line of credit update - LOC will be fully repaid following first state payment in Sept. Continuing conversation with SBW re: lines of credit and cash flow management opportunities.

PT bookkeeper has started; very helpful.

Proposed change to signing responsibilities: 1) appoint Dallas as signer now that bookkeeper has started (adequate separation of duties)\*; 2) require 2nd signature on payments over \$5,000 (additional protection).

\* affirming bookkeeper's awareness of additional security related duty/responsibility

**Action:** resolution needed re: signature on bank account. Can be done as vote through email

**b. 9:45 Governance Committee Report - Elizabeth and Eliza (30)**

**i. Update on Summer Subcommittee meetings**


All groups have met (minus Special Education and Academic Support, which will be reviewed and renewed after start of school)

Governance summer work Framework review:

Circling back to the GW Charter as guidepost

Alliance for Public Waldorf Education Principals

Alignment with current and developing Policies and Processes

**Action:** All board members to re-read and familiarize ourselves with the Charter  GW Official and Original Charter

Board rep attendance at Wed Aug 30th 2-3pm work week mtg for follow up on summer governance work?

- ii. Board Faculty Reps - update on Job Description and Process
  - 1. Clarification of appointment process and job description - due at work week
  - 2. Suggestion to keep Katie on until January to orient new faculty rep
- iii. Board Leadership and Upcoming Transitions
  - 1. All three Interim Board Co-Chairs are outgoing, with limited short term commitment to support transitions and continuity.
  - 2. Review of board member responsibilities and boundaries to reduce burnout and build sustainable model.
  - 3. Proposal for current board members to each “lead” one board meeting through the fall. Oct/Nov need volunteer leaders.
    - a. **Action::** Call special board meeting potential to address board membership/leadership/succession situation and to move action items and votes from this month along. Justin will send poll for timing.
      - i. Proposal on the table to move the board meeting to 3rd Saturday
        - 1. 8/19 or other time during that week
        - 2. 9/16
        - 3. 10/21
- iv. Potential Candidates in Process
  - 1. Multiple incoming and potential incoming members now-January : (2) September; (1-2) October; (1 potential) November; (1-2 potential) Dec/Jan

**c. 10:15 Other committee reports**

i. none

**VII. 10:15 Public Comment**

n/a

**VIII. Closed Session - 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.**

n/a (no quorum to enter closed session)

**10:15 Executive Closed Session (10)**

n/a (no quorum to enter executive closed session)

- a. Follow up on 5/17/23 executive closed session
- b. Status update on action items

**Motion to enter Executive Closed Session:**

**Motion to exit Executive Closed Session:**

**Motion to seal Executive Closed Session minutes:**

Meeting Adjourned : 9:49am

**\*\*Next special board meeting: TBD (look for scheduling poll from Justin)**

**\*\* Next Regular Board Meeting:**

**September 9, 2023 at Lower School \*\* OR September 16, 2023 \*\* pending review**

**11:00 Closing Verse**

You have been joined by fate together  
To unfold the powers  
Which are to serve a good creative work.  
Wisdom itself will teach you as you walk on the soul's path  
That greatest things can be achieved  
When souls who give to each other spirit certainty  
Unite and work towards the healing of the world in faithfulness.