1. Meeting called to order at: 5:09pm
   a. Board Members Present: Alison Fuhr, Doug Klof, Bekky Robbins, John Frost, Dan Hofmann, Ben Dodson
   b. Board Members Absent (excused): Diane Fox
   c. Staff Members Present: Kresta Vuolo, Cyndi Vosburgh, Jen Levy (Staff Liaison), Donetta McDonald
   d. Guests: None

2. Approval of Agenda for current meeting: motion to approve by John, second by Doug.
   a. Unanimous approval

3. Approval of consent agenda
   a. From this point forward, need a separate vote for consent agenda

4. Public Comment and Celebrations
   a. Recap videos, such a good reminder of what actually happened during the school year.
   b. Thanks to all faculty and staff, powering through the year. Thanks to previous Board, especially last year’s Finance Committee for getting us through the last school year.
   c. Kresta
      i. Coach Bree and Specials Teams organized 8 Field Days, typically 2
      ii. Teachers that planned and hosted moving up ceremonies this year.
      iii. Thanks to Rachel, Cyndy, Jen, all ed assistants for packing and moving the Wonders Curriculum from the library
      iv. Shout out to office staff, navigated everything imaginable this year and did it with integrity, professionalism, and grace.
      v. Miranda Anderson – new Instructional Coach
      vi. Ended year with 8 total confirmed COVID-19 cases, only 10% of Jeffco Schools had <10 cases, no confirmed in-school transmission
      vii. 14 staff members that volunteered to serve on interview committees
      viii. Welcome new math interventionist, Emily Wollman
      ix. Staff and community that attended last Board Coffee
      x. Thanks to Jen, applied for and received a childcare expansion grant
   d. Cyndi – thanks to Board for help getting FHM through the school year, especially budget-related decisions

5. Principal Update
   a. Challenges
      i. Secure status – parent questions, law enforcement presence
ii. Health protocols continue to evolve
iii. One student was in a significant accident, at least 6 surgeries so far, will need to return to school in a wheelchair (permission was granted to share information)
iv. Reducing Specials rotation from 5 to 4, means adjustments to daily schedule

b. End of year MAP Math data
   i. Start and end above national norm, with Kinders and 8th grade. Historically have been scoring lower, seeing improvements
   ii. Includes remote students that took the assessment at home, unsure of testing conditions in remote situations

c. End of year English Language Arts
   i. Start and end strong with Kinders and 8th grade
   ii. Elementary a little flatter, typical of the age group

d. Looking ahead
   i. Enrollment looking strong
   ii. Staff – 91% return rate +2 staff returning from 1=year break of employment
   iii. Finances – projected PPR near 2019-2020 levels
   iv. Instructional Leadership Team – to be determined soon. Members of staff that help support effective instruction – helping teachers become better teachers.
      1. Book study – Onward: Cultivating Emotional Resilience in Educators
      2. Planning Retreat Thurs. Jul 29th
      3. Instructional Strategic Initiatives
         a. Curriculum – Wonders and ETC Math – making sure there is consistency in implementation
         b. Engagement
         c. AMS Accreditation
         d. Keeping Refreshed – DEL, Love and Logic, Etc
      4. Professional Development Plan based on UIP Goals
      5. Involving and extending our work to families.

e. Welcoming Environment
   i. Updating Family Handbook
   ii. Updating Artifacts (signage, procedure documents)
   iii. Soliciting input and engagement
   iv. Front office and Administrative Potential Staff Book Study

f. 2021-2022 Strategic Recommendations
   i. The Golden Thread Theory – everything is connected, consistent in the things that we are working towards. Common strategic alignment
      1. Clarity of purpose
      2. Unity of focus, time, and resources
      3. Reduces mission drift

6. Staff Liaison Update
   a. Jen
      i. celebrating look of classrooms going back to normal
      ii. Final meeting of year was in-person
iii. Excited about potential for next year, also some nervousness about changes
iv. Feel the need to create an environment and be prepared to welcome back students who have been remote last spring and all of last school year

