

**EVERGREEN BOARD OF DIRECTORS  
JANUARY MEETING MINUTES -Approved  
January 21st, 2017–3:00 p.m.**

McLamb called the meeting to order at 3:02 p.m. The mission statement and board norms were read.

Present: Lynn Player, Lori Hilliard, Eric Howard, Mark deVerges, Teresa Showman, Fynn Crooks, Brittany Keeler, Michael Follo, Stephanie Hellert, Erica Anderson, Sam McLamb, Dan Leroy, Brian Davis, Susan Mertz

Absent: Murph Doty, Kevin Kopp

Guests: Cameron Brantley, Melanie Derry, Kathy Norris, Gordon Simmons, Jody Flemming

McLamb opened his term as president by emphasizing the importance of recognizing that we each hold different perspectives, and the importance of respecting each other's' perspectives and contributions.

Derry thanked the Board for supplement.

**1) VISITORS:**

Brantley, Derry, Norris, Simmons, and Flemming were recognized as visitors.

**2) MINUTES:**

**Minutes from December, 2016 Board Meeting**

**Anderson moved to approve minutes, Player seconded.**

**Staff poll: unanimously in favor.**

**Mertz, Hilliard, deVerges, Follo, Hellert, Anderson McLamb, Leroy, Davis voted in favor.**

**Keeler and Howard abstained. Motion was adopted**

**3) TREASURER'S REPORT:**

**a) 2016-2017 YTD** (Additional discussion and approval tabled until February in order to confirm some information with Acadia.)

Report tabled pending information from Acadia; however, YTD looks roughly on target. DeVerges appreciated Simmons' and Mertz' invaluable contributions to making Finance run smoothly.

**4) CORRESPONDENCES:**

**Class Size Matters**

Player wondered if we could consider dropping numbers by one in each K and grade 1 classroom, since we have a surplus, even if it turns out not to be sustainable to carry over into next year. Mertz said that we can certainly consider it—among many parts of the aspirational budget. McLamb noted that the timing on this particular choice is key, since the lottery is April 1st. Crooks noted that while this correspondence sheds light on this particular issue, we should be thoughtful about weighing it in light of all the other pieces of the aspirational budget. The cost of reducing class size would be roughly \$7,000 per student. Hilliard sought to clarify a point in the letter regarding student teacher ratios in K and grade 1, noting that with the associate teacher, who is certainly a teacher, and with the support of the Americorps volunteer, the student-teacher ratio is smaller than stated in the correspondence. Davis re-emphasized the need to look carefully at overall funding for all aspirational wants and needs, including, for example, a behavioral specialist for grades 1-5.

**5) ADVENTURE PE PROGRAM REPORT PDF:**

Discussion swung to Specialized grant and feedback; while the provision of the bikes was very important, there were many unfunded pieces of the program, most notably staff members' time, such as Flemming's and Giordano's, and Giordano's intensive lesson plans and reporting data back to Specialized. Anderson noted that in the PDF, Giordano requested a change in job description for the 2017-2018 school year; Mertz confirmed and clarified that it is the result of her job description growing to become unsustainable for one person.

## 6) ACTION ITEMS

### a) Agent of Record Policy Language Change

**DeVerges moved to approve new purchasing policy record to include Agent of Record language, Hilliard seconded.**

**Staff poll: unanimously in favor.**

**Board members voted unanimously to approve. Motion was adopted**

### b) Motion to hire Annie Meyer, Part Time Behavior Support Counselor and Tina Nadzan, Part Time EverAfter Instructor

Meyer, in addition to many years of experience and qualifications, interned at Evergreen last year and knows many students and staff already. Nadzan is being hired to replace an EverAfter instructor who has left.

**Mertz moved to hire Meyer and Nadzan, Player seconded.**

**Staff poll: unanimously in favor.**

**Board voted unanimously in favor. Motion was adopted.**

### c) 2017 Signature Cards, memoranda from First Citizens, and approve new Executive Committee members for signing authority

**Davis motioned to approve new Executive Committee members' signing authority, deVerges seconded.**

**Staff poll: unanimously in favor.**

**Board voted unanimously in favor. Motion was adopted.**

### d) Motion to renew annual contact as part of Darrell Keller's Audit Services Multi-year Contract-Finance

**Staff poll: all in favor.**

**Board voted unanimously in favor, motion carried.**

## 7) DISCUSSION ITEMS

### a) Aspirational "Budget" Process and Timeline

Mertz offered a more detailed look into the "Aspirational Budget," first of all clarifying that the "Aspirational Budget" isn't a budget, it's a wish list.

