

**PUBLIC MEETING OF THE
MOUNTAIN OAK SCHOOL BOARD OF DIRECTORS
Board Retreat Minutes– October 12, 2023**

Pursuant to A.R.S. 38-431.02(1) notice is hereby given to the members of the Mountain Oak School and the general public that the Board of Directors of the Mountain Oak School will meet on the time and date listed below. The meeting will be held at the Mountain Oak School, 1455 Willow Creek Rd., Prescott, Arizona. The Board may vote to go into Executive session on any agenda item, pursuant to A.R.S. 38.-431.01(A)(3) for legal advice on matters as set forth in the agenda item. Executive session are not open to the public. Board Members or other participants may attend by telephonic conference. The following topics and any variables thereto will be subject to Board consideration, discussion, approval, or other action. All items are set for possible action.

Vision: Mountain Oak School is Committed to the Following:

- Developing and enriching our school offering and campus.
- Maintaining and building our financial health.
- Expanding our presence and visibility in the greater community.
- Becoming a nexus of Waldorf cultural activity in Arizona and the nation.
- Cultivating and supporting a strong and vibrant school community.

Meeting Type:	Date:	Start Time:	End Time:	Location:
Board Retreat	October 12, 2023	10:25 AM	3:38 PM	5367 N Cattlemen Drive Prescott Valley, AZ 86314

Agenda Items	Presenter
1. Opening PR motion to begin retreat. TH 2nd. Unanimously approved. Motion passes.	
2. Discuss Strategic Plan - TH and CR create survey for stakeholders and the board will create a committee to discuss results.	Tim
3. Special Board Meeting - 11:01 AM-11:18 AM. TH motion to reopen retreat at 11:25 AM. CR 2nd. Unanimously approved. Motion passes.	
4. Discuss Goal Setting – Discussed areas of greatest need. Will develop goals after the strategic plan.	Katie
5. Discuss Operational goals – Discuss Director evaluation. CR will share a sample evaluation and give the director job evaluation to the board members and work with JN to create goals for the year and share the goals with the board.	Katie
6. School Finances Overview – Postponed to Nov 6 meeting.	Cindy
7. Discuss Digitizing Board Policy – KL look in the board binder and through old meeting minutes. JN scan current board binder.	
8. Discuss Board member roles and responsibilities. Discussion of roles of board members, no board member having more power or authority than another. Recommendation of TH as president and BM as treasurer.	Tim and Katie
9. Discuss Officer Succession Plan – discuss Interim succession plan. TH share sample succession plan model.	Tim
10. Discuss how to thank resigned board members – agreed	

	upon a standard board member recognition process when a board member vacates membership.	
11.	Standardize Meeting Agenda. Agenda discussed and agreed upon.	Katie and Tim
12.	New Board Member Training. Discussed new member handbook and new member checklist.	Tim and Katie
13.	Board Member Advertising. Discussion of recruiting board members for the 2024-2025 school year utilizing ads on Facebook and word of mouth to parents of alumni, current parents, and the greater community.	Katie
14.	Board Retreat Evaluation	
15.	Adjournment. PR motioned to adjourn at 3:38 PM. TH 2nd. Unanimously approved. Motion passes.	

Attendee Information:

Name	E-Mail Address	Present
President - vacant	n/a	n/a
Peter Rennick, Vice President (interim president	pjre2@cox.net	x
Cindy Roe, Board Member	croe@mountainoakschool.org	x
Brandy Meade, Board Member	brandymis@gmail.com	x
Tim Harrington, Board Member	osmliving@gmail.com	x
Amber Alexander, Faculty	aalexander@mountainoakschool.org	x
Jonathan Ruf, Faculty	jruf@mountainoakschool.org	Absent
James Nolen – School Director Ex Officio	