

Compass Montessori
Board of Directors
Meeting Minutes
December 5, 2016, Wheat Ridge Campus



6:02 pm: Call to Order

1) Consent Agenda Items (5 mins)

- a) Approve agenda
- b) ED Dashboard
- c) Treasurer's Report/Variance Reports
- d) Approve October 25, 2016 meeting minutes

Rebecca moved to approve. Jeff seconded. Passed unanimously.

2) Community Sharing (15 mins)

- a) *Celebrate Compass* – a time for our community to identify and share positive feedback on our community
 - i) The Winter celebration and the children's work surrounding it was celebrated by several people.
 - ii) Eileen celebrated Colorado Montessori efforts that Anne participated in.

3) Updates and Reports (1 hour 15 minutes)

- a) CMEF Update (5 mins) Joe Pettit updated the group on Colorado Gives Day and asked for support during the day. CMEF has done a lot of outreach to ask for support during the day. Dec. 6 T-Bird Roadhouse fundraiser will be happening. Encouraged to attend and ask others. 64 people donated last year. It's sloped some. CMEF board is expanding. Ange Ard is back on the board. Jeanne mason and Joanna Bensenberg have also joined the board. Festa will continue with a new format. Amy Storey is leading the effort. Mesa run was a success.
- b) Guest Teacher Amy Ball (5 mins)
 - i) Amy is getting ready to launch the summer program. It will go out to both campuses. All is accomplished word of mouth. Hoping it is as successful as past years. 132 children on roster last year. She has space for it, but she needs staff. Many families return year after year. 3 years old going into 6th grade.
 - ii) Becca, Matt and Marion from Farm School occupation team came and shared materials that kids use over the course of the day. It's a three-year cycle of students moving through occupations. They get 6 lessons per week, plus the work of the farm occupations. In addition to lessons, hands on work is there. It is a nice balance of academics and hands on experience. Students are offered a self-directed learning project as well. There is a gallery of work from 1-3 on the 16th where students will show off their work. Mike recognized their hard work. He asked thematically how the transition was going and asked what the board should know about that transition. Becca, has taught at Compass for 13 years. She loves her teammates and she gets to continue an occupation she started. The transition has been a great opportunity to help her occupation program flourish by having more help. The shift in occupations is

Utilizing authentic Montessori methods, the Compass community aims to nurture the whole child and enrich the lives of each student from Preschool to 12th grade.

Compass will provide appropriate challenges and support to enable each student to prepare for the intellectual, spiritual, emotional, social, physical, and societal transitions appropriate to each students inner vocation. Our goal is to foster competent, responsible, and independent citizens who love learning and respect themselves, other people and their environment. -Compass Mission Statement

Compass Montessori Board of Directors

Meeting Minutes December 5, 2016, Wheat Ridge Campus



- purposeful and connected (milk from goats goes to the kitchen for use). Co-teaching model was also praised by Matt. Kinks continue to be worked out.
- c) Strategic Plan Update – National Model Goal (15 mins) – Bill Kottenstette
 - i) Bill described the goals for the year. The final indicator is distinct. Compass leads in health and wellness is a portion of the National Model goal.
 - ii) Compass is to help define the dialogue for Montessori schools. Staff attendance at conferences is one measure of success. Anne Prosser is on the Colorado Montessori board of directors. Bill sits on several committees to connect with Jeffco schools. Many staff members also support efforts to provide voice to charter schools in Jeffco. Seth participates in Catapult program for leaders. Cameron is in a PHD program at CU for administration. Farm school and High school teams promote Montessori studies as well. Written communications continue. Online website has more frequent use. Would love to collaborate at Jeffco board level as they may cut charter school funding as 3A & 3B failed. A policy working group was discussed to develop greater grassroots organizing. This policy group has not been as active allowing for other priorities. Could have stronger engagement on Jeffco master plan. National school of choice week is another opportunity. Bill is proud of progress on health goals through cafeterias. Additional wellness and exercise programs have also been developed and successfully implemented. Community events also include healthy options.
 - d) Teacher Updates/Reports
 - i) Pat Howard (10 mins)
 - (1) Gearing up for midterms at High School. Chaperones for winter trip was tough as more offered to help than ever before. Elementary is gearing up for winter celebration, choir on the Dec. 16. Some staff is weary on operational decisions being made by board vs. visionary goals. Mike asked if it was regarding school hours.
 - ii) Megan Witucki (10 mins)
 - (1) Wanted to celebrate students on Thanksgiving Feast. It was well-received. Thank you to kitchen and upper El. Wanted to celebrate front office for outstanding efforts while some have been out. Stone soup went very well and attendance was amazing. Staff is focusing on end of year activities.
 - e) Principal Updates
 - i) Cameron Gehlen (10 mins)
 - (1) Due to increase in construction demand in Colorado, the budget for the kitchen project has quadrupled. Writing a proposal to break the remodel project into four phases. This will allow the right work to get done while making the most of capital construction funds. Wants to reach out to the community and explain the importance of cooking the food here. Wants to make sure we have figured out the most cost effective way to accomplish everything.