Timeline for "Aspirational Budget":

January:

1) Compile draft from staff. 2) Bring draft to finance and to the board.

February:

1) Finance incorporates board feedback into list, brings it back to board.

Guiding questions:

Which are wants, which are needs?

What do we want/need next year? What do we want/need in two years, three years from now?

What has the biggest impact on kids, divided into staffing needs and non-staffing needs; some are one-time needs, some are ongoing.

We have not yet attached costs to the things on the list, we are in the process of doing it.

“Aspirational budget” prioritized list (there are a few things not on the list regarding personnel in the room):

Needs: smaller class size, combination of Behavior Support Specialist/Counselor, Clump of Personnel needs: librarian, EE, EC, associate director, development director, Part-time PAL teacher, increase in custodial services, covering licensure costs for teachers

One-time expenses: lift, communication system, ADA field access, “How to work with kids who’ve experienced trauma” PD, racial equity PD, leveled books for expeditions, intrusion alarm in gym

Mertz will attach costs to each of these needs before next Finance Committee meeting, then will present at next board meeting. McLamb suggested that we table discussion of prioritized list until next month when costs are attached.

Timeline for 2017-2018 Budget is same as in previous years. Finance sets parameters for COL increases, etc., staff then works within those parameters. Board votes on Budget in April, May is back-up to get to DPI by June. Lottery is 5th or 6th of April.

House Bill 13 threatens to pull away mandate on classroom size, mandate would include charter schools as well. Buncombe County Schools would lose many jobs, nearly all “specials,” and doesn’t have facilities to house that many classrooms. For this reason, it is speculated that the bill will not pass, but we are keeping our eye on it.

## **8) COMMITTEE REPORTS CLARIFYING QUESTIONS**

### **a) Finance**

### **b) Director**

For February school information event that Sarah is planning, what other schools have committed to participating? Franklin, Francine Delaney, ICI, Fern Leaf maybe, nothing from Buncombe County schools yet.

### **c) Board Staff Liaison**

### **d) Development**

Linnea Keen will likely chair Development Committee.

### **e) Nominating & Evaluating**

N & E asks that all board members complete evaluation, the link is in the Board Packet.

### **f) Facilities / Master Plan / Building**

### **g) Grievance**

### **h) School Improvement Team**

### **i) Executive**

### **j) Equity Leadership Team**

### **k) Legislative Committee**

## **9) ITEMS FOR NEXT MONTH’S AGENDA**

- Presentation on Aspirational Budget
- Program Update
- Charter Alliance membership or not, definitive decision
- Can we have “The Legislative Minute” update at Board Meetings, in packet, etc.? Legislative Committee requests that we send them relevant information we come across regarding education legislation.
- Reflection back to board from committees to synthesize what we did at retreat and what we want to do with it.

## **10) REFLECTION**

Board Retreat:

- More time to synthesize would be helpful.
- The theme of relationships came up a lot today.
- Player: “A leader makes space for others to come and fill it.” Mertz does a great job of that at the school, I hope we do that for each other on the board and as leaders in our community.

Meeting adjourned at 5:07 p.m.

Respectfully submitted,  
Stephanie Hellert

## **EVERGREEN BOARD OF DIRECTORS - BOARD PACKET**

### **January 21, 2017 – 3:00 P.M.**

*Mission: Evergreen Community Charter School is a learning community committed to the pursuit of excellence in the holistic education of mind, body, and spirit. We prepare students for successful lifelong learning, social responsibility, environmental stewardship, and service. We value the voice of every member of our community.*

*The Evergreen Board of Directors agrees to follow these Board Norms:*

- *I proactively seek and consider diverse voices, ideas and perspectives.*
- *I seek first to understand, then to be understood.*
- *I take care of myself, others, and the environment.*
- *I embrace a mindset that promotes my own and others' learning.*
- *I address conflict directly, productively, and with compassion.*
- *I seek opportunities to show gratitude and celebrate with colleagues.*

