

MCPM Board Retreat Agenda

Mission: Mountain City Public Montessori provides equitable access to a high-quality, relevant Montessori education to meet the needs of all students and to strengthen our community.

Vision: At Mountain City Public Montessori, we believe all students deserve access to a quality education that affirms each individual and enhances the collective by giving them an opportunity to practice living in and contributing to a more just society.

DATE	MEETING NAME
2/18/2024 - Winter Board Retreat	
ATTENDEES–MCPM Board of Directors	
Present: Wren Cook Dawn Mendonca Meskil Lara Lustig Aaron Brumo Stella Plato Jerick Wilson Maegan Brown Jaclyn Farley Jeffrey Kaplan Susannah Vance Gopalan	Absent:
ATTENDEES–Others	

Start Time	End Time	Topic
9:00 30 min		Connecting with one another Morning snacks ID timekeeper
9:30 1.5 hrs		Lara Lustig and Wren Cook presented the vision and current status of the shared leadership model. Below is an outline of that presentation: <ul style="list-style-type: none"> ● Where are we in the process? <ul style="list-style-type: none"> ○ Big Vision: Making the work visible ○ Transitional org charts <ul style="list-style-type: none"> ■ Working towards having the advisory council, likely won't be set up until year 3. Right now the directors are serving as the

		<p>advisory council with input from the directorate.</p> <ul style="list-style-type: none"> ○ Director’s professional development work with Sarah Brown and Into Right Relationship ○ Sarah Brown led the staff in a survey to provide feedback ● What practices are in place? <ul style="list-style-type: none"> ○ Listening Fully to Understand <ul style="list-style-type: none"> ■ Feedback Practice Circle example (fishbowl) ■ Feedback from MCPM staff <p>Other components of Shared Leadership and school practices will be presented and practiced in future work sessions.</p> <p>Board committee realignment The board checked in with one another about committee membership, needs, and challenges with the following as guiding questions:</p> <ul style="list-style-type: none"> ● Check in on how committees are feeling ● Reorganize membership? Any need for shifts in chairs?
11:00 10 min		Break
11:10 45 min	Lara and Jerick	<p>School Finance</p> <ul style="list-style-type: none"> ● How does it work? ● Reading the budget report <ul style="list-style-type: none"> ○ Presentation <ul style="list-style-type: none"> ■ Money in ■ Money out ■ Fund balance ○ Collecting takeaways/further questions <p>Lara and Jerick gave the board time to look through a budget report and highlight what questions they have about it. The overview of the budget was helpful for all board members as a review, and especially important as we just onboarded two new members.</p>
12:00 30 min		<p>Strategic Plan overview</p> <p>Wren shared a quick review of the strategic objectives we identified at the summer retreat and highlighted that the school has identified these strategic goals as the priorities of the board, as we have revisited the roles of the board. The committees have been encouraged to revisit their specific objective to update/edit it to be more appropriate for where we are now.</p>
12:30	1:15	Lunch

<p>1:15 1 hr</p>		<p>Facility Expansion follow up</p> <ul style="list-style-type: none"> ● <i>Breakout Session:</i> What are the non-negotiables? <ul style="list-style-type: none"> ○ Following the sharing of the staff's non-negotiables at the last work session, the board did the same activity and identified core values and visions. ● What are our potential options? What are the program, financial, enrollment, etc. risks and benefits involved in each? <ul style="list-style-type: none"> ○ The Facility committee, led by Aaron Brumo, shared seven options for facility expansion, each with advantages, disadvantages, and monthly financial projections. ● What can we afford and when? <ul style="list-style-type: none"> ○ This question is the work of the finance and facility committee as we move forward in the facility expansion planning.
<p>2:15</p>		<p>Break</p>
<p>2:25 45 mins</p>	<p>Jaclyn and Stella</p>	<p>Development and Fundraising</p> <p>The board representatives of the Development Committee, Jaclyn Farley and Stella Plato, shared a presentation on the work of their committee thus far:</p> <p>📄 MCPM Development Presentation - Winter Retreat.pdf</p> <ul style="list-style-type: none"> ● Cultivating relationships ● Relationship between school leadership/ SFO /Dev Com <ul style="list-style-type: none"> ○ With the development of the SFO, Megan Ward (an MCPM parent and Development Committee member) will act as a liaison to help them in their early stages, especially with fundraising for the school. The Development Committee has set up fundraisers and resources that can be handed over to the SFO. ● Expectations of the board <ul style="list-style-type: none"> ○ Development Committee can execute a plan with the force of the board fueling the plan ● Write Thank You Notes & Distribution of TY materials for everyone to take home.
<p>3:15 30 mins</p>		<p>Closing Circle</p> <ul style="list-style-type: none"> ● Feedback ● Appreciation, Apology, or Aha!

Approved by the MCPM Board of Directors on March 6th, 2024.