Utilizing authentic Montessori methods, the Compass community aims to nurture the whole child and enrich the lives of each student from Preschool to 12th grade.

Compass will provide appropriate challenges and support to enable each student to prepare for the intellectual, spiritual, emotional, social, physical, and societal transitions appropriate to each student's inner vocation. Our goal is to foster competent, responsible, and independent citizens who love learning and respect themselves, other people and their environment. -Compass Mission Statement

Compass Montessori Board of Directors

Meeting Minutes December 5, 2016, Wheat Ridge Campus



-
- (2) If you are a member of Colorado Montessori Association, the more members they have, the stronger they are as a community. This would enable us to have more leverage when we go to the state to ask for variances. Parents can also be members. There is a group working on appeals for Children's House.
 - (3) Report card work was done based on survey to make it more friendly and easily understood. Considering doing a mini survey. It could go into a working group over the summer for additional polishing to ensure it is easily understood.
- ii) Seth Webb (10 mins)
- (1) Public Tours Have Begun:
 - (a) Last week, Seth welcomed the first of twelve tours scheduled for this school year. Parents with children of all ages, from Montessori backgrounds, and not attended and it was well-received with energized questions and conversations
 - (2) Coffee with Seth has been well-attended and thought-provoking - A forum for checking-in, sharing ideas, and brainstorming
 - (3) Parent Seminars:
 - (a) Hosted 4-15 parents for the first two sessions
 - (b) The third seminar, on Chapters 1 - 4 of "To Educate the Human Potential" is next week.
 - (4) Helped Facilitate a Cross-Campus Upper Elementary Meeting:
 - (a) On the heels of reports of this fall's Rocket Night...
 - (b) In preparation of our continued work, Winter Trip happening right after Winter Break.
 - (c) To celebrate and build upon the combined skills and passions our guides Values & Principles (that they hold sacrosanct), Practices (that allow for allegiance to these values and principles), Systems (that we can employ to support these practices), A well-received and future-oriented process - in support of their continued collaboration...
 - (5) Parent Education Night: "Grace & Courtesy"
 - (a) 60 attendees, parents from all levels - mostly from CH and EL - parents working on the bid work of supporting
 - (b) Presentation and Panel Discussion
 - (c) Thanks to Community & Kitchen for supporting the event, and Lorie, Kymm, Candace and Carrie for offering their wisdom and perspectives from their levels
 - (d) Followed up the event with three blog posts on the school website to support an ongoing conversation.
 - (6) Day of Planning and Visioning for the Farm School:
 - (a) On Monday, 11/28, the whole FS instructional team was able leave campus for the day to attend a retreat

Utilizing authentic Montessori methods, the Compass community aims to nurture the whole child and enrich the lives of each student from Preschool to 12th grade.

