

# MCPM Board of Directors Agenda and Minutes

*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
3/06/2024 -March In-person Work Session	
<b>ATTENDEES–MCPM Board of Directors</b>	
<b>Present:</b> Wren Cook Dawn Meskil (joined at 6:20 pm virtually) Aaron Brumo Stella Plato Jerick Wilson Maegan Brown Jeffrey Kaplan Susannah Vance Gopalan	<b>Absent:</b> Lara Lustig Jaclyn Farley
<b>ATTENDEES–Others</b>	
Brittany Wager - Operations Director Rachael Shaw Marshall - Curriculum Director	

TIME	<b>CALL TO ORDER</b>
5:44 pm	Called to order by: Wren  Roll Call  Quorum (need 6/10): We have a quorum with 7 out of 10 board members present. Dawn joined at 6:20 pm giving us 8 out of 10 present.  <div style="background-color: #e0e0e0; padding: 2px;">             📄 MCPM Mission and Vision, Ethics Statment, &amp; Pledge to the Earth.pdf           </div> <ul style="list-style-type: none"> <li>- Mission Statement read by Jerick</li> <li>- Ethics Statement read by Aaron</li> <li>- Pledge to the Earth read by Maegan</li> </ul>

	<b>APPROVAL OF AGENDA AND MINUTES</b>
5:46 pm	<p>The agenda was distributed in advance for review. Susannah moves to approve tonight's agenda, Maegan seconds. With no amendments, the agenda will run as stated.</p> <p>Aaron moves to approve the meeting minutes from Feb. 7th and Retreat on Feb. 18, Jeffery seconds. With no amendments, the agenda will run as stated.</p>
	<b>PUBLIC COMMENT</b>
5:47 pm	<p style="text-align: center;"><b>If you would like to submit public comments please email <a href="mailto:board@mountaincitypublic.org">board@mountaincitypublic.org</a> by noon on the day of the meeting with a request to speak in person or with text of comments to be submitted to the public record. In accordance with open meeting laws, a meeting schedule with a link to live stream is on our website at: <a href="https://mountaincitypublic.org/our-school/board/board-meetings/">https://mountaincitypublic.org/our-school/board/board-meetings/</a></b></p> <p style="text-align: center;">There is no public comment for tonight's meeting.</p>
	<b>WORK SESSION:</b>
5:48 pm	<ul style="list-style-type: none"> <li>● Inclusive Decision-making, led by RSM and BW <ul style="list-style-type: none"> <li>○ Quick overview of IDM <ul style="list-style-type: none"> <li>■ We make better decisions when we bring in a variety of perspectives.</li> <li>■ There is transparency with how decisions are made and who makes them. (consult, consensus, democratic)</li> <li>■ Consult others who have relevant information: expert, implementer, and impacted.</li> <li>■ Cultivate generative dissent to invite ideas/opinions that are different from your own. The dissent includes suggestions for making it better.</li> <li>■ The final piece is to determine who needs to know and how they will be told the decision.</li> </ul> </li> <li>○ Brittany and Rachael have been working to implement this in their own work. It is very personal work. They shared a recent example of how they used IDM with the Directorate and students.</li> </ul> </li> </ul> <p>Questions from Board</p> <ul style="list-style-type: none"> <li>■ How are people who are less likely to speak up heard? <ul style="list-style-type: none"> <li>● Systems are put in place to encourage the voices who speak up the most often to pause and those who speak less often to be encouraged to go first.</li> <li>● Voices can also be heard in smaller group settings or over email for someone who prefers to write their thoughts.</li> </ul> </li> <li>■ How can this be scaled as we grow? And how will new staff adjust and be comfortable joining?</li> </ul>

	<ul style="list-style-type: none"> <li>● More team-level conversations happening first and smaller group discussions.</li> <li>● Doing this adjustment gradually and building on the history of starting this from the beginning.</li> <li>● There will be related professional development for all new staff as they join. The new staff will have a few separate days to learn our structure and culture.</li> <li>■ How do the staff feel about this process? <ul style="list-style-type: none"> <li>● Clarity helps. It is good to tell everyone if a decision has been made or if a discussion is about to happen and how long it will take.</li> <li>● A lot of decisions are being made as a new school. Staff meetings needed to be 30 mins longer. The staff wanted to take that time to do this work. So the half hour was taken off of Friday work and added to Wednesday staff meetings.</li> <li>● The more time they can give, the more they can be included.</li> <li>● Directors are working to be clear about who is being involved in discussions.</li> </ul> </li> <li>○ We are hopeful that we will be able to bring this work into how we work as a board and how we (the board) work with the school staff.</li> </ul>
6:23 pm	<p>Looking ahead to next school year, we are looking at a staffing discussion to determine needs. This will lead to a budget discussion at our next meeting.</p> <ul style="list-style-type: none"> <li>● Staff additions that will make an impact: <ul style="list-style-type: none"> <li>○ ■ 24-25 staffing addition proposals.pdf</li> <li>○ Staff additions to fulfill needs and mission <ul style="list-style-type: none"> <li>■ Nautilus and MAP assessment data was shared with the board to show needs in behavioral and academic support.</li> <li>■ Job Descriptions will be posted Friday for these positions. Hiring will be determined when the budget is approved.</li> <li>■ Additional information was shared by the Nautilus Lead and the EC Specialist to support the hiring of additional student support staff.</li> </ul> </li> <li>○ Budget impact <ul style="list-style-type: none"> <li>■ Next year's budget will be presented at the next board meeting.</li> <li>■ At each board meeting moving forward, we will have an update on the candidates that have applied and how that may impact the budget.</li> </ul> </li> <li>○ Invitation to the board to partner in locating funds</li> </ul> </li> </ul>
7:54 pm	<ul style="list-style-type: none"> <li>● BREAK</li> </ul>

	<b>COMMITTEE UPDATES/REQUESTS</b>
8:00 pm	<ul style="list-style-type: none"> <li>● Finance Committee recommends that we move budget review to our first meeting of the month (work session).</li> <li>● Finance: January Finance Report <ul style="list-style-type: none"> <li>○  11L 2024 0131 CONDENSED BUDGET--UPDATED w/ notes.pdf</li> </ul> </li> <li>● Policy and Board Development <ul style="list-style-type: none"> <li>○ Amending timeline: Director Level Formalized Feedback Process</li> <li>○ We are slated to do the second round in the summer (PD week in June) instead of March (as planned). This is because there is a teacher working conditions survey in March.</li> <li>○ Sarah Brown is getting us a quote for this work.</li> <li>○ Board self evaluations will also move to June before new members would potentially join in July.</li> </ul> </li> </ul>
	<b>ANNOUNCEMENTS</b>
8:17 pm	<p>Christine W. Avery Learning Center Kindergarten event</p> <ul style="list-style-type: none"> <li>● March 7 from 5:00 - 7:00 pm</li> <li>● Jerick and Wren will attend</li> </ul> <p>Our next meeting will be on March 20th at 7 pm. It will be virtual.</p>
	<b>ADJOURNMENT</b>
8:22 pm	<p>Jeffery moves to adjourn the meeting. Maegan seconds.</p> <p>Wren adjourned the meeting.</p>

*Approved by the MCPM board of directors on March 20, 2024.*