1. Meeting called to order at: 6:12pm
   o Board Members Present: Alison Fuhr, Lisa Cernick, Diane Fox, Jonathan Spitze, Aneta Rettig and Clark Frye
   o Board Members Absent: John Frost (excused)
   o Staff Members Present: Kresta Vuolo, Miera Nagy, Shannon Aasheim (staff liaison), Rhonda Call Cypher (staff liaison)
   o Guest: none
   o CSN: Rachel Hernandez

2. Approval of Agenda for 09/12/2019 meeting with minor changes (moved past meeting minutes to consent agenda items, moved meeting agenda and Principal Update out of consent agenda items to the regular agenda and postponed Specials presentation to the next regular meeting). Motion to approve by Jonathan. Seconded by Diane. Unanimous approval.

3. Consent items:
   - Approval of Minutes from 8/22/2019 with minor changes: Motion to approve by Jonathan. Seconded by Alison. Unanimous approval.
   - No questions about committee updates

4. Public Comment and Celebration: CMAS scores from 2019 released - accredited by performance rating achieved; good turnout at the first of the series of Montessori documentary presentation for parents, first assembly of the year with Cleo Robinson Dance.

5. Principal Update:
   - Kresta gave the Board an update on the 2019 School Performance Framework. FHM is currently under the highest category of a performance plan. While still preliminary, the data gives a relatively accurate picture of the school performance based on CMAS tests. Both academic achievement and academic growth scores for elementary and middle schools are shown – detailed categories are also presented, giving insights into areas that require additional attention. Some categories may not have data due to small population size. Performance in nearly all categories improved year over year. CMAS Growth Summary was also discussed. Next step is creation of data boards in each classroom to analyze the patterns and identify areas with performance gaps.
   - Governance Committee – 3 staff members interested in the committee requested a change of meeting time.
   - Update on a conference attended by Kresta/Donetta in July.
Staff analysis of school camps resulted in a recommendation to stop offering them given construction timing challenges. Thanksgiving and spring break camp will still take place. Finance Committee to look at the data to make final determination.

6. Specials Presentation – postponed until next meeting.

7. Calendar of classroom visits and presentations for 2019-20
   - Board’s goal is to connect with staff and learn more about the learning environment at the school. Staff liaisons to ask the staff for their preference between Board presentation, classroom visit or any other ways to presenting their work. Calendar to be established at the next Board meeting.

8. Principal Evaluation Process:
   - Lisa provided an update on the process of evaluator search. She outreached Montessori community to inquire about potential evaluators. 2 potential candidates were contacted, although only one responded. Betsy Hoke provided a proposal for Board’s review at a cost of $3,200. Given the positive past experience and Betsy’s background, the Board agreed to engage a third-party evaluator (motion by Jonathan, seconded by Clark, unanimous approval) and to hire Betsy Hoke as an outside evaluator (motion by Jonathan, seconded by Alison, unanimous approval).
   - Board discussed the scope of evaluator’s work as presented in the proposal, specifically the number and breath of people to be interviewed during the evaluation. Board expressed desire to have at least 22 interviews including admin direct reports, special education, lead teacher from all levels, non-instructional staff, a specials teacher, 2-3 Board members, CSN President, a few parents. Also, staff survey to be administered by the Board but included in the analysis for the purpose of evaluation. Board to authorize Lisa to negotiate evaluator services with modification regarding the interviews Approved not to exceed amount within 10% of the proposal amount (motion by Diane, seconded by Jonathan).
   - Minor survey enhancements discussed – highlight anonymous response, presentation to Kresta in advance, add “not applicable” category to responses, review CDE rubric to to ensure survey questions correspond

9. Principal’s Annual Goals:
   - Kresta shared proposed goals (SMART) for 2020– CDE principal rubric used as a guide in development and in line with strategic initiatives, combined with feedback from last year’s evaluation.
   - Formal goal setting in January (may include evaluation results)

10. Reinforcing Community Focus Area
    - Alison discussed beautification/community day October 19, which is expected to include breakfast, more community business involved. Megan Wells to coordinate tasks to be accomplished following the breakfast.
    - Lisa completed thank you notes for new staff members, Diane to deliver her than you cards shortly. Aneta in charge of September “thank you” cards.
• Board Retreat: staff liaisons and Donetta invited.
• Standing meetings with CSN set up.
• Jonathan coordinating communication regarding new committee members.
• CSN Update: discussions between Lisa and Rachel on cooperation. Fox Trot run fundraiser scheduled for September 26, Fridays in the park, planning to organize few family nights (movie/game nights)

11. AMS Accreditation Focus Area:
• Diane to represent the Board at the AMC Accreditation Committee meetings

12. Assignments:
• Staff liaisons to ask the staff for their preference of presentation delivery – by next Board meeting
• Lisa to coordinate Governance Committee meeting time change to allow interested staff members to participate.
• Lisa to negotiate with evaluator to ensure the appropriate breath and population of persons to be interviewed and include staff survey results;
• Diane and Lisa to look at CDE rubric and ensure survey questions correspond.
• Kresta to add a goal of celebrating achievements with the staff and sharing goals for performance (goals for 2020). May need to re-look in January after evaluation
• Thank you notes for August delivered/to be delivered. Aneta to complete September notes.
• Diane to attend the next AMS Accreditation committee meeting
• Lisa bringing office supplies to strategic retreat.


In accordance with the Colorado Open Meetings Law, also known as the Sunshine Law, the Board must give notice to the public anytime they schedule a meeting of more than three (3) board members to discuss business concerning the school. The Colorado Sunshine law does allow for the meetings, or portions of the meetings, to be held privately when the subject matter being discussed must remain confidential so long as no formal action is taken during the private portion of the meeting, called the “executive session”. The Sunshine Law strictly defines eight (8) criteria under which a private executive session can be help, personnel discussion being one of them. The law also states the community must be informed of the meeting and the criteria under which an executive session must be called.