Compass will provide appropriate challenges and support to enable each student to prepare for the intellectual, spiritual, emotional, social, physical, and societal transitions appropriate to each student's inner vocation. Our goal is to foster competent, responsible, and independent citizens who love learning and respect themselves, other people and their environment. -Compass Mission Statement

Compass Montessori Board of Directors

Meeting Minutes December 5, 2016, Wheat Ridge Campus



-
- (b) The guides organized the students to take the US Citizenship test in the morning, and then Bill hosted multiple presenters in the afternoon -speaking on a variety of topics relating to immigration
 - (7) Usborne Book Fair Surpassed the \$2800 earned for the school last year.
 - (8) School is compliant with monthly Fire Drills, across all times of day and the Lockdown Drill is to happen before the end of the semester.
 - (9) Seth discussed concepts behind “Getting Beyond Right and Wrong” in dealing with difficult conversations:
 - (a) The conversations can be fractious and heated
 - (b) We can all become very attached to our perspectives, our needs and desires, our fears and our hopes and dreams
 - (c) As we do, our children will follow:
 - 1. “[T]he whole concept of education changes. It becomes a matter of giving help to the child’s life, to the psychological development of man. No longer is it just an enforced task of retaining our words and ideas. This is the new path on which education has been put; to help the mind in its process of development, to aid its energies and strengthen its many powers. (Montessori, The Absorbent Mind 24).
 - 2. “[T]oday, there is a need for more dynamic training of character and the development of a clearer consciousness of social reality.” (Maria Montessori, From Childhood to Adolescence, p. 62). And more: “Therefore a new morality, individual and social, must be our chief consideration in this new world.” (Montessori, From Childhood to Adolescence 73).
 - 3. “Moral education is the source of that spiritual equilibrium on which everything else depends.” (Montessori, From Childhood to Adolescence, 73).
 - 4. When we do this, we set the stage for peace...
 - 5. Seth requested all to be mindful and professional in our approach to what we communicate, how we communicate - and that listening and letting go is sometimes as powerful and appropriate a choice as fighting for what you (personally) believe is right.
- f) ED Update - Bill (10 mins)
 - (1) Blog posts could use some more promotion and could be promoted through social media. The board was asked to share.
 - (2) Dashboard update: cultural celebrations this fall were a hit. The head of school of Steamboat Montessori was able to view these cultural activities. It was remarkable to him to view these activities that create a sense of belonging.
 - (3) We are reevaluating STEAM expo for future years. A solid tradition does not exhibit. Timing may have been difficult. Next year will revisit and would like to see more definition and structure to help students be successful in managing their

Utilizing authentic Montessori methods, the Compass community aims to nurture the whole child and enrich the lives of each student from Preschool to 12th grade.

Compass will provide appropriate challenges and support to enable each student to prepare for the intellectual, spiritual, emotional, social, physical, and societal transitions appropriate to each student's inner vocation. Our goal is to foster competent, responsible, and independent citizens who love learning and respect themselves, other people and their environment. -Compass Mission Statement

Compass Montessori Board of Directors

Meeting Minutes December 5, 2016, Wheat Ridge Campus



projects to completion. Megan commented that it could be a great enrichment activity. Many agreed with this idea. Bill also wants to align it to the state science fair. Seth had success in engaging outside judges at Free Horizon. High school students could also be judges.

- (4) Looking at calendar for next year to maximize in service activities.
- (5) Bill is a parent representative to the DAC. A budget survey will hit the community soon to direct conversations around budget setting. Jeffco had a recent meeting and discussion for budget next year would prioritize competitive salaries for teacher compensation (at traditional schools). Bill is concerned it will be difficult to ensure funding for charter schools.
- (6) Walton foundation gave positive feedback on recent tour.
- (7) 3A/3B's failure to pass could result poorly in coming budget years.
- (8) Land acquisition: Mike and Bill made an offer based on the appraisal of the land. The owner let that offer expire. Currently in fact finding effort surrounding issue.
- (9) Communication happening regarding open enrollment. Tours and information nights are being conducted. Bill is considering outreach in community.
- (10) Bill put some information together for special education. As a public school, federal laws mandate special education support. The process shows how the student is served. If a parent asks for evaluation, the parent request triggers the process immediately. A staff concern can also trigger a different process over time. A parent request triggers assessment much faster. FAPE is the responsibility of the district. We have a charter liaison which collaborates with us and supervises our work. Debbie James serves this role. In Wheat Ridge, 30 students are on IEPs and 29 in Golden. The Compass community has a larger number participating than other charter schools. Last year training on Montessori applied to Children At Risk occurred. Cameron is also training for SED administrator license. Expanded staff has been hired to provide additional support. Two full time staff have been hired for special education, increasing overall capacity to serve. This year's priorities include early identification of special education cases to ensure we are best serving students. Also wants to build capacity for administering the MTSS process at the Golden campus. Building greater administrative protocol for ensuing effective implementation IEP's at the classroom level is also a priority this school year, as well as continuing to foster and support school and district collaboration with our district liaison.
 - (a) Mike asked how we were being proactive as to what is happening at both campuses, vs. reactionary. Bill felt that good relationships with families is key to ensure good communications. Having a level of oversight from IEP's and evaluating their implementation is also going to help. Cameron felt the biggest check and balance is the check in when the IEP is signed. The teacher's responsibility is to go to the special education team and get it and it's the special education teacher's job to provide guidance. The teacher's hold each

