

IMA/IMAP Board Meeting Thursday, August 25, 2022 9:30 am

Call to Order Roll Call: HN, AT, TV, KO, JW on Google Meet
CM, MD, Nr-G present

Consent Agenda Approval of the June 2022 Board Meeting Minutes
JW moved to approve the minutes. AT seconded the motion.

HOS Report CM shared that today is the ninth day of the new school year. As a school community, we have completed staff orientation, the preparation of the learning environments, home visits, learner visits, the family picnic, and three out of the four, planned, family meetings by program level. The adolescents and their educators are currently at Governor Dodge State Park on their Odyssey Trip. We held the first of the DEEP meetings; it was centered on the Human Tendencies. This evening, the first Family Educator Organization (FEO) is scheduled.

Discussion and Action Items MD shared that one of our high school seniors came to her to ask if he could drive some other learners to a fishing spot for a few hours while they were away on their Odyssey Trip. As they spoke about this, the senior changed his mind about fishing because he said he understood that the purpose of the trip was fellowship all together rather than in small groups. She pointed this out as a good example of the outcomes we now see at the beginning of our charter school's fifth year.

MD told the board that Elder's Day is planned for September 30th. She talked a bit about the history of Elder's Day at our school. Currently, our COVID protocols only allow for observation visits of 15 minutes in a classroom. We are considering how learners and their families can celebrate our elders with a card or something, and give visiting elders a short tour of their classroom or the school. MD asked the board for their thoughts, questions, or concerns. AT thought that the tour was a great idea. No one else commented.

MD related that the Race to the Finn scholarship fundraiser is scheduled for Saturday, October 1st. Classes will begin running in preparation for the mile or the 5K run.

MD gave updates on action items for the IMAP Governance Council. Elections for the Governance Council will be held this fall. In October, the election information is disseminated. The elections will be scheduled for November.

Updates from IMA, Inc. CM reviewed the highlights of the construction of the new Nido and Young Children's Community (YCC) classrooms. The classrooms are open, airy, and light in colors and atmosphere. With the shift into new classrooms, another primary and another lower elementary classroom have been remodeled and settled into. The outdoor environments have been planned. The ground will first be covered with pea gravel; a new product called "Corkeen" will be installed over this base. The plans have been approved by the city. Now the actual work for a fenced area will begin. IMA has a contract with a cloth diaper service to help meet our

mission and vision for a more sustainable and earth-friendly procedure for diapering provided to families of our Nido and YCC.

Prepared Environment NR-G gave a brief admissions update. The school's learner intake is currently on hold as there has been a decrease in the number of educators. There are 41 learners in the adolescent program with three less educators. The school has opened a third lower elementary class and a 3K, 4K half-day primary classroom. The other two primary classrooms are full. NR-G explained the Visa issues to the board.

Budget Updates MD shared the budget completion for the 2021-2022 school year. The projected and working budgets for the 2022-2023 school year reflect a surplus due to the liquidated damages incurred by educators leaving our school. Our SLP resigned during the first week of the school year. There is a shortage of educators, supporting educators and other staff. We are using CESA and an outside staffing agency to find a school counselor, a school psychologist, therapists, and paraprofessionals. MD gave an example of the cost for the staffing agency. If we want to buy out a contract, it can be in the tens of thousands of dollars.

MD asked board members to seek out universities that could help make educational institutions more aware of Montessori education. We need to make Montessori an understood part of the school district.

Facilities MD talked about Sketchworks (architect) and Harmony Construction (builder) and their work with our school. Building products are hard to access in the supply chain. Steel is a good example of this. We are awaiting the Airport Commission approval and the finalization of the land purchase.

Planning MD shared that we are planning to hire a fundraiser/ capital campaign executive.

Prepared Adults Our school has joined with Embracing Equity for ongoing ABAR training. We have one educator that is sponsored in their AMI training right now. We have two new AMI Elementary diploma graduates guiding lower elementary classrooms. One of these graduates has also completed their Masters degree. We have one adolescent guide who is enrolled in IB training, and will become our IB coordinator. A student services team member completed the Montessori Core Principles class through MINT.

Lesson Study-AMI Montessori practices focus Elementary guides are using Phyllis Pottish-Lewis's book as a guide. We are focusing on mathematics.

Review of Educator in Residence Application AT will review the write-up application by 9/2/2022

Hiring Needs for next year

- 3 adolescent lead guides
- 1 school psychologist

- 1 or 2 cross classroom guides
- 1 outdoor educator
- 1 or 2 primary lead guides
- supporting educators at all program levels
- 1 bilingual resource teacher

Immediate Needs/ Action Steps

Hiring AMI-trained guides needed

KO spoke to us using Indeed and WeCan as well as training centers to advertise. We are competing with other school districts. We are restructuring our hiring, marketing, and recruiting practices. We are sponsoring individuals for training and working through licensing processes. We have some new applicants. TV asked if expenses will increase in order to pay new staff or staffing agencies or does our income increase with all the liquidated damages. MD answered this. A lot of funds went toward outside agencies but we can be reimbursed for some of the costs incurred through grants. TV said that this is money well spent. He hopes we can increase enrollment. MD shared about our interviewing a psychologist to provide tele-therapy. They would have to observe a learner through a camera. TV said that new staff is an annuity from the revenue perspective. When we hire a person who is not educated about child development, they often end up leaving. Then, the community perceives this as high turnover. We also talked about the issues with Visas. AT told us that we may need an attorney who specializes in Visas. She witnessed some of this practice in Washington DC when a newly-trained teacher from Canada was hired in the US. AT also suggested that we contact the training center in ST. Paul about staffing and establish a rapport with them for our training needs. AR said that online training is flourishing while in person training usually includes 10-12 trainees.

KO and MD will create a document comparing the length and cost for Montessori training versus conventional education training.

MD shared that we put a call out for volunteers that was answered immediately with a lot of interest. Someone wants to accompany adolescent students to Cherokee Marsh. A family wants to help with the school garden.

Next Board Meeting: December 16, 2022 at 9:30 am
March 16, 2023 at 9:30 am
June 14, 2023 at 9:30 am

Adjourn: AT made a motion to adjourn. TV seconded the motion. We adjourned at 10:33 am

Minutes submitted by Carrie Marlette