#### **AGENDA:**

1) Visitor Recognition	3 min
2) Minutes from December (Requires Board Action)	3 min
3) Treasurer's Report	1 min
a) 2016-2017 YTD (Additional discussion and approval tabled until February in order to confirm some information with Acadia.)	
4) Correspondences Received–See attachment	5 min
5) Discussion of Adventure PE Program Report PDF	3 min
6) Action Items	20 min total
a) Agent of Record Policy Language Change	5 min
b) Motion to hire Annie Meyer, Part Time Behavior Support Counselor and Tina Nadzan, Part Time EverAfter Instructor	5 min
c) 2017 Signature Cards, memoranda from First Citizens, and approve new Executive Committee members for signing authority	5 min
d) Motion to renew annual contact as part of Darrell Keller's Audit Services Multi-year Contract–Finance	5 min
7) Discussion Items	10 min total
a) Aspirational Budget Process and Timeline	10 min
8) Committee Reports (Clarifying questions only, please)	12 min total
a) Finance (2 min)	
b) Director (2 min)	
c) Board Staff Liaison Report (0 min)	
d) Development (0 min)	

- e) Nominating & Evaluating (2 min)
  - f) Facilities / Master Plan / Building (2 min)
  - g) Grievance (0 min)
  - h) School Improvement Team (0 min)
  - i) Executive (2 min)
  - j) Equity Leadership Team (2 min)
  - k) Legislative Committee (2 min)
- 9) Items for Next Month's Agenda 5 min
- 10) Reflection
- a) On the retreat 3 min
  - b) On anything else 2 min

Adjourn

## **MINUTES - November 2016**

See separate attachment

## **TREASURER'S REPORT:**

Tabled until February upon receipt of additional information from Acadia

## **CORRESPONDANCES RECEIVED:**

See separate attachment

## **ACTION ITEMS:**

### **a) Agent of Record Policy Language Change**

Proposed new language:

"Contracted professional service agreements are encouraged to maintain continuity of planning, fiscal accountability, and alignment of ECCS mission. Contracted services at or above the RFP level can proceed outside of a bid process if selected for Strategic Sourcing. In unique instances when ECCS Administration and majority of the Board have determined a specific vendor of a product or service is in the best interest of ECCS, a 'Strategic Sourcing' approval shall establish a relationship with these vendors for a timeline set on a case by case basis. Some of the reasons to establish a 'Strategic Sourcing' relationship are when there is a strong ECCS preference for the product or service offered by a particular vendor, the product or service needed is proprietary, unique, or exclusive in nature, the individual amount per transaction may be very low, etc."

### **b) Motion to hire:**

**Annie Meyer, Part Time Behavior Support Counselor.** Annie has a Master's degree in Education: Counseling from Western Carolina University, and has a Bachelor's in Music Therapy from Queens University of Charlotte. She is a Board Certified Music Therapist, National Certified Counselor, and Licensed Professional Counselor Associate. She interned with our middle school counselor last spring as well as at Asheville Middle and has experience as a music therapist at an outpatient program in Wilmington and at the Georgia Regional Hospital Atlanta.

**Tina Nadzan, Part Time EverAfter Instructor.** Tina has a Master's degree in Special Education and a Master's in Reading from Old Dominion University. She taught dance for 34 years at Asheville High School. Her experience has been as a special education teacher, Response to Intervention para-professional, and adult educator in Johnson County Schools, TN.

### **c) 2017 Signature Cards, memoranda from First Citizens, and approve new Executive Committee Members for Signing Authority**

### **d) Motion to renew annual contact as part of Darrell Keller's Audit Services Multi-year Contract –Finance**

## **DISCUSSION ITEMS:**

### **a) Aspirational Budget Process and Timeline**

Parameters and assumptions ECCS Administration could use when drafting a 2017-18 budget: targeted 1.5-1.8% increase in ADM, 2% COL increase, 2% Unexpected Expenses.

- Ideally, budget would try to include as many aspirational items as possible, ranked as:
  - Maintain a sustainable budget with a reduced reliance on public funds.
  - Improve student outcomes in academics and character development.
  - Implement School Improvements in alignment to the Master Plan for the benefit of all students.

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## **COMMITTEE REPORTS:**

### **A) FINANCE REPORT – January 11<sup>th</sup>, 2017**

Attendance: Stuart Miles, Ben Fleming, Mark deVerges, Gordon Simmons, Brian Davis, Susan Mertz, and Cameron Brantley

Called to order: 8:23am

1. **2015-2016 Year-End.** – Audit completion, process to approve final update and audit review by Darrell Keller, CPA.  
*Fyi, NC DPI received our submitted audit, but is apparently facing a critical personnel shortage with no timeline presented for approval. Our primary bank, First Citizens, is aware and proceeding under the submitted draft audit.*

No concerns from Darrell Keller, CPA, regarding ECCS 2015-2016 audit. Sole recommendation from Mr. Keller was to consider segregating funds for true cash balance and funds for future needs in order for them to be more clearly identified for short and long-term budget planning.

Thorough discussion in trying to highlight timeline of when and which budget lines accounted for the higher than anticipated year-end surplus.

As part of Darrell Keller's Audit services (currently operating within a multi-year contract) Mr. Simmons motioned to renew annual audit contact for 2017-2018 pending review of the contract. Mr. Davis seconded, passed unanimously.

2. **2016-2017 YTD.** Budget shows approximate mid-year target is on track. Additional discussion and approval tabled until February in order to confirm some information with Acadia.
3. **2017-2018 Budget planning: timeline, assumptions, and priority of potential aspirational items.**  
Quick rundown of potential parameters and assumptions ECCS Administration could use when drafting a 2017-18 budget: targeted 1.5-1.8% increase in ADM, 2% COL increase, 2% Unexpected Expenses.
  - Ideally, budget would try to include as many aspirational items as possible, ranked as:
    - Maintain a sustainable budget with a reduced reliance on public funds.
    - Improve student outcomes in academics and character development.
    - Implement School Improvements in alignment to the Master Plan for the benefit of all students.

**Items below were sidelined, given our focus on the visit by our auditor. These items are for the Board's consideration:**

Board to review and approve 2017 Signature Cards and memoranda from First Citizens and approve new Executive Committee members for signing authority.

In revamping Evergreen's purchasing guidelines, Mark deVerges coordinated with Erica Anderson. Suggested adding the potential additional language of:

"Contracted professional service agreements are encouraged to maintain continuity of planning, fiscal accountability, and alignment of ECCS mission. Contracted services at or above the RFP level can proceed outside of a bid process if selected for Strategic Sourcing. In unique instances when ECCS Administration and majority of the Board have determined a specific vendor of a product or service is in the best interest of ECCS, a 'Strategic Sourcing' approval shall establish a relationship with these vendors for a timeline set on a case by case basis. Some of the reasons to establish a 'Strategic Sourcing' relationship are when there is a strong ECCS preference for the product or service offered by a particular vendor, the product or service needed is proprietary, unique, or exclusive in nature, the individual amount per transaction may be very low, etc."

Next Finance Committee meeting – February 8<sup>th</sup> at 8:15am in Dr. Mertz's office. Visitors welcome!

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## **Director's Report – January 2017**

### **1. Accountability**

Charter School Performance Framework (annual assessment) is due in stages with deadlines of January 31, February 28 and March 31.

### **2. Safety**

It was brought to our attention that posting students' pictures and daily schedules on our classroom websites was offering too much transparency of where children were at any given moment. That same day, Jody took daily schedules off the classroom websites.

### **3. Finance**

The admin team, Business Manager and Development & Communication Coordinator met to compile a list of needs and wants for the aspirational budget. Items were pulled from the Holistic Education Task Force recommendations, the Facilities upgrade/repair list, and brainstorming. As of this writing, the list is divided into immediate, short-term, and long-term wants and needs. The next steps are to prioritize within those categories and attach dollar costs. This list of aspirational expenses will be incorporated into the annual budget planning as possible while following the guidance of the Finance Committee to:

- Maintain a sustainable budget with a reduced reliance on public funds
- Improve student outcomes in academics and character development
- Implement School Improvements in alignment to the Operating Plan and School Improvement Plan for the benefit of all students.
- Maintain a business model that provides exceptional learning and fulfilment of the ECCS Mission with reasonable accommodations for unforeseen expenses while fully utilizing revenue received while not using surplus to fill ongoing operational funding needs.

