

SPRINGWATER ENVIRONMENTAL SCIENCES SCHOOL

BOARD OF DIRECTORS

Meeting Minutes

VISIONING SESSION

November 15, 2022

5:00pm

Held at Springwater Environmental Sciences School

16491 S. Springwater Rd. Oregon City, OR 97045

And ZOOM

Please register in advance.

After registering, you will receive a confirmation email containing information about joining the meeting.

Greg Mylet (greg@springwaterschool.com) or Nathalie Doherty (nathalied@springwaterschool.com) can accept public comment related to posted agenda items prior to the meeting and they will be read aloud during the public comment time.

Join Zoom Meeting

<https://us02web.zoom.us/j/84080084480?pwd=SUpONkRKbnJ0aUorY3VncFRoeGNsdz09>

Members Present: Cinda Scott, Lissa Hettervig, Sarah Head, Tina Marquez, Jessica Hendrickson, Tory Blackwell, Nathalie Doherty

Members Absent: None

Non-Voting Member Present: Greg Mylet

Staff Present: Jen Wozniak

Community Present: None

Call to Order: 5:42pm

Nathalie explains the history of Springwater Visioning Sessions. The last one came out of training with Jacques Fitzgerald, and we created goals.

Greg shares goals-

Discussed Exit and Stay interviews due to HR issues these are not a Board Role, they are in the hands of Greg, Nathalie, and the HR consultant.

Staff Retention Strategies – Board discusses issues related to Staff Retention.

Providing funding for mentoring teachers- Providing financial resources around mentoring would be beneficial.

Tory- Remembers a past conversation regarding build your own program that could be beneficial. If we have that in the budget for next year, we will need to look at it again, name it and put money towards it.

Jen-Full transparency prioritizing mentoring and classroom support whenever possible when money is available is always a good thing. It would be a good idea to communicate with the staff of these things that are now available to staff that was not in the past. We should also let staff know exit and stay interviews are now part of the routine.

Sarah- When we meet again in the Spring with the Staff for a meet and greet on a Friday and bring food, we can reiterate that we do have an HR person to answer their questions.

Specialists- How do we support them part time staff and nearly part time people. Currently they are not paid for their prep time. Our goal in the future is to figure out how to allocate funds to make it easier for them.

Jen- Specialists consist of Garden, Art, PE

Video- How to tell the Springwater story, the history of, why you like Springwater, what makes Springwater unique and special.

Defining Goal- Equity, Communication

Dig into the data- achievement, socio economics, share that all students are welcome.

Sarah- Suggest CARE protocol, in our application do we ask questions like income, race, etc.?

Greg- I don't think so, lets' ask PACE our insurance company first if we can do that. And review our current application.

Sarah- We could build a parent forum, parent equity group, zoom and evenings to allow for a more diverse group of parents the opportunity to participate.

Greg- During the Principle's coffee people have been asking about our stats regarding gender, race, etc.

Equity Training- DEI (Diversity, Equity, and inclusion) Staff needs more equity training, need money to pay outside people.

Jen- I'm part of a group that meets 1x a month on Zoom with Indigenous group Cottonwood which is where we go the GRub curriculum from. They break the meeting down into quadrants thinking, feeling, doing and being. Building a strong sense of belonging- creating an Autobiography.

Greg- Sounds like we need to build data, this should be a board role and goal. To find the data and collect for 5 years to identify the areas of growth in equity. To show people who we are and attract new people. We are looking at representation and doing an equity audit.

Equity and diversity- we need to identify resources in multiple ways and use several times per year beginning at the beginning continue middle and end of the year. We need to identify funding for equity training.

Stand at Ease: 7:02pm

Return to open session: 7:13pm

Re-envisioning Springwater facilities. We invited an architect to join a previous meeting. Consultant/Grant writer. We need to create an excitement about the school. Stage 1, stage 2, stage 3 all clearly laid out.

We want to inspire people and keep the school green. Photos or illustrations beginning, middle, end.

Lissa- Paul worked on a green project recently.

Greg- I will ask Jim to call these Architects listed here to see if they can give us quotes, ideally get them to come out to the school. We want to look at our current facilities, 5-year energy audit with an environmental lens, perhaps out of the box thinking.

HOLST-

We need an Engineering study of our facilities. Once we pin down 2 companies we want to call and move forward.

Videos for the Website-

Willamette falls video editing

CAIS film students / teacher

Collage film students

Jay Morgan a former Springwater parent- Lissa said we should see if he is interested or knows someone we can reach out to.

Reminder, we need to get our We ARE statements printed and posted in the school.

Next meeting, we need to vote on goals and set a timeline to them.

Adjourn: 8:30pm