



Board of Directors Meeting Minutes

Dec. 16, 2023 | 1160 N. 645 West, Washington, Utah

10:00AM - Board Meeting

Google Meet link: <https://meet.google.com/tqw-ahso-trd>

| Agenda Item | Presenter | Questions to answer | Time |
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| Board Meeting Call to Order | Chair Connolly | Board Members in Attendance: Linsey Connolly (Chair) RaLynne Parry (Secretary) Marisa Granado Jamee Adams Rachel Edwards and Elizabeth Chesley Others in Attendance: Chelsea Bergeron, MVM Director Miranda Klos, | 10:08 AM |
| Public Comment | Chair Connolly | No Public Comment <i>Public Comment Note: The Board will not take action on an item introduced during this portion of the agenda according to Utah Code 52-4-202(6)(b)</i> | |
| Approve Minutes from Previous Meeting | Chair Connolly | Motion: Elizabeth Chesley motions to approve the minutes from the last meeting. Rachel Edwards seconds. Ayes: Linsey Connolly, Jamee Adams, Marisa Granado, RaLynne Parry, Rachel Edwards, Elizabeth Chesley Nays: None Abstain: None Minutes are approved on 12/16/2023 | 10:12 AM |
| Administrative Report | Director Bergeron | 1. Stay the same: Keep Doing What We're Doing a. Pros: i. Stay with the current charter ii. No additional legwork iii. Comfortability of staff and parents b. Cons: i. Test scores will remain low. Test scores with this model have been low since the school's existence. (10 years) ii. Enrollment will continue to fall (Lost 19 Lower Elem students so far this year) | |

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| | | <ul style="list-style-type: none"> iii. Difficulty hiring strong experienced/credentialed teachers to teach multi-age, if they aren't Montessorians. iv. Difficulty for untrained teachers in Multi-age classrooms <p>2. Academic classes are single grade levels. Montessori Teachers for Specials</p> <p>a. Pros:</p> <ul style="list-style-type: none"> i. Stay with the current charter ii. Teachers can focus on academics for one grade- become experts in their field- systematic and explicit instruction iii. Lower- Montessori lessons taught multi grade level as a "specials class" every day- with PE experiences iv. Uppers- Specials: Art/Music, Library/Title Intervention, PE/Health, and Montessori Class v. Easier to find effective teachers for academics with 1 grade level to teach vi. Systematic and explicit interventions to improve test scores <p>b. Cons:</p> <ul style="list-style-type: none"> i. Teachers in Montessori training need multi-grade level rooms for Practicum teaching(but maybe could be done in the Special Montessori classes) ii. Montessori Credentialed Teachers may not be interested in this Specials option iii. Parents that are here for Multi-age academic classes may be unhappy with the change <p>3. Become full Montessori Implementation in all grade levels</p> <p>a. Pros:</p> <ul style="list-style-type: none"> i. Keep Charter and Montessori Integrity ii. Montessori credentialed teachers already employed will be happy. (2 teachers/1 Admin on staff with Montessori Credentials) <p>b. Cons:</p> <ul style="list-style-type: none"> i. Find, Recruit and Hire already Trained and Credentialed Teachers. <ul style="list-style-type: none"> 1. Time, Travel, Money \$\$ ii. Increase Spending for Montessori Salaries and possibly moving stipends iii. We would have to let go of some teachers that are not Montessori Credentialed to replace them with Credentialed teachers. (Upper Elem) <p>Chelsea states that her personal opinion is that we implement #3, but it means that we need to access more money in order to do so. She states</p> | |
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| | | <p>that #2 might be more realistic at this point if we can't find the money for #3.</p> <p>Chelsea also wanted to point out that the spirit and closeness of the faculty and staff is at an all time high.</p> <p>A new custodian has been hired - Allen.</p> <p>New teacher has been hired to replace Mariah Phares - Becky Merrill.</p> | |
| Financial Training & Report | Nate Adams | We called Nate to ask if we could, technically, access the ERC money to help assist us with academic improvement methods. He says, technically, yes, but it is a risk until the audit window closes, which is 5 year from when it was filed (summer 2021). | |
| Discussion / Action Items | Chair Connolly | <p>Q&A Session with Miranda Klos</p> <ol style="list-style-type: none"> 1. Change Charter Exhibit A (on school website) <ol style="list-style-type: none"> a. State charter board website - go to amendments and link to request info on charter amendments. Our contact is Marie Steffensen. 2. Create Committees <ol style="list-style-type: none"> a. Executive committee b. Charter accountability committee (3 board members) c. Finance/Audit Committee (chair and treasurer plus one more) d. Policy Committee (e. Each month each committee meets before the Board Meeting so each committee can account during the Board Meeting, f. During Retreat set expectations for Board and Committees 3. Miranda offers to share her calendar that she uses to keep herself organized so she gets all of her requirements met. 4. Jamee : #1 goal needs to be psychological safety for board and faculty. 5. Miranda will share the Director Evaluation that her school uses to help clarify 6. Jamee - would like to start a process with an in-person verbal interview with faculty members. Miranda suggests caution and to look at grievance process. Jamee found MVM's grievance policy and will update. Next board meeting, Jamee will have an updated grievance policy for board approval. Miranda suggests implementing surveys submitted only to the chair and vice and then the chair can address themes seen in the survey with the Director. If there are feelings of retribution from the top down, then the faculty should utilize the grievance policy. There should be a parent grievance policy AND a faculty grievance policy. | |

