

## Gathering Waters Board Agenda

### June 19, 8:30 a.m.

The mission of Gathering Waters Chartered Public School is to offer students in the Monadnock region an education that enables them to discover their interests and capabilities; explore the surrounding world; and cultivate a lifelong love of learning, a sense of community responsibility and understanding of environmental sustainability. We carry out this mission by providing a rich and engaging curriculum that integrates the arts, meaningful practical work, outdoor education and service to the larger community.

Our vision is an inclusive school culture of compassion and respect where deep interest in others goes hand in hand with individual growth. The educational environment enables students to develop self-confidence, self-knowledge, intellectual flexibility, and the capacity for creative problem solving that supports ethical action in their local and global communities.

#### **Core Principles of Public Waldorf Education**

##### **1. Image of the Human Being:**

**Public Waldorf education is founded on a coherent image of the developing human Being.**

Each human being is a unique individual who brings specific gifts, creative potential, and intentions to this life. Public Waldorf education addresses multiple aspects of the developing child including the physical, emotional, intellectual, social, cultural, moral, and spiritual. Through this, each child is helped to integrate into a maturing whole, able to determine a unique path through life.

Rudolf Steiner's educational insights are seen as a primary, but not exclusive, source of guidance for an understanding of the image of the human being.

##### **2. Child Development:**

**An understanding of child development guides all aspects of the educational program, to the greatest extent possible within established legal mandates.**

Human development proceeds in approximate 7-year phases. Each phase has characteristic physical, emotional, and cognitive dimensions and a primary learning orientation.

The Public Waldorf educational program, including the curriculum, teaching methodologies, and assessment methods, work with this understanding of human development to address the needs of the individual and the class in order to support comprehensive learning and healthy, balanced development. Our developmental perspective informs how state and federal mandates, including curriculum sequence, standardized testing, and college and career readiness, are met.

##### **3. Social Change Through Education (Emily Postponed to next meeting)**

Public Waldorf education exists to serve both the individual and society.

Public Waldorf education seeks to offer the most supportive conditions possible for the development of each student's unique capacities and for engendering the following qualities to work towards positive social change:

A harmonious relationship between thinking, feeling, and willing;

Self-awareness and social competence;  
Developmentally appropriate, academically informed, independent thinking;  
The initiative and confidence necessary to transform intentions into realities; and  
An interest in the world, with active respect and a feeling of responsibility for oneself, one's community, and the environment.  
Such individuals will be able to participate meaningfully in society.

#### **4. Human Relationships: (Elizabeth)**

Public Waldorf Schools foster a culture of healthy relationships.

Enduring relationships — and the time needed to develop them — are central to Public Waldorf education. The teacher works with each student and class as a whole to support relationship-based learning. Healthy working relationships with parents, colleagues, and all stakeholders are essential to the well being of the student, class, and school community. Everyone benefits from a community life that includes festivals, events, adult education, study, and volunteer activities.

Public Waldorf education encourages collaboration in schools, within the Alliance for Public Waldorf Education, among all schools working out of a developmental approach, in conjunction with the broader field of education.

#### **5. Access and Diversity:**

Public Waldorf Schools work to increase diversity and access to all sectors of society.

#### **6. Collaborative Leadership:**

School leadership is conducted through shared responsibilities within established legal structures.

#### **7. Schools as Learning Communities:**

Public Waldorf schools cultivate a love of lifelong learning and self-knowledge.

**In Attendance:** Gabrielle Schuerman, Dan Kurz, Anny Hamshaw, Janet Gordon, Jonny Norris, Holly Gibson, Eliza Murphy, Elizabeth Hamshaw

**Non-voting members:** Luke Goodwin, Justin

**Public Attendees:** Marcy Schepker, Sara Norris, Fiona

#### **Recognition of Juneteenth (Gabrielle)**

##### **I. Principle #4-Elizabeth-see above**

##### **II. Approve Minutes from 5/22/2021 meeting Motion to approve: Gabrielle / Second: Jonny / Vote: Unanimous**

##### **III. Updates**

**A. Enrollment -Fiona - Spots still available - 3rd (1), 6th (3), & 9th (6). Waiting lists for all other grades have been reduced. Will keep reaching out to community for more exposure. Student interest statement has posed a challenge to completing enrollment. Motion to eliminate student interest statement being a requirement - Eliza / Second: Elizabeth / Vote: Unanimous**

**B. Hiring-Luke - All FT positions filled, multiple PT positions still needed to be filled.**

**C. Admin & Facilities Fiona and Justin - Washington Street:**

Music room will have storage space built to reduce sf to under 1000 sf max. In order to have only one exit. Meeting with Keene fire chief to review details regarding kiln venting requirements, HS Science requirements, & fire extinguishers. Wiring in process - internet / electrical. Floors to be sanded and painted after storage space is complete. July 1st is deadline for work to be completed by Tony. Justin engaged a locksmith to address security. Looking at electronic key cards for 5-7 entry doors which need to be secured. Waiting for quote.

