

**Rudolf Steiner School of Ann Arbor – Minutes of the Board of Trustees
Wednesday, January 10, 2018**

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

Excused:

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.
- All Trustees are invited to attend the Dante performance at 7:00pm in the High School.
- A motion to approve the slightly revised minutes from the December 2017 meeting was made by Knut Hill with support from Mike McFall. There were no dissensions and the motion was approved.

Development Update

- Katrina Klaphake provided Trustees with a Development update and provided the Annual Fund and Capital Campaign dashboards.
- Communications have been mailed and emailed. Our 2017-18 Annual Giving has reached \$85k of the \$145k goal. The year-end giving match was met and year end giving was strong.
- Class Campaign will launch on March 16, 2018. The Day of Giving is on March 20, 2018 and includes a \$20k general match and a \$10k match if we meet the goal of 100 alumni donations.
- Capital Campaign funding update: the current amount needed to finish the classrooms is \$466.2k. Katrina noted that a \$30k pledge is expected soon and the committee is working on involvement from high level donors.

Administrator's Report

- The Administrator's Report as distributed was reviewed.
- Sian Owen-Cruise noted that there was strong attendance at both January Open Houses and that a Middle School visit day is scheduled for the spring.

- Sian was asked whether the strong attendance could be attributed to the new strategic marketing. She answered “Yes and No.” We ask everyone who comes to events how they heard of us and why they are here. The real push with the new marketing will be in the next two months.
- We have new print materials, electronic billboards and bus advertising. The report from the UM Social Media Team recommends that we focus on Facebook and Instagram. We are doing so.
- Sian also noted that Marketing staff announcements will be made in February and that we are looking internally.
- The HS Coordinator position has had 38 respondents, with 9 possible applications - nationally, locally, in community and out of community. The Hiring Team will be meeting in the next 10 days with the goal to finalize the hire by the end of March.
- Sian also noted that the College is meeting about the 2018-19 Grade 1 teacher on Thursday, January 11.

2018-19 Enrollment Process Update

- Enrollment contracts will go out by January 24 and deadline for returning families is February 16, the day before the mid-winter break.

Tuition Forums

- Two forums were held this week to discuss the 2018-19 tuition increase – one for EC Assistants on January 8 and the evening community forum on January 9.
- The EC Assistants Forum was an opportunity for the staff in the department to voice concerns and engage in brainstorming. Sian Owen-Cruise noted that nothing will change for 2018-19 due to the budget but ideas were shared.
- The Community Forum was attended by 8 families, 3 board members and 4 administration staff and was a positive discussion about who we are in this community.
- The major question/concern raised was, with this tuition increase, are we becoming an elite school. Another concern is pricing ourselves so that the diversity we strive for and thrive on will disappear.

Building Update

- Sian Owen-Cruise informed the Trustees that the building construction is continuing even though the mason work was put on hold because of the cold weather. The site is very muddy but the gym is now an enclosed space.

Waldorf Study – AWSNA Shared Principles

- Sian Owen-Cruise introduced and distributed copies of the Seven AWSNA Shared Principles which now form the structure of our next accreditation. In the accreditation process, we will need to look at these pillars of Waldorf education and evaluate how our school meets these principles.
- The second AWSNA Shared Principle is:
 - Waldorf schools foster social renewal by cultivating human capacities in service to the individual and society.
- Gary Banks led the discussion and noted that in common language, this means to educate the head, heart and hands.
- Waldorf schools aren't just educating the intellect but educating all human capacities. In Early Childhood, young children are working out of their will forces. In the Grades, the focus is on the feeling life and artistic work. In High School, students are developing clarity of thought.
- Waldorf education believes that, if just intellect is the goal of the educational process, the person is left with crippled abilities to feel or be creative.
- In the High School, for example, each student is asked if he/she can engage his/her will. This is the basis for being successful in High School, engaging a will through feeling life – singing, artistic activities, engendering an artistic component in all activities.
- The second Shared Principle also involves the ability to work with others. Because we are a small school, people see each other often and are forced to interact.
- Working through conflict naturally occurs because of the class teacher model where the static Grades teacher stays with the class for many years.
- Gary Banks asked the group to contrast this approach to what people experience in other schools.
- Sian Owen-Cruise and others in the group noted that it is important for our message to focus on the fact that we are building capacity for life skills.
- Daryl Honor noted that we are perceived as an art school. How can we keep our message focused on the importance of artistic capacity to see, observe and be open minded – all skills that are required in science and math.

2018-2023 Strategic Plan Board Response

- The 2018-2023 Strategic Plan – Working Draft was distributed to the group.
- Sian Owen-Cruise noted that final feedback is necessary from the Board, college and parent council members so that during February and March, the Board can review and decide on a final version.
- Sian Owen-Cruise will contact each board member over the next month for one-on-one or one-on-three conversations to finalize the draft.

- Sian Owen-Cruise asked if there were any important issue not present in the current version:
 - Don Remboski stated that strategy is very inward directed. How can AWSNA and the Waldorf schools lead the outward expansion of Waldorf education in public schools, state and national level? He noted that this came out of conversations with larger donors and works to raise good citizens who can help the world.
 - Heather Rindels suggested a focus on professional development and ways to increase salaries to make ourselves more competitive to attract top talent.
 - Mike McFall noted that technology needs to be strengthened.
 - Sian Owen-Cruise noted that our school needs a diverse community – filled with artists, farmers, entrepreneurs forming the kind of community that we want to live in and raise our children in. This is a Development issue. How can we get the money to offer tuition so that diversity thrives here.
 - Mike McFall stated that he is underwhelmed by current board and philanthropic focus. Trustees need to have this conversation often and make Development a bigger part of the strategic plan.

New Business

- Sian Owen-Cruise noted that even though she is handling two roles simultaneously, Trustees shouldn't hesitate to contact her about things of which she may not be aware.

A motion to adjourn the meeting was made by Bob Rajewski with support from Tim Standke. There were no dissentions, the motion was approved and the meeting was adjourned at 6:51pm.

Board meetings for 2017-18 are scheduled for February 7, March 7,
April 4, May 2, and June 6