As per Board guidance, all employees were given bonuses this month. Amounts were tiered based on number of hours worked/week with tiers at 1-14 hrs., 15-28 hrs., 29+ hrs. and amounts of \$125, \$275, \$500 respectively. Total of the bonuses was \$34,175; total with FICA and unemployment taxes was \$37,035.

### **4. Development**

## **5. External Policy/Legal/Political**

A woman being considered for the role of Executive Director of the NC Association of Public Charter Schools (the merged association and alliance) has contacted me seeking input on what Evergreen would like to see from the Association.

I had an informal conversation with Rep. John Ager as we were leaving the MLK March and he was interested to know if we remained apart from the Association and, if so, why. He expressed support for grass roots charter schools such as Evergreen.

Lori Hilliard is contacting elected officials about initiating our lottery.

## **6. School Policy**

### **7. Strategic Goals/ Operating Plan**

#### **Expand EverAfter**

#### **Increase Ethnic Minority Student Applicants**

Sarah Hartnett, Director of Student Services, has more concrete plans for the Greater Asheville Area Public School Fair. It will be held at Lenoir Rhyne on Saturday Feb. 25 from 9-11. She has invited the ACS and BCS public schools and charters in Buncombe and Henderson County. Sarah is taking the marketing materials created last year by the Diversity Committee to pre-k learning centers.

Ten Board, staff and parent members attended the MLK Prayer Breakfast. We also purchased an ad in the Breakfast program. Networking opportunities were minimal but we did get name recognition by sponsoring a table. We also learned names of key people we may want to connect with to become more involved in the African American community. A large number of Evergreen families and staff attended the MLK March.

#### **Recruit Ethnic Minority Faculty & Staff Applicants**

One student of color from Warren Wilson College will start her internship at Evergreen this semester. We will be reaching out to EL schools in the Atlanta area to try to recruit teachers of color for our summer program. Will also use the EL network as we start posting positions for next year.

## **8. School Improvement**

#### **EL Education**

#### **Professional Learning and Leading Communities (PLLCs)/Professional Development**

## **9. Personnel**

Behavior support position is in response to clearly identified need and guided by the Board's decision last month to release funds to improve student services. EverAfter position is to replace one who is leaving. We are still seeking an additional EverAfter instructor to accommodate increased numbers of students.

### **Motion to hire:**

**Annie Meyer, Part Time Behavior Support Counselor.** Annie has a Master's degree in Education: Counseling from Western Carolina University, and has a Bachelor's in Music Therapy from Queens University of Charlotte. She is a Board Certified Music Therapist, National Certified Counselor, and Licensed Professional Counselor Associate. She interned with our middle school counselor last spring as well as at Asheville Middle and has experience as a music therapist at an outpatient program in Wilmington and at the Georgia Regional

Hospital Atlanta.

**Tina Nadzan, Part Time EverAfter Instructor.** Tina has a Master's degree in Special Education and a Master's in Reading from Old Dominion University. She taught dance for 34 years at Asheville High School. Her experience has been as a special education teacher, Response to Intervention para-professional, and adult educator in Johnson County Schools, TN.

## **10. Curriculum and Instruction**

### **11. External Work**

#### **College Partnerships**

#### **Other Partnerships**

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## **C. BOARD-STAFF LIAISON**

No report.

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## **D. DEVELOPMENT COMMITTEE**

No report.

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## **E. NOMINATING AND EVALUATING – January 13, 2017**

Members present: Fynn Crooks, Brittany Keeler, Kevin Kopp, Susan Mertz, Dan Leroy

- Reviewed our strategic goal to increase diversity on the Board and how we can continue to work to meet that goal. Feb 25th there will be a public school fair the committee talked about sending a representative from N & E to find prospective committee members. Looked at current members on the Racial Equity Team that could be prospective Board members.
- Discussed how committee chairs need to look to their committee to find their own replacements.
- Identified 4 Board members whose term would be ending in June and identified 2 possible replacements.
- Discussed the pros and cons of a large and small Board and felt that around 14 members is an ideal number.
- Looked at expertises that could be useful on Board and felt adding someone with a finance and/or healthcare background would be beneficial.

