

**Rudolf Steiner School of Ann Arbor – Minutes of the Board of Trustees
Wednesday, March 7, 2018**

Present: Gary Banks, Dilip Das, Cindy Harrington, Daryl Honor, Knut Hill, Jim McCauley, Mike McFall, Bob Rajewski, Don Remboski, Heather Rindels, Tim Standke

Excused: John Schramm

Others Present: Katrina Klaphake, Sian Owen-Cruise, Carolyn Raschke

Don Remboski called the Board of Trustees meeting to order at 5:42pm.

Approval of Minutes

- The agenda as distributed was reviewed. The agenda was reordered. The Development Update was presented first and the Waldorf Study second to accommodate schedules.
- A motion to approve the minutes from the January 10, 2018 meeting was made by Tim Standke with support from Bob Rajewski. There were no dissensions and the motion was approved.

Development Update

- Katrina Klaphake provided Trustees with a Development Update that included both Annual Fund and Capital Campaign dashboards.
- We have \$9,500 in Capital Campaign pledges that are not included on the report. We need slightly more than \$400k to meet fundraising for the High School expansion. Katrina Klaphake hopes to finalize Campaign fundraising at the Alumni weekend with sponsorships through companies affiliated with the school and parents.
- She noted these upcoming Development events affiliated with the Capital Campaign: Golf outing May 24, Coach's BBQ May 25, alumni basketball game May 26, family event May 27. These events will be put on the Board calendar.
- Katrina Klaphake stated that we are near the end of the Annual Fund fundraising for 2017-18 and she is confident that we will meet the \$145k goal. Annual Fund will formally end with the school's Day of Giving on March 20. A Save the Date postcard was mailed to alumni, alumni parents and the wider community and we have several matches specific to that day.
- The Day of Giving has the potential to raise \$50k for the Annual Fund.

- Katrina Klaphake also noted that the Annual Fund Class Campaign was a great success with 9 classes at 100%. This was just under the goals set for participation.
- Capital Campaign funding update: the current amount needed to finish the classrooms is \$419k. Katrina noted that a \$30k pledge is expected soon and the committee is working on involvement from high level donors.
- Philanthropy messaging is working from changes put in place just a few years ago! Asks are being made and response is happening.

AWSNA Shared Principles - Waldorf Study

- The third AWSNA Shared Principle is:
 - Anthroposopical understanding of child development guides the educational program.
- Gary Banks noted that part of the above Principle ties to our school's Annual Fund message emphasizing funds for teacher development and the following discussion ensued:
 - Heather Rindels shared comments from a part-time teacher not able to get faculty development or additional training. Sian Owen-Cruise responded that our budget for full-time faculty development is not sufficient and we simply don't have funds available for part-time faculty. Our school is not alone in this dilemma.
 - Katrina Klaphake mentioned that a donor who was asked for Capital Campaign donations is more interested in donating for attendance at the National AWSNA conference. She will be following up.
- Gary Banks returned to the top of the third AWSNA Shared Principle and summarized it by saying that it means teaching a topic in a way that speaks to experiences that children have had; working from experience to concept.
- This means doing things in a way that is developmentally appropriate for the child. Rudolf Steiner teaches that children develop in 7 year phases. Gary Banks noted that High School is the 3rd of the 7 phases and his Grade 12 astronomy block is focused on real experiences of science topics (i.e. identifying the changing positions of the sun by analyzing their shadows over time). If a teacher starts with direct experiences and then identifies factual models, students acquire deeper knowledge
- Daryl Honor commented that watching Gary Banks teach is a great experience. He is always in the moment and gives students time to experience and absorb the phenomenon, he does not simply explain it.

Administrator's Report

- The Administrator's Report as distributed was reviewed.

