



**Board of Directors
September Board Meeting Minutes
September 14th, 2023**

Free Horizon Montessori PK – 8

Montessori for the 21st Century - a place to learn, a place to belong

1. Call to Order 6:03p (John)

- Attendance
 - Board Members: John Frost, Julie Predki-Weber, Erin McGrath, Matt Muhm, Julie Becker, Lisa Smith
 - Absent: Kristy Kibler
 - Staff: Donetta McDonald, Megan Wells, Lisa Kingston, Colleen Toohey

2. Approval of Agenda + Consent Agenda items

- Julie B. motions to approve - Julie P. seconds - motions carried unanimously
- Julie P. moves to add Governance Committee update (5 min) after agenda item #8
- Item #9 Matt will also be presenting

3. Public Comments and Celebrations

- John - Community picnic was a great success - great turnout
- Lisa - New hires to support primary
- Megan - Back to School night was easy and was a success
- Megan - Donnetta has been doing morning announcements every morning
- John - new dismissal process is running smoothly
- Lisa - Ms. Julia + Ms. Colleen are this years staff liaisons
- Donnetta - CSN bankrolling seminar for 10 staff members

4. Principal Updates (Donnetta)

- 2 visits from Mike Freeman - community superintendent
 - Went to 3 primary classrooms because he doesn't know much about Montessori philosophy
 - Goal is for him to come back x1/month - LE, UL, MS rotation next 3 months
- Positivity in the school and classroom
 - Good feedback about new staff
- Alternate Fox Flash and Principal Update to see if that improves communication
- First principal coffee - Wed September 27th 8-9a
- District has hosted more job fairs for support staff/para
 - FHM is in much better state than the district
 - With new hires we will be fully staffed
 - If enrollment increases in primary will need to hire 1 more assistant for Sunflower classroom
- Need to balance the welcoming atmosphere with liability of families staying after school - because business hours expanded with aftercare

- Community can use school grounds after business hours (after 5:30p and weekends)
- Safety - can we put more signage, painting about one way street
 - Megan will reach out to Golden roadwork to inquire
- Colleen has a source at Jeffco School Resource Officer to reach out to

5. Staff Liaison Update (Lisa)

- Ms. Julia will be our new staff liaison - at FHM for 6 years
 - Ms. Julia couldn't make it tonight
- Ms. Colleen is making a commitment to get more involved and will be at the board meetings - worked at FHM for 10 years
- 2nd staff lounge on 2nd floor - procured a fridge from Great Works closing
- No more open enrollment in Jeffco besides primary - 122 on primary waitlist
 - 7 outstanding offers right now
- All Jeffco doing website rehaul
 - Rough draft due Sept 29th
 - Goal is next summer all Jeffco school websites are standardized to look the same
- Megan help sent out questions to staff to get feedback
 - Biggest accomplishment of the year
 - Biggest stressor and what is a possible solution
 - In an ideal world public school would...

6. CSN Update (Lisa)

- 15 people at last night's CSN meeting
- Amber did a great job of creating a positive atmosphere, more positive vibe than prior years
- There's a need to stabilize operational aspect of CSN
- Strong enthusiasm with parent population
- New grant process for FHM staff to apply for funds
- Take-aways:
 - Change name + rebranding - no one knows what CSN is
 1. Fox Family X (Association/Community)
 - Type of events
 1. Keep it simple and accessible (emotionally and financially)
 2. Ideas: Trunk or Treat
 3. Someone taking over Grub Club night
- Talked about communication
 - Lisa S. in charge of newsletter - *Fox Den*
 1. Paper copy to hand out in TH folders, in pick-up lines

7. Finance Committee Update (Matt/Erin)

- 1st finance committee meeting
- Finance committee presents quarterly - how do we want it presented?
 - Where are we YTD?
 - One slide summary that can be uploaded into Sharepoint

- Need to arrange a finance meeting for all new board members with Miera and Mallory

8. Governance Committee Update

- After each sub-committee meeting board liaison should upload a short summary of the meeting into Sharepoint
- All BOD members fingerprinted
- Meeting with two district members
 - Lots of questions about whether our teachers are in the union

9. Innovation Plan Update

- No updates on deadlines - October or March
- Miera working with Suzanne for IP and contacting Matt
- Not making many changes - no new waivers
 - Just updating documents to be current
- Possibility of district asking us to go back to charter school
- Meeting with two district officials to talk about our option status
- FHM shown as independent legal entity
 - Operating as sub-contractor under JeffCo public schools
- Mallory is getting the board insurance
- Plan is getting documents together so there is something to hand in if deadline is October
- Donnetta and Lisa will wordsmith waivers

10. Review of 2023 Strategic Goals

- Goal #1
 - How can we get the information to the community?
 1. BOD members volunteer to ask community members questions:
 - a. What information is the most valuable to you
 - b. What is the best way to receive information
 2. Digital sandwich boards that can be translated with a QR code to the Fox Flash
 - a. How much of our population needs translation?
 3. CSN can possible help with this
 - Can we combine these items into one:
 1. Analyze past successes and learnings to put together a communication plan taking into account what information the community values and how they want it communicated.
 - Do we need to reset expectations around what is going to be communicated, especially primary group
 1. "Tissues & Orange Juice" on 1st day of primary
 - Staff satisfaction and retention
 1. Teaching staff encouraged to do TLCC (teaching and learning conditions colorado)

2. Julie B. analyzing questions via TLCC related to staff satisfaction as a way gauge staffs feelings
3. Donnetta attending a seminar about teacher burnout
4. Need to invest in educational assistants, 2 AC assistants went to become lead teachers

11. Next Meeting - October 12th, 6-9pm

12. Assignments

- Board liaisons to upload subcommittee summaries into Sharepoint after sub-committee meetings
- Julie P. to f/u with Miera and Mallory about finance training for new board members
- John to f/u about liability insurance
- Julie P. to update language about new goals in Sharepoint document

13. Adjournment - 8:38pm

- Lisa S. motion to adjourn - Matt seconds
- Motion carried unanimously

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 held, 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.

Julie Predki-Weber