



The Association for the Advancement of Education, DBA, The Hawbridge School  
Board of Directors' Meeting Proposed Agenda  
June 13, 2022  
6:30 p.m.  
Zoom

- I. Call to Order 6:04 p.m.
- II. Roll Call: Natalya Barker (Chair), Kathryn Brown (Vice Chair), Dawnya Bohager (Treasurer), Megan Glancy (Secretary), April Williams, Christina Fisher, Renee Lynch, Davida Reid, Todd Nicolet  
Attending Executive Director and Faculty/Staff: Jennifer Shelton (Director), Cheryl Beierschmitt (Lower School Director), Emily Martin (Dean of Students), Jonathan Farmer (Upper School Faculty Representative), and Kierca Kimbel (Lower School Faculty Representative)
- III. Consent Items: N. Barker opened discussion and acknowledged that this is a much needed and vital conversation; reiterated the need to allow everyone space to speak; opened the discussion to the group to include but not limited to the following:
  - A. Board/committee roles
  - B. JEDI mission
  - C. Board purposes moving forwardT. Nicolet expressed that the conversation was due and thanks for raising the issue; shared resources on BOD roles and responsibilities from DPI and other charter school organizations; shared quote regarding the role of the BOD as that of asking “how well” vs. “how to”; suggested this be a guideline defining BOD roles. N. Barker asked what does the BOD need to do to ensure we are living up to our mission and best practices; suggested the BOD has not had time to have a proactive agenda in place; D. Reid suggested we review the JEDI mission/vision statement; R. Lynch asked why this committee has been asked to write a mission and vision; M. Glancy expressed that the committee was led to believe that was required/asked of us by the BOD; BOD discussed the confusion and determined no specific statement was necessary; T. Nicolet expressed that the pre-existing idea was to get clarity about the role of JEDI and the mission of the committee; expressed that clarity was not provided previously and is also needed; C. Fisher expressed that there is overlap between the school and other stakeholders; asked how do we define the grey area; expressed that from the beginning they understood that the committee was explicitly for the BOD and not to impact school operations; agreed that the “how well” should be the question that the BOD asks; N. Barker expressed that historically things regarding diversity were piling up and they were falling in the cracks and the need for focused concern on these issues was identified; N. Barker expressed that up until now, there was no defined focus or objective for the committee, just an acknowledgement that we needed to make space for that work; N.



Barker raised the issue of BOD DEI training; A. Williams expressed that they believed the JEDI committee would lead the BOD in developing their JEDI tools/skills and how the BOD as an institution is aware of issues; expressed that this is separate and apart from the racial equity task force and their goals; discussed creating a charge list or goals for the year; R. Lynch expressed the BOD's role is reflective/understanding of what is happening, expressed support for the BOD remaining out of daily operations and instead focus on BOD development; D. Reid expressed that the committee does not need a mission/vision but instead a list of goals; A. Williams expressed that the BOD should determine the parameters for the committee with a focus on informing the BOD and expanding the BOD's competencies; D. Reid expressed that two action items have been identified 1) to increase BOD diversity and 2) create a BOD presence on the racial equity Taskforce through the school; expressed that it is important to know what is happening in the school and to understand what is happening to support the school; suggested knowing what the school is doing allows for the BOD to support the work of the school; D. Reid shared information about available REI training; T. Nicolet asked the school their opinion; E. Martin expressed that having a BOD member required to attend is intimidating; expressed that they have concerns regarding how this might complicate the grievance policy; expressed that a top down approach in terms of the mission/vision felt inauthentic; expressed that a BOD representative would be welcome; A. Williams asserted that the perception had been that the BOD was already welcomed to the discussion by invitation; N. Barker expressed that previous efforts with fundraising had crossed some lines and that may have influenced this process; C. Fisher asked how do we measure "how well", the question raised earlier by T. Nicolet; C. Fisher expressed that a move to shared governance model requires changes to BOD oversight; expressed that a bottom up approach is just as unequal as a top down approach; asked how we can hold space for JEDI related discussions suggesting taking time in open session to discuss; R. Lynch expressed that shared governance does not mean BOD participation in operations; A. Williams expressed concern over creating a specific call for public comment on issues related to JEDI during board meetings in that it could potentially set a precedent for circumventing the school and faculty, who would have more immediate responsibility over such issues, and run the risk of encouraging board involvement in the day-to-day operations of the school.; E. Martin expressed that the admin. team does hear from families regarding DEI issues; expressed gratitude that families are doing so and expressed hopes that it will continue; offered to communicate regarding these instances going forward; C. Fisher expressed that emphasizing that the BOD is open to DEI related public comment would open the door to those who might not otherwise speak up; D. Reid asked if the BOD can received a DEI update at BOD meetings; BOD discussed how this could be done appropriately with confidentiality in mind; R. Lynch expressed support for receiving an update from the task force; M. Glancy suggested we re-focus on the role of the committees; A. Williams asked what guiding documents can



we as a BOD rely on; M. Glancy reiterated that some of those documents have been shared and it appears that little review has been given; D. Reid reiterated that the committee has communicated in the past and asked for guidance on how to present information and then see follow through; T. Nicolet expressed that the group should hold the BOD accountable and focus on increasing BOD competencies; D. Bohagar expressed that there is not money in the budget for trainings but there may be precedent for finding funding; expressed that the BOD does not have a budget and payments in the past have been informal; T. Nicolet expressed that it is time to get clarity on how to pay for BOD expenses; BOD discussed creating a budget; T. Nicolet expressed that the BOD should consider the perceptions it creates when the BOD allocates funds for BOD purposes; C. Fisher asked if DPI offers any training; asked if reporting on the NSBA equity report would be useful to the BOD; discussed offering an analysis of available resources at future meeting; BOD discussed potentially offering BOD onboarding training in the future; R. Lynch expressed concerns about funding BOD trainings for members who will cycle out of positions; A. Williams agreed that there are potential concerns, yet it may be the time to invest as we launch the JEDI committee; D. Reid expressed support for building the roots of equity training in the BOD by training the current BOD; A. Williams asked if fundraising for BOD needs would be a good way to separate duties from PASTA; discussed finding grants, etc. to fund these efforts; K. Brown asked to amend future agendas to include more specifics about committee reports moving forward ; A. Williams asked what the BOD should do when opportunities for more detailed discussions arise but the time does not allow; R. Lynch expressed concern that we may lose participation if we have multiple meetings; D. Reid asked for clarification regarding the purpose of synthesizing information and presenting to the BOD, what happens next; BOD discussed what is required in terms of what must be voted on; T. Nicolet expressed that committees are intended to help the BOD do more but the BOD may need to limit what they can do effectively as to not overextend members; N. Barker discussed making a plan for a strategic planning meeting over the summer; N. Barker revisited the discussion of a charge vs. a mission and vision statement; D. Reid and M. Glancy asked for clarification as to what the role of the committee is and what is the expectation for the committees work; M. Glancy expressed that the BOD as a whole should engage in this conversation and define the role of committee; N. Barker asked how the BOD would like to proceed as a group to define to purpose of the JEDI committee; D. Reid suggest people write out their thoughts and share to launch the conversation in the next meeting; A. Williams asked if the committee would review the notes from this meeting and main points raised and offer some starting discussion points for the next meeting; N. Barker reiterated that the outcome of this meeting is to schedule another meeting to discuss the mission of the JEDI committee; K. Brown suggested filling in the new BOD members once they are onboarded.

VI. Adjourn - 7:48 p.m.