- Employee update as written is now out of date as there are 7 hiring processes happening now:
 - The HS Coordinator decision is expected in the next 2 weeks. Sian Owen-Cruise noted that if the person is local and available, he/she may start part-time immediately.
 - In Communications/Marketing/Technology, two current employees are our best candidates and money from the Marketing budget is available for some outside consulting.
 - In the High School, we search for 2 Humanities teachers and a Science Teacher. As you are aware, Mary Emery and Geoff Robb have decided to retire together at the end of this school year. This has been expected over the last few years. Mary Emery will teach in a part-time capacity in 2018-19.
 - We have strong candidates for Humanities and History positions and Sian Owen-Cruise is confident that we will have a full, well-staffed curriculum in the Fall.
 - Grade 1 teacher – Calisa Tucker is taking a year off and will be Grade 1 teacher in 2019-20. The announcement of the new Grade 1 teacher for 2018-19 will be made before spring break.
 - Interviews for the EC Coordinator are also happening. Again, if we have a local person who is available, he/she may start part-time for the rest of 2017-18.
 - The Board is asked to remember that much Faculty energy is going into hiring right now with hiring done with a circle of faculty involved. The final decisions will be made by small groups but many people are meeting candidates and providing feedback.
- Sian Owen-Cruise provided these updates on HS construction – the roofing is on and steel is in place to be dropped, Grade 12 is preparing a mosaic for the new entrance, once the roof is on, more work on the interior space will be completed. Trustees were informed that the slab can't be poured until the weather changes and is above the possibility of a freeze.
- Don Remboski thanked Sian Owen-Cruise for her work and commented that the processes in place are strong and working well. Don Remboski then asked about needed changes and Sian Owen-Cruise responded that the Continuous Improvement Committee will reconvene after Spring break and will work through the summer working days in June to review all processes involved with the faculty transitions from this year. The board will be invited also.
- Sian Owen-Cruise noted that the Governance Model will need revising for 2018-19 so that the HS Coordinator/School Administrator is separated once again. She noted that the Model is doing what we want it to do; things are being held privately that require confidentiality.

- Cindy Harrington noted that the College is working smoothly and is united. She thanks the Board for its support last year.

Board Self Evaluation

- Carolyn Raschke reminded the group that an annual Board Self Evaluation Survey is a requirement for accreditation. Our evaluation survey is based on an ISACS document and will be sent to the group electronically.
- Jim McCauley asked for an explanation of the Executive Committee's role. Don Remboski noted that the Executive Committee reviews the agenda in advance of the meeting.

Strategic Plan Input Meetings

- Sian Owen-Cruise distributed the updated cover form of the Strategic Plan and informed Trustees of the following community input meetings scheduled:
 - March 17 11am-12:30pm after Parent Council meeting
 - March 28 from 7:00-8:00pm at HS
- These meetings will be held to obtain input from the parent body, generate parent attachment and interest to topics.
- These meetings may be an opportunity to attract potential Board members.

New Trustee Recruitment

- Don Remboski introduced the subject of new trustee recruitment to the group and noted that terms for Knut Hill and Daryl Honor are expiring as of June 30, 2018.
- Knut Hill and Daryl Honor were asked to step out of the room and the remaining Trustees were asked to comment on their support of Knut and Daryl continuing to serve for an additional 3 year term.
- Knut Hill and Daryl Honor returned to the room and told that there was a strong sense that the group wanted them both to continue.
- Knut Hill and Daryl Honor then stated their individual interest in continuing to serve on the Board.
- A motion to offer Daryl Honor a continuing 3-year term from 2018-2021 was made by Tim Standke with support from Bob Rajewski. With Daryl Honor abstaining, there were no dissensions and the motion was approved.
- A motion to offer Knut Hill a continuing 3-year term from 2018-2021 was made by Daryl Honor with support from Mike McFall. With Knut Hill abstaining, there were no dissensions and the motion was approved.
- Heather Rindels commented that there is a group of people working on a more robust process for identifying future board members.

New Business

- Knut Hill commented on the Eurythmy program final performance and gave kudos to Amanda Bohrmann for an amazing performance even though we don't have a full-time program.
- Trustees were reminded of the Casual Classics Concert on March 16 Friday at the High School.

A motion to adjourn the meeting was made by Daryl Honor with support from Jim McCauley. There were no dissensions, the motion was approved and the meeting was adjourned at 7:04pm.

Board meetings for 2017-18 are scheduled for April 4, May 2, and June 6