Utilizing authentic Montessori methods, the Compass community aims to nurture the whole child and enrich the lives of each student from Preschool to 12th grade.

Compass will provide appropriate challenges and support to enable each student to prepare for the intellectual, spiritual, emotional, social, physical, and societal transitions appropriate to each student's inner vocation. Our goal is to foster competent, responsible, and independent citizens who love learning and respect themselves, other people and their environment. -Compass Mission Statement

Compass Montessori Board of Directors Meeting Minutes December 5, 2016, Wheat Ridge Campus



other accountable. The IEP has an assessment written into it. Megan mentioned the ALP (Advance Learning Plan) process and how it is similar. Freedom of movement was also discussed in how it can be difficult to translate to special education services. Seth felt the Golden campus is still having a period of growth in this space.

4) Education Segment – None

5) New Business (15 mins)

- a) Agenda for January Intensive (Mike) (15 minutes)
 - i) Mike asked for feedback. Two large items for meeting include Facilities Plan and the Cultural issue. Pedagogical touchstones and cultural practices: what do we keep and what do we let go of in our environment. He asked all if there were other burning issues. Rebecca mentioned that school hours may continue to be an issue. Jeff mentioned the budget needed to be part of the intensive. Seth wanted to talk about facilities and asked that the conversation be centered around pedagogy. Bill would love to explore the idea of secondary education program as a shared resource financially.

6) Old Business (50 Mins)

- a) 2017—2018 Calendar Proposal (Bill) (20 minutes)
 - i) Start times are part of the school calendar under state statute a charter board of directors is responsible for adopting those hours and ensuring those hours are met. Some boards have elected to say start and end times are part of their decision making. American medical association and the American pediatrics association took a position on what is appropriate start times, thus we started to look at later start times. We wanted to have a broad community process. Bill and Rebecca was tasked with giving a recommendation. Since then, Rebecca and Bill met and identified a framework and gathered feedback from staff. Members of staff were present to provide information. At the farm school and High school students provided feedback: Feedback varied. Some would like times to be tight across grade levels (within 15 minutes) to accommodate pick up and drop off. Parent survey shows 284 responses of 850 invitations. It is recommended that additional time is needed to get more surveys back. Most parents are open to moving it a bit later to 8:15. 2/3 to ¾ parents feel that way. That is not that far off from student survey, however, a quarter say that they would have a hard time accommodating the new schedule. Staff represented concern from students in changing school times having a negative impact on their ability to get jobs, volunteer and participate on sports teams. Staff did not discuss the survey before presenting it to students, to try and limit them being swayed by others. 40 percent said the change would negatively impact their ability to have jobs, volunteer, etc. The change would also negatively impact the Compass-provided programs. Candice talked

Utilizing authentic Montessori methods, the Compass community aims to nurture the whole child and enrich the lives of each student from Preschool to 12th grade.

