

**Rudolf Steiner School of Ann Arbor – Minutes of the Board of Trustees
Wednesday, March 3, 2021**

Present: Gary Banks, Elizabeth Head, Knut Hill, Daryl Honor, Anni Fox Maniglia, Mike McFall, Don Remboski, Heather Rindels, Tim Standke, Paul Trombley

Excused: Jim McCauley

Others Present: Ruby Bernard, Katrina Klaphake, Sian Owen-Cruise, Carolyn Raschke

Don Remboski called the Board of Trustees meeting to order at 5:42pm.

Agenda Review and Consent Agenda Approval

- A motion to approve the consent agenda reports and the January and February meeting minutes was made by Gary Banks with support from Heather Rindels. There were no dissentions and the motion carried.
- It was noted that even though Jim McCauley is unable to attend today's meeting, his advance votes will be counted.

Grade 12 Student Project Proposal

- Ruby Bernard reviewed the already distributed senior project proposal for a webpage on our existing website that offers free Steiner student art. The art is donated by students and possibly alumni. She noted this will be a pilot program with plans for it to be run in the future by a school club.
- The website is <https://artreachsteiner.org>
- Some discussion followed and the Board noted the need to have art content reviewed and vetted before being made publicly available. Ruby Bernard left the meeting and a motion to approve the proposal with the addition of a formal content review was made by Elizabeth Head with support from Daryl Honor. There were no dissentions, Jim McCauley's advance vote was counted, and the motion carried.

Development Update

- Katrina Klaphake provided the group with an update on the Annual Fund Class Campaigns. She is confident that we will pass our budgeted goal and possibly hit our stretch goal.
- Stewardship work will continue.

Parent Council Rep as Standing Member of Board

- Sian Owen-Cruise reviewed the already distributed proposal noting that the initial term for a parent rep is August 2020 through August 2021 and that all changes to mandates, governance documents and bylaws will be made during the Continuous Improvement process this spring.
- Some discussion followed. A motion to approve the action items as defined in the proposal was made by Knut Hill with support from Daryl Honor. There were no dissensions, Jim McCauley's advance vote was counted, and the motion carried.

COVID-19 Response

- Sian Owen-Cruise updated the group on our low quarantine and case levels so far this year. 75% of faculty and staff have received their first vaccine and over the next 5 weeks, we should see changes to policies based on CDC guidelines. The school is administering volunteer antigen testing of faculty and staff with approximately 85% participation.
- The Returning to More Normal School Plan has been reviewed by faculty and staff and will be sent to the community on March 5. A Town Hall meeting is scheduled for March 10 at 7pm followed by community surveys on March 11 and 12.
- A joint Board/College meeting is scheduled for Thursday, March 18 (at the end of the College meeting) for final approval of the Plan. Email votes sent to Carolyn Raschke prior to the meeting will be accepted.

Accreditation Proposals

- Sian Owen-Cruise reminded the group that our accreditation process has begun and that AWSNA has decided not to hold in-person visits in the 2021-22 school year but instead are offering a bifurcated version of the accreditation process:
 - Fall 2021 – virtual visit (focus on process and procedures)
 - Fall 2022 – small visiting team visit (no Core Principles review)
 - Fall 2023 – small visiting team visit to review our Core Principles
- A motion to approve that the school accept the Bifurcated Approach for our accreditation was made by Tim Standke with support from Mike McFall. There were no dissensions, Jim McCauley's advance vote was counted, and the motion carried.
- Sian also reminded the group that a Diversity Equity and Inclusion (DEI) Commitment is not yet part of AWSNA's principles but will be soon and is

important work for our school. A motion to add a full examination of the school's DEI Commitment as a central part of our Self Study was made by Paul Trombley with support from Gary Banks. There were no dissensions, Jim McCauley's advance vote was counted, and the motion carried.

- Informal Board support was also provided to continue the Self Study process in collaboration with the College, Administration and Board to be fully prepared for accreditation.

School Administrator Survey Results

- Don Remboski asked Sian Owen-Cruise to leave the meeting temporarily so that the survey results could be discussed.
- He noted the many positive comments and deep appreciation for Sian's dedication to the position and her communication skills. Due to the pandemic, there was difficulty identifying areas of improvement. He also noted that he and Sian discussed the feedback privately in advance of this meeting. The feedback will be provided to Trustees.
- The group then invited Sian to rejoin the meeting and formally thanked her for her dedication to the school. A short discussion on responsible succession planning followed.

College/Board Meeting – March 25 at 5:30pm

- Paul Trombley reminded the group of this meeting and that it would focus on Accreditation work.

New Business

- Carolyn Raschke noted that the Board self-evaluation survey remains open for input. Results will be discussed at the April meeting.

A motion to adjourn the meeting was made by Daryl Honor with support from Elizabeth Head. There were no dissensions and the motion carried. The meeting was adjourned at 7:11pm.

2020-2021 Board Meetings

Board to join College on March 18, College/Board on March 25,
April 14, May 5, June 2