98 S. Lincoln:

Performed walkthrough w/ contractor and electrician. Will be installing new LED lights - cost comparable to rehabbing existing lighting system. Main office & lounge will be moved to front classroom. Doors will be re-keyed and adding main entrance surveillance camera. Possibly re-zoning heating system. Work planned to start July 1st.

- D. **Marketing** -Elizabeth - Fiona shared logo concepts & branding package from Chrissy - Added survey to Drive for board to provide feedback. 2nd. Front page article in Sentinel on June 10th - positive outlook. Continuing to expand ways to get word out. Haven't spent any \$ on advertising budget. Dan working on colorful handout for fundraising. Marcy is developing a pledge sheet. All past newsletters are now on website.
- E. **DEIJ**-Eliza - Meeting Wed @ 12:00 via Zoom - open to everyone.
- F. **Development/Fundraising** - Jonny / \$43,800 raised so far. Gabrielle reminded each board member to sign up to approach 3 businesses.
- G. **Finance**- Line of credit w/ SBoFW will float us until reimbursements come through. HEFA loan still being held up by 501c3 approval. Payroll starts on July 1st, along with expenses from buildout. Budget is still in flux - will re-look at start of school year when actuals can be plugged in.

#### IV. Approvals

- A. Approve out of state tuition policy)**Motion to approve: Gabrielle / Second: Janet / Vote: Unanimous**
- B. Approve Financial Policies for Government Grants **Motion to approve: Gabrielle / Second: Jonny / Vote: Unanimous**
- C. Authorize Justin Somma and Luke Goodwin as signers on our Bank Account at the Savings Bank of Walpole-2 signers needed for anything over 15,000. - **Motion to approve: Gabrielle / Second: Janet / Vote: Unanimous**
- D. Authorize Justin Somma and Luke Goodwin to communicate via email with our Fiscal Agent, The Founders Academy Foundation to authorize the sale of any donation of stock, the amount to be sold and where to send the funds (Savings Bank of Walpole checking account). **Motion to approve: Gabrielle / Second: Dan / Vote: Unanimous**

- E. Approval to increase salary of accompanist to 25\$/hour for total of 16.25 hours/week  
**Motion to approve: Gabrielle / Second: Janet / Vote: Unanimous**
- F. Faculty hires **Motion to Approve-Jonny Second-Gabrielle; Approved; 2 abstentions.**
- G. Motion to empower Luke to move forward in his role as Lead Administrator to make further hires with appropriate faculty input. **Motion: Gabrielle/ Second: Elizabeth Vote:Unanimous**

**IV. Faculty Salary Proposal (Gabrielle) - Two options would be to match \$2k salary boost that Master's degrees receive to also apply to Waldorf Teacher Training experience. Second option would be reduce Master's boost to \$1k + \$1k for Waldorf Teacher Training. 10 teachers currently have Waldorf teacher training, but no Masters degree. Subcommittee to be formed to look at this salary structure - Anny, Elizabeth, Gabrielle, Luke, Eliza, & Janet.**

**VI. Parent Council (Sara Norris) - Proposal & vision - including liaison positions. Role is to support faculty & staff, lead volunteerism, planning & executing events, disseminating info to the greater parent body. First meeting will be in August to start planning a craft fair and pizza night. Sara N. will be interim president until formal vote. Discussed representative, who would also be sitting on the board of trustees - voting vs. non-voting - vote tabled.**

### **Closing Verse-**

You have been joined by fate together  
To unfold the powers  
Which are to serve a good creative work.  
Wisdom itself will teach you as you walk on the soul's path  
That greatest things can be achieved  
When souls who give to each other spirit certainty  
Unite and work towards the healing of the world in faithfulness.

- Rudolf Steiner (From Benedictus, a character in the Mystery Dramas or also called the Portal of Initiation-thank you to Janet for bringing this)

**Next Meeting: 2nd or 3rd Saturday of each month for regular meeting?????**

**Committees:**

**Enrollment:** Sara Norris, Fiona Laurie, Gabrielle Schuerman

**Marketing:** Elizabeth Hamshaw (Website and Facebook), Fiona Laurie (Constant Contact), Dan Kurz

**Outreach:** Melanie Everard, Marcy Schepker

**Development and Fundraising:** Holly Gibson, Sara Ciborski, Marcy Shepker, Gabrielle Schuerman, Elizabeth Hamshaw

**Finance:** Jonny Norris, Gabrielle Schuerman, Kathy Gross

**Facilities:** Fiona Laurie, Gabrielle Schuerman, Janet Gordon, Theresa Majoy, Dan Kurz, Marcy Schepker

**HR:** Anny Hamshaw, Justin Somma, Gabrielle Schuerman

**Hiring:** Emily Sherwood, Janet Gordon, Gabrielle Schuerman

**Diversity, Equity and Inclusion:** Eliza Murphy, Holly Gibson, Janet Gordon, Emily Sherwood, Fiona Laurie, Gabrielle Schuerman, Anny Hamshaw

**Kindergarten/EC Working Group:** Eliza Murphy, Marcy Schepker, Sara Norris