

LIVE OAK CHARTER SCHOOL
100 Gness Concourse Petaluma, CA 94952 • (707) 762-9020

Minutes for the Retreat of the Board of Directors Live Oak Charter School
August 25, 2024
4100 Wake Robin Dr., Glen Ellen, CA 95442
9 am - 8 pm

ATTENDEES

Kristin Walter, Board Chair
Robert Bunce, Board Treasurer
Justin Lipp, Board Clerk
Samantha Sheppard, Secretary
Kristina Tank-Crestetto, Board Director
Byron Palmer, Board Director
Steve Bleasdel, Board Director
Nick Russinko, Board Director
Linda Delgado, Executive Director
Valerie Miller, Board Director

Open with individual art project/ice breaker, a craft signifying your own intentions for the board

MOU and **LOI**, per SB - can be binding unless we clearly state that it is non-binding

Plan for working with Valley Vista (VV)- using West Ed Reading as a guide in discussion

- we are working on collaborating with district and VV
- what is our unifying purpose?
- what is a shared understanding of the problem we are solving with this change (each party needs to answer this question - LOCS and PCS)

- concerns we have we need to address:

- honoring Spanish speaking families, other families/caretakers of VV
- clear on why we do what we do - traditional public school thought is the earlier math, reading, science, tech are taught, the better
- idea is to create a new Waldorf school with the Valley Vista community
- going from personality dependent relationship to a structural relationship - we need to intentionally make this happen
- what can we do to bring the two communities together? KTC suggests activities that are kid centered, e.g. student performance, a festival - we want to foster an environment of collaboration
- what resources do they need to come to the table?

Alliance for Public Waldorf Certification

- Linda to reach out to them to see how quickly we can move through the process

Review teacher feedback on the Seven Alliance Principles. What the school has going for it (+) and the challenges (-) are listed below each principle.

Principle 1 - Image of the human being

- + buddy system, small kindergarten classes, always at the forefront of centering students, restorative justice-everyone honored
- how do we honor neurodivergent kids, challenges around resources (additional support needed), Covid shifted

Principle 2 - Child Development guiding educational program

- + practical arts, specialty programs important, looping, early literacy more age appropriately intro, imaginative play, history simulations
- resources - physical space, playground facilities, language, strings, bathrooms

Principle 3 - Social change through education

- + thinking classroom work grades 4-8, community engagement, service learning, respecting the environment, buddies, MS orientation, age appropriate activities
- media exposure, social media overexposure, parent education lacking specifically around Waldorf, playgrounds

Principle 4 - Human relationships

- +things already mentioned
- things already mentioned

Principle 5 - Access and Diversity

- + acceptance, gender neutral dragon pageant, Black literature studies in MS, multicultural books added to library
- not enough cultural diversity, European focus

Principle 6 - collaborative leadership

- + looping, regular meetings amongst faculty, staff, class coordinators
- European perspective doesn't match with community we serve, lack of resources, transitions hard for neurodivergent students

Principle 7 - school as learning community

- + loop group meetings, students lifelong learners, restorative resources
- not enough time for reflection, resources,

Strategic Plan - presented to orient new board members and see if there are any questions.

VM - where are we with some of these goals? Answer: we have not done this as a board yet, and it is a priority for the board, per KW - update the strategic plan - could be part of our transition, pulling the community together

RB - what is the structure for keeping this alive? This is something that will need to be determined by the team working on it. Per JL, we need to streamline the document, but some of the things (e.g. facilities) are no longer as relevant.

NR - priorities haven't changed, but the circumstances have.

VM - who is TIDE? where does it live? who does it report to? Answer: Team for Inclusion, Diversity and Equity. Team is parents, 6-12 people. No official reporting from them to admin or the board; they are an ad-hoc group. Per KW, we talked of having a board member as a TIDE liaison. Per LD, they are informed about what the board is doing, but what is happening in classrooms isn't discussed.

KTC - communication structures - we don't have a structure of reciprocal communication. How do we have ongoing communication around what is happening with different groups within the school. Board does

VM - update on strategic plan, communication with TIDE, etc. KW is taking notes on these items.

RB - strategic planning process was successful, and would like to bring this process into the spring transition project.

RB - Waldorf certification - if we're going to do this, we need to do it in the fall, but need to figure out if we can we transfer it to the new school; LD to check with them; how long is the lead time from submission to certification.

Tasks for board brainstorming

- TIDE liaison
- Operationalizing the strategic plan through lens of transition
- Communication coordination
- Create charter
- Transition work for the fall which includes:
 - MOU, LOI, Charter, Implementation plan and community development team, transition plan for the spring
- Spring transition plan
 - parent council, troubleshooting community comms and collaborative community building
- Board HR liaison - hiring, employee
- Caregiver survey - may be a spring thing
- ED review
- Facilities - ongoing issues at current site (fairground facilities project manager) BP willing to work on it, but needs to know time commitment
- End of school year - site closure
 - moving, files, digital assets

Board roles for the year

- Chair, Vice Chair (unfilled), Treasurer, Secretary, Clerk

RB suggests prioritizing the task list chronologically

Our areas of work are:

- Charter
- Alliance Certification
- Transition
- Board operations

Fall 2024 Board Tasks:

- Charter Working Group- KW, KTC, SB, RB, LD
 - MOU, Implementation
 - PCS, VV - LOI
 - Implementation plan for the transition
- LO Board strategic plan group NR, VM, SS, BP, JL (1 floater-BP will not join until tasks are more defined and group is split up more by task)
 - Alliance Certification
 - Communication collaboration coordination - communicating with community

- Strategic plan
- Transition fall LD, KW, KTC,
 - Faculty, Community
 - Valley Vista
- Transition spring JL
- Board Operations BP, RB, KTC, JL, SS
 - ED review (RB, KTC)
 - Facilities (BP)
 - Compliance (JL, SS)
 - HR (call sheet: KTC, RB, JL, VM)
 - Complaints
 - Parent Survey (JL, SS)

Jessica Uphress will write our new charter with input from the board.

ITEM: Approval of Revised CBA

There is a discrepancy between the number of instructional days in the CBA and the approved school calendar; the number of working days is accurate and remains unchanged. There was a mistake in that we did not account for the two teacher conference days as non-school days in the CBA, and included them as both instructional and non-instructional days (double counted them). We are approving a revision to change the CBA teaching days to match calendar days of 178. Change was agreed to in writing by LOTA leadership, but did not need to be reapproved by a vote from LOTA because it was a clarification, not an actual change.

JL moved to approved, RB seconded, all in favor JL, RB, B, N, KW, SS, and KTC

SB abstained