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| | | <ol style="list-style-type: none"> 7. Jamee asks how to create some support for the Director without crossing Board/Administrator lines. Miranda suggests Executive Committee can be the facilitators of that conversation with Director to find out what support looks and feels like to her. 8. Create a succession plan, in case we lose Director 9. Support was expressed for Linsey and what she is doing as the Chair by all Board members and the positive shift that has been felt within the Board. 10. Rachel volunteers to be on Executive Cmte with Linsey 11. Linsey brings up possibility of removing Jason from Board since he isn't actively contributing at this time - suggests that the Board consider and research how to act on this at a future meeting. Miranda suggests having termination and replacement written into our bylaws. 12. Elizabeth brings up a conversation of adding another board member and Jamee suggests that we wait until we have more processes for Board direction before doing that. 13. Linsey suggests coming up with Actionable Items before next meeting: <ol style="list-style-type: none"> a. Creating psychological safety within the Board/Director relationship <ol style="list-style-type: none"> i. Executive Committee meet personally with Director to discuss desire of Board to create safety and support. ii. create surveys (Miranda will email Valley Academy's for reference) <ol style="list-style-type: none"> 1. Faculty about Director 2. Parents about School - implemented at parent teacher conferences? 3. Board about their experience 4. Marissa suggests February as a good time to implement surveys 5. RaLynne will create surveys and distribute to Rachel before Super Bowl Sunday. 6. Rachel will disseminate and collect survey information. b. Plan to improve scores <ol style="list-style-type: none"> i. Executive Cmte meet with Director to ask what is being done now to improve scores. ii. How can you take part of Option 2 and implement it right now and how can we support you in that? Our role as a Board is to hold you accountable for how well it is implemented. Your job is to implement a plan and show | |
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| | | <p>improvement. Utilize Exhibit A as the source of our accountability.</p> <p>14. Jamee asks Linsey to add following items to the agenda for discussion for next meeting. Make actionable.</p> <ul style="list-style-type: none"> a. Grievance Policy - Actionable b. Handbook c. Bylaws - Actionable d. Policy Committee <p>15. Jamee offers to do Board training before each meeting on topics such as Leadership, Communication, Collaboration, Safety, Legislations, etc. Miranda suggests utilizing State Charter Board website and training on that as well.</p> <p>16. Miranda is happy for us to contact her anytime with questions or mentoring needs. Miranda@valleyacademycharter.com</p> | |
| Adjournment | Chair Connolly | <p>Motion: Elizabeth Chesley motions to adjourn the meeting. Jamee Adams seconds.</p> <p>Ayes: Linsey Connolly, Jamee Adams, Elizabeth Chesley, Marisa Granado, RaLynne Parry, Rachel Edwards</p> <p>Nays: None</p> <p>Abstains: None</p> <p>The motion is passed the meeting is adjourned</p> | 1:54 pm |
| Next Meeting | | Jan 18, 2024 | 5:30 pm |

Audio Link: <https://drive.google.com/file/d/1VRXTsnzx4ehncXcsuhiSViFVLpyiGxNi/view>

Vision

At MVM, our vision is to awaken within each child their unique potential that will enable them to make a valuable contribution to society.

Mission

The mission of Mountain View Montessori (MVM) is to provide a child-centered education founded upon the philosophy of Dr. Maria Montessori. MVM will foster a structured environment of freedom and discovery in which each child can reach his or her full academic, social, and personal potential. Graduates of MVM will demonstrate creative thinking, self-discipline, respect, and cooperation, and will build a solid foundation for future success.