Compass will provide appropriate challenges and support to enable each student to prepare for the intellectual, spiritual, emotional, social, physical, and societal transitions appropriate to each students inner vocation. Our goal is to foster competent, responsible, and independent citizens who love learning and respect themselves, other people and their environment. -Compass Mission Statement

Compass Montessori Board of Directors

Meeting Minutes December 5, 2016, Wheat Ridge Campus



about when they changed to time last time. The challenges in how the kids reacted were difficult. When other students are being picked up in the commons, the kids that are still in school start to check out. Changing to a later start and end time would impact instructional time because many kids would still be leaving early to attend to other extracurricular activities. This would also make having a three-hour work cycle difficult making some lunch times begin at 1 p.m. Hannah mentioned that her school starts later and the last hour is wasted. Candice mentioned that we need to synchronize as much as possible across campuses to accommodate families in both areas and car line issues. Before care is run by Nicole in Wheat Ridge in the cafegymetorium. However, Golden does not have a before care. But in Golden, teachers are prepared at 7:45 to have kids I the classroom. Candice also recommended having similar alignment across campuses to ensure meeting times. Charlie mentioned bringing it back to Montessori. If AMA and APA experienced the Montessori environment, it would have a different outcome because it accommodates relaxation more. These articles were written without consideration to the Montessori experience. The Montessori method allows for students to regroup throughout the day. Rebecca mentioned that the biology aspects were likely the same regardless of teaching methods. Candice says that the job of the teacher's is to nurture the whole child and therefore they have to consider all the factors. The ideal world and the adult world are not the same. Dylan, a graduate, talked about the need to start early to prepare for college and agreed with the need to build the portfolio Seth worried about alienating the working poor. Tiffany echoed the concern and added that some may not consider the school as it would no longer support extra-curricular activities. Five families planned to enroll but said they wouldn't if we changed times. Two said that they were not going to return unless start times were changed. Candice has done parent orientation. Rebecca looked at around the country are moving to later start times and mentioned there was an opportunity to move the start time to be a leader to best accommodate students' needs. Rebecca asked if there was any flexibility in the access period to get creative or anything else to get the best of both worlds. Mike steered the conversation back to find a compromise to support all needs. What Bill found from the feedback was to correct the staggering at farm school to accommodate drop off. Candice emphasized the importance of looking at the community as a whole and ensuring the ability to maintain the programmatic components of the school. Grounding times for teams also need to be included. Bill and Rebecca will present a proposal next month working with staff to address all issues.

- b) Temporary Facilities Working Group Update (Liz Mendez) (20 minutes)
 - i) Mike gave the update. Group is meeting later this week. Land is not under contract. School was encouraged to offer a higher price and if the property didn't appraise accordingly we could back out.
- c) ED Evaluation Tool (Eileen) (10 minutes)

Utilizing authentic Montessori methods, the Compass community aims to nurture the whole child and enrich the lives of each student from Preschool to 12th grade.

Compass will provide appropriate challenges and support to enable each student to prepare for the intellectual, spiritual, emotional, social, physical, and societal transitions appropriate to each students inner vocation. Our goal is to foster competent, responsible, and independent citizens who love learning and respect themselves, other people and their environment. -Compass Mission Statement

Compass Montessori
Board of Directors
Meeting Minutes
December 5, 2016, Wheat Ridge Campus



-
- i) Rebecca moved to update section 3.5 with comments provided and approve the document. Jeff seconded. Motion passed unanimously.
 - ii) Rebecca moved to go into executive session to conduct the ED evaluation. Hannah seconded. Unanimously approved.

7) Executive Session (20 Mins)

Pursuant to CRS 24-6-402(4)(f) the board went into executive session at 9:40 p.m. to conduct the Executive Director Evaluation.

8) Meeting Adjourned

Next meeting:

January Intensive, Saturday, January 21, 2016, 9am – 4pm, Golden Campus (tentatively)

PARKING LOT:

- (a) Compass Culture (Mike)
- (b) Graduation Tracking (Mike)
- (c) Board Policy and Handbook Updates (Rebecca & Bill)
- (d) Staff and Parent Policy Handbooks Updates (Bill)
- (e) Succession Plan (Bill)
- (f) Board self-evaluation tool
- (g) Parent request for holding spots during sabbatical

Utilizing authentic Montessori methods, the Compass community aims to nurture the whole child and enrich the lives of each student from Preschool to 12th grade.

Compass will provide appropriate challenges and support to enable each student to prepare for the intellectual, spiritual, emotional, social, physical, and societal transitions appropriate to each students inner vocation. Our goal is to foster competent, responsible, and independent citizens who love learning and respect themselves, other people and their environment. -Compass Mission Statement