7. Finance Committee Update
   a. Doug – already changes from budget BOD passed, Finance Committee discussed potential ways of interacting with BOD
      i. Provide updates to Sharepoint
      ii. Give a very brief summary at BOD meeting
   b. Highlights
      i. PPR – came in about 10% higher than budgeted and FTE number 4-5% higher than budgeted, combined is ~$350k, on top of that, is new grants. Bottom line, much more money coming in than we thought from a budget perspective. Kresta and Cyndi asked BOD to think through how we are spending when BOD
         1. New Primary Classroom
         2. Step increases
         3. Staff back up
   c. Proposal: first read of budget in September, final read/vote after October count comes in
   d. Cyndi – lots of money coming in from grants, but are one-time funds, still need to put together budget that can support spending in years to come
      i. Most grants have very strict rules on what they can be spent on, lots of moving pieces
      ii. Long term planning for Wonders, will be charging students for workbooks that are used, hopefully funds raised will be able to be used to renew the program.
      iii. IS there a reporting burden? Jeffco Schools has a grant team that works with us to make sure we have everything we need.

   a. Section 3.2 – Code of Conduct
      i. We are a professional board, treat each other professionally. Talk about important hard things and have to make a decision, after Board makes a decision, needs to be supported by all Board members even if Directors did not agree personally with final decision.

9. 2021-2022 Board Calendar
   a. Plan for second Thursdays, Bekky will draft a list and compare to Jeffco holidays
   b. Bekky will send a reminder Monday a week prior, request agenda items by Thursday before BOD morning, upload consent agenda items by Friday before
   c. Agenda needs to be ready for posting noon Monday morning immediately prior to meeting
   d. Commitment to reading consent agenda items
   e. Annual Calendar
i. Jeffco Board Legal Training – typically in September, would be a good idea for BOD that have not previously attended it to attend.

ii. Governance Committee came up with a recommended timeline for BOD training – should get added to the calendar as a reminder

10. Committee Liaison Roles and Responsibilities
   a. How do we effectively communicate work going on in the committees to the whole BOD?
   b. Summary each meeting so that the full BOD knows what is going on in each committee
   c. Convey what the BOD have been doing to the committees
   d. Doug – maybe set aside time for each liaison to give a quick update on committee activities? 3 minutes each? Tell Bekky when you have quick updates?
      i. If you can think of three things, haven’t given an update in a few months, request update time. Won’t have time each meeting, but if you have updates, please request from Bekky when she asks for agenda items

11. Review Progress Towards 2020-2021 BOD Goals
   a. Communication – shift to engaging families?
      i. Unsure if we should continue strategy in it’s current form, focus was on how the BOD communicates with the public, also tried to listen (i.e. Coffee with the Board)
         1. Coffee w/Board most successful when we had a topic that was communicated in advance
      ii. Include family engagement
      iii. Separate item, some commitments to the public, regular communication, wearing badges when we’re attending events at the school, more presence and availability to the community
      iv. Community appreciated having a variance of times
         1. Keep some virtual options
      v. What was the goal? Build community around the school. Should that be our goal?
      vi. How do we add some direct action items, accountability, and measures of outcomes?
      vii. Goals for the entire community, align goals with all aspects of the school including the community members
      viii. Realistic timelines – these large, broader goals are often long-term endeavors
      ix. Should this be our goal? Should we set goals and let admin operationalize towards those goals?
   b. AMS Step 7 Submission/Innovation Renewal
      i. AMS - Getting close to submission
      ii. Successful Innovation review, both of these have contributed towards Board Knowledge
      iii. All in the background of COVID
c. Board Institutional Knowledge
   i. Saw a lot more of the survey results, testing results than in previous Board years
   ii. Governance Committee re-vamped the training materials, schedules, etc.
       1. Recommend all new Board members look at the Governance documents

