



Heartwood Montessori School grows community by empowering children through respect, independence, and discovery.

Zoom Meeting Norms:

- Camera on at start to say hello and check in and then turn off as needed
- Use your voice to vote since it can be difficult for viewers to toggle back and forth
- Use chat to notify group if you need to leave meeting temporarily
- When engaged in discussion, have camera on if possible for others to also have visual cues
- Review agenda prior to meeting for efficiency purposes

BOARD MEETING AGENDA

April 21, 2021

Attending: Corinne Ivanca, Stephanie Malone, Melissa Olson, Brittany Mitchell (non-member), Ashley Paguyo (non-member), Sarah Walbridge (non-member), Ashley (non-member), Kate Murray, Jessamay Pesek, AmberJean Hegge, AJ Niehaus, Kristi Curme, Keith Johns, Emily Leutgeb, Caitlin Rae Hargarten

Consent Agenda (7:00-7:05 p.m.)

Approve last meeting's minutes - (March)

Approve public meeting minutes from March for posting on the website

Consent Agenda approved 7:01pm

Open Table (7:05-7:20) Reminder that open table items requiring a vote will need to be tabled to next month's agenda and/or require a special session.

Director Updates (7:20-7:40):

- Status of summer programming
 - Summer program fully enrolled (20) and waitlist holds an additional five children.
 - Two assistants have signed summer contracts. Plans for hiring two additional are in process
 - Guides have language in their contracts to work for hourly pay outside of their 9 month contract, may be available and interested in working just a few weeks
 - COVID protocols and communication to families about structure
 - Plan to have all summer attendees sharing space - moving away from pod structure

Strategic Priority: A clear and transparent view of our finances that allows the Board to make strategic decisions

Action steps:

- Fully developed budget presented to Board for review and understanding - **in process**
- Reconciliation of books - **in process**
- Hiring of bookkeeper to finish cleaning up books so we can file taxes - **Board has reached out to a firm to start process of final cleaning up and filing taxes.**

Strategic Priority: Expansion and increased enrollment

Action steps:

- Continued committee meetings to assess interest in toddler community - **working with a contractor for code compliance.**
- Follow up on concerns with Exploration HS to assess risks to space - **Building is currently not zoned for HS, meeting is scheduled for 4/28. Exploration HS's lease would be renewed 7/1.**
- **Monitor enrollment and develop plan for dealing with enrollment/waitlist that can be rolled out quickly and easily late in summer.**

Operational Board tasks (8:30-8:40) [Board Monthly Task List](#), [Board Guiding Document](#)

- Vote on new officers, as discussed last time, officers in current roles will work with these individuals to develop an appropriate transition timeline.
 - Kate Murray, President
 - Keith Johns, Vice President
 - AmberJean Hegge, Treasurer
 - Jessamay Pesek, Secretary
- **New officers voted in, motion passes 8:40**

Committee Updates (8:40-8:50)

- Treasurer's update / Finance Committee
- Executive Committee
 - [Newsletter greeting from](#) April
- Community Engagement Committee (Caitlin, Ashley)
 - Ashley Paguyo is taking lead as chair, Caitlin will continue as conduit to board
 - May 1st Earth Day gathering at Logan Park at 10:00 AM for all pods
 - Expectations for fundraising goals
- Toddler Environment Committee (Corinne)
- Building & Grounds Committee (Keith)

Adjourn but not without THANKING AJ!!!!!!!!!!!!!!!!!!!!!!

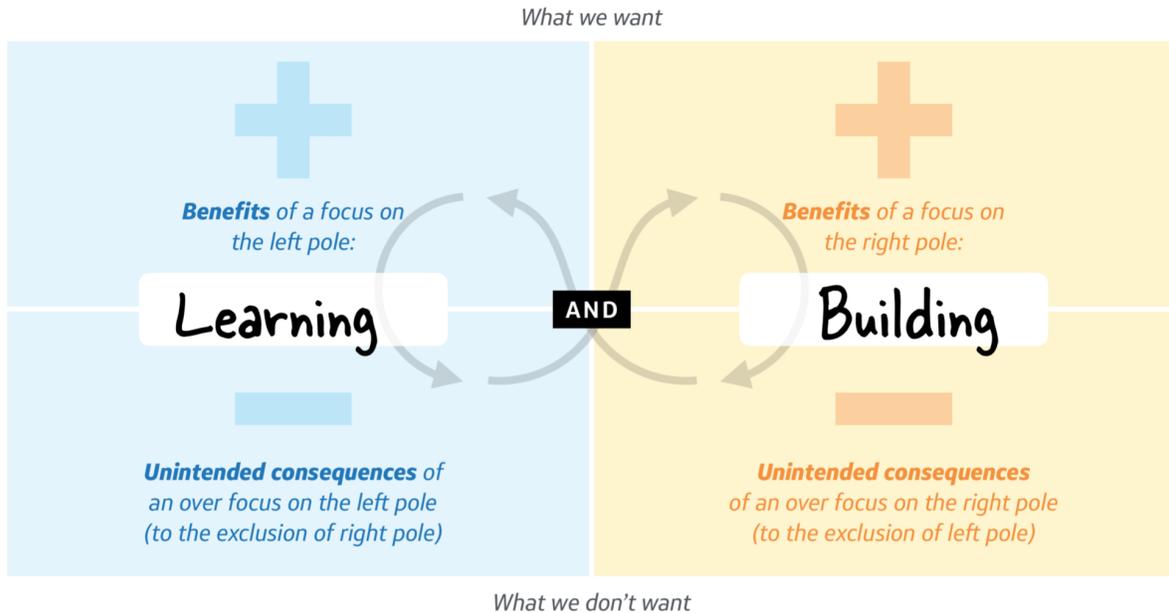
Polarity Mapping

What is a polarity?

- Interdependent pairs that can support each other in pursuit of a common purpose. (You need both but when you swing to one side and ignore the other, the outcome can be detrimental.)
- They can also undermine each other if seen as an either/or problem to solve.
- Polarities at their essence are unavoidable, unsolvable, unstoppable, and indestructible.
- Most importantly, they can be leveraged for a greater good if you capture the upsides of both.

- Polarity mapping is a very valuable process to go through when you are making a decision about something in which you feel two things are at odds with one another even if both are needed. It addresses structural tension from a systems view.

How do we move between these tensions?



1. To polarity map, you brainstorm upsides and downsides of all four quadrants to “see” and “map” the system.

Upsides of strong operational background (but not Montessori trained)	Upsides of Montessori only background (but less experience in operations)
Downsides of strong operational experience (but not Montessori trained)	Downsides of Montessori only background (but less experience in operations)

2. Then you look at the themes of upsides to write your greatest purpose. You look at the themes of the downsides to capture your greatest fear.

- a. Greatest purpose:
 - b. Greatest fear:
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- 3. Brainstorm high leverage action steps that support the upsides of both poles? (i.e. build a leadership structure that supports both)