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## **F. FACILITIES REPORT – January 13th, 2017**

**Meeting Participants: Chuck Krekelberg, Justin Arnall, Jason Anderson, Gordon Simmons and Murph Doty**

**Not in Attendance: Bob Oaks, Steve Olin, , Jeff Fleagle, and Mike Keen,**

### **Discussion items:**

No corrections were made to the previous Facilities Committee Report

## Past/Current/Routine Business

- Design, Permitting and Construction of a Lift/Elevator – The City has performed a preliminary review and has provided guidance and direction. KLOESEL Engineering is making good progress on the structural evaluation and preliminary design of the Lift. The process is now at the point where the Committee needs to evaluate the various types of Lifts (platform versus enclosed cab) and then identify potential supplies. The Committee plans to perform on-site visits to facilities in Buncombe/Henderson Counties over the next two weeks to provide KLOESEL future direction. This project is proposed to be completed in the summer of 2017.
- Water Line Mapping – Full-size drawings are being printed and the stakeholders that have knowledge of the locations of these water lines will get together to record them on these as-built drawings. Once this is completed we will determine if a private utility locating service will need to be contracted to identify/confirm water line locations.
- Proposed Photovoltaic Solar (PV) Project - This proposed project on the gym roof is in the process of undergoing a structural evaluation to determine potential loading/weight constraints. A solar design/construction firm has been contacted to perform a preliminary evaluation of the gym roof. It seems that based on the size/configuration of the roof that approximately 330 PV modules (100 kilowatts ) can be physically installed; however, a structural evaluation is still underway once assumed weight loading is determined based on the various designs that are being proposed.
- Campus Wide Communication – Potential vendors have been identified and proposals have been requested. This system could include a phone system, security system, and campus-wide communication. This project, if it moves ahead, will be performed in the Summer of 2017. Additional information will be forthcoming.
- Facilities Preventative Maintenance/Upgrade Budget – Gordon provided an updated budget and discussion ensued regarding prioritization. This discussion centered around the potential cost of the proposed lift/elevator and how it will be paid.

## Action Items

- Move forward with the design, permitting and installation of the lift in the middle school wing.
- Discussion of the campus-wide safety plan in association with an evaluation of the need for a campus-wide communication/emergency communication system.
- Prioritize facility preventative maintenance/upgrade needs over the upcoming meetings.
- Based on input from the Board, the Committee will evaluate and propose modifications to the current Master Plan if needed and as warranted.

The next regularly-scheduled Facilities Committee Meeting is set for Friday, February 10<sup>th</sup> at 8:15 AM.

Submitted by Murph Doty

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## **G. GRIEVANCE**

No report.

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## **H. SCHOOL IMPROVEMENT TEAM**

No report.

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## **I. EXECUTIVE COMMITTEE REPORT - January 11th, 2017**

**Meeting Participants: Susan Mertz, Erica Anderson, Stephanie Hellert, Mark deVerges, Sam McLamb**

Discussion items:

- Agenda for Board Meeting on January 21
  - New hires
  - Finance policy on Agent of Record language
  - Aspirational budget discussion
  
- Executive Committee Norms
  - Chair maintain notes and provide meeting summary to Secretary.
  - Chair to draft letters to community and circulate within the EC for review.
  - Board Packets
    - Agenda will be drafted by the EC, with contributions/additions from committee chairs.
    - Chair drafts board agenda, sends to ED, and then to Secretary for the board packet.
    - Secretary will provide a timeline for committee reports to be included in the board packet. If the report is not submitted in time, it will be included in the next board meeting packet.
  - Executive Director Evaluation Process
    - Survey on Executive Director performance will be sent out in April.
    - The Executive Committee will share a summary of survey results with the full board.
  - Meeting dates: The EC will meet on the 1<sup>st</sup> Wednesday of every month other than during February when it will meet on the 8<sup>th</sup> at 5:30 at Sonora.

Respectfully submitted on January 16, 2017 by Sam McLamb

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## **J. EQUITY LEADERSHIP TEAM – December 12, 2016**

### **Working Group Meeting Notes** **Structural Barriers Working Group**

#### ***1st Tier Priorities:***

1. Recruitment of People of Color for Staff Positions

#### **Strategies:**

- Relationship building with key partners (Warren Wilson, Atlanta edible schoolyards, Western, EL)
- Attend regional job fairs for teachers
- Investigate and address pay gap between ECCS and local schools with supplement

2. Recruitment of People of Color for Board of Director Positions

#### **Strategies:**

- Relationship building with key partners (Mission Hospitals —Brian)
- Work with Nominating and Evaluating Committee of Board of Directors to prioritize people of color recruitment

#### ***2nd Tier Priorities:***

3. Lottery Policy

A weighted lottery could be important, but need to make sure we have community outreach (external) and equity training (internal) in place.

4. Transportation

Working well now for after school programs. Important, but may be secondary to the leadership and staffing issues.

5. School Nutrition

Also important, but may be secondary to the leadership and staffing issues.

### **Next Steps:**

1. Share contacts and make introductions for Dr. Susan - Edible Schoolyard (Marin); Mission (Brian), tutors/teachers/friends (Alicia)
2. Revisit Diversity Plan (Susan will share)
3. Discuss our internal processes for board and teacher recruitment
4. Use OpenSource framework to unpack two 1st Tier priority barriers

### **Community Education working group**

**Goal:** The goal of the Community Education working group is for the Evergreen staff, students, and parents to build relationships with people and families of color in the Asheville community.

**Priorities:** We can build these relationships by a) communicating with and raising awareness within the Evergreen community, and b) by reaching out and being present in the larger Asheville community.

### **Action items:**

1. Create and execute a telephone and Email survey targeted to local families of color. The goal of these surveys is to find out how Evergreen is perceived in the community, and what changes Evergreen could make to be more appealing to families of color. Ask if the Evergreen summer camp is appealing to them, or what would make it more appealing.

Also survey the ECCS community to get a sense of how people feel about taking steps to become a more diverse school. This information will be helpful in addressing challenges and finding ways to build momentum around this endeavor.

2. Based on survey results, ECCS will have a presence at local events to build relationships in the community and spread the word about Evergreen.

Examples of local events to attend:

LEAF Downtown; WNC Youth Football and Cheerleading games, including the Super Bowl (Fall 2017); GO Kitchen pop-up meals; Reach out to Mrs. Butler at the Hillcrest Enrichment Program.

3. We would like to collaborate with the Curriculum group to expand on existing programs within ECCS to cultivate culturally relevant teaching for students and parents. Regularly communicate with parents (through classroom Emails and Director's letters) on ways to increase diversity in their lives.

### **Examples:**

- Expand the education we do around MLK day -- Evergreen will take an ad out in the MLK breakfast brochure; have an Evergreen sponsored table at the breakfast; make attending the march an extra credit item. Include information about the breakfast and march in class newsletters, in the Director's letter, etc. Have classes "compete" for which class can get the most students to attend the march.
- Consider adding some diversity training or activities during grade campouts. Students and parents are there together -- a great time for intergenerational learning and discussion.
- Continue efforts to reach out to city schools to collaborate on the Heroes of Asheville project.
- Continue efforts to network with other organizations that are intentional about fostering diversity.

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## **K. LEGISLATIVE COMMITTEE – January 12th, 2017**

**Attending: Lynn Player, Cameron Brantley, Lori Hilliard, Misty McDonough**

**Legislative Event for Charter Schools:**

Misty reviewed and updated us on the Legislative planning meeting with other charter schools (representatives from Fernleaf, Franklin, Francine Delaney attending.) We are reaching out to Artspace, Invest Collegiate, and Mountain Community

-Goals of the event, timing of the event, next meeting will be January 23, at 5:30 at Earthfare (Westgate)

- Suggestion for event date will be March 19 or 20 at Pack's Tavern, Sierra Nevada or Highland Brewery Event Space.

List started in Google Doc under Legislative event (All local and statewide representatives) who to invite and planning participants

-We want to have parents, board members and teachers represent each school for the policy makers- this is an awareness event and a relationship builder primarily. Being clear if we have an ask.

-How do we pay for this event?

### **Position Statements:**

How do we communicate these to the ECCS community and throughout the county? Our latest:

- HB2 resolution- In July 2016, our board approved full support for ACS HB2 resolution and call to action for repeal of HB2. We were asked by the board to make a public statement and include the specific work that ECCS is doing to ensure the inclusiveness/ safety/ security of transgender students.
- Opportunities Scholarship Position Statement- October 2016-  
We will talk with Jody about publicity of these and how to broadcast this information to our community and the larger region.

**Building our Committee:** We need committee members so we can distribute the research and keep up with the political activity involving Charter Schools.

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