12. FHM Mission and Vision: Where can FHM Grow?
   a. Kresta – The Golden Thread
      i. If all stakeholder groups are united, higher chance of success
      ii. Cycle of continuous improvement
         1. Used in UIP process
         2. Used in the AMS Pathway to Accreditation
         3. Recommended in the Family Engagement process by Dr. Constantino
   iii. Innovation Review Goals
         1. Educational Program
         2. Academic
         3. School Climate and Culture
         4. Operational (integrating with Jeffco)
   iv. UIP Goals: Recommended for 2021-22
         1. District-wide goal – multi-tiered system of support
            a. Innovation Goals: Operational and Academic
         2. Academic – implementation of Core Curriculums with Fidelity
            a. Innovation Goal: Academic
         3. Family Engagement – embark on work as outlined in “Engage Every Family: Five Simple Principles” by Dr. Constantino
            a. Innovation Goals: School Climate and Culture & Academic
            b. Work begins with a focus on enhancing culture, communication, and developing relationships
            c. Shift conversations to what is ahead, what goals are we hoping for in the year?
            d. How can we help families support their kids in their academic success?
         4. Strategic – AMS Pathway to Accreditation
            a. Innovation Goal: Educational Program
   v. Staff Perception Survey
      1. 12.7% responded – I believe that family apathy toward learning is minimal or non-existent
      2. 29.2% responded – I believe that every family wants to be engaged with their children’s school experiences
      3. Suggestion that we also administer this to parents, compare results and see where results are discordant, will inform our work going forward.
      4. Giving parents opportunities to talk to their child about their educational experience in a different way. Help support the parent engagement.
vi. Current state/Baseline: Room for Growth

1. Family Engagement Perceptions Survey
   a. Staff completed on April 30, 2021
   b. 48/53 (90.6%) completed

2. CSN Outgoing Board Recommendations
   a. Enhance coordination and communication among stakeholder groups
   b. Reinstate some events and processes perceived as high value
   c. Provide opportunities for family voice in decision-making
   d. Explicitly articulate expectations for family engagement and make it easier for families to participate

3. Dr. Constantino’s Principles: Do in Order
   a. Cultivating culture that engages every family
   b. Communicate effectively and develop relationships
   c. Build family efficacy
   d. Engage every family in decision making
   e. Engage the greater community

b. Montessori consistency/are we offering the Montessori philosophy in every classroom, are we providing opportunities, are new teachers getting what they need?
   i. What does Montessori mean? Meets the kids where they are, we want to build a community that meets every child and family where they are.
   ii. What is Free Horizon’s brand of Montessori? What are the things that new community members and new teachers need to know? What are the core pieces of FHM?

b. Should the goal be a little bit of a SMART goal, but directed by the Mission and Vision, going to state how this decision directly supports the Mission, Vision, and Motto
   i. Conscious Montessori decisions are made in the budget, highlight what you’re already doing, allows us to communicate to public, we’re doing this in a thoughtful manner because it supports our Mission.

c. Where do we want to grow in support of the Mission?
   i. Family engagement
   ii. Build more collaborative environment? Cooperative environment?
   iii. AMS is a good goal, measurable, third party
   iv. How do we ensure that kids are getting the Montessori fundamentals they need in primary, elementary, middle school?
      1. Example, highly value having same teacher for three years – how do we support that? Offer professional development, room for professional growth for teachers, etc.
         a. Three-year cycle - it’s really more about becoming novice to mentor in the same space, not as much about having the same teacher
         b. Huge opportunity for communication to the parents, for the deeper dive into Montessori implementation in a real-world setting
v. How can we ‘educate’ families and change perceptions?
vi. Have there been action items for the Board that have come from previous AMS Accreditation steps? Should be a goal for the Board, good for the staff to know that we are committed to Montessori?

e. Line items
i. AMS Accreditation
ii. Family engagement, encompassing many areas, inclusive of staff culture
   1. Value in getting core groups a copy of the Dr. Constantino book, read and discuss, everyone, CSN, Board, Amid work on the book study
   2. Will need to be intentional, not just a check box
   3. Should 1x a year we meet all as a big group? CSN, Board, Admin, anyone else?

13. Set Date/Time for 2nd Retreat Session
   a. Target first week of August, send a doodle poll after Kresta comes back in July
   b. Invite CSN, ILT, Admin, Jen

14. Assignments
   a. Bekky will put together a preliminary calendar for 2021-22 school year
   b. Alison will send a Doodle poll for Aug. 2/3

15. Motion to adjourn: John, Second by Doug, end at 8:39pm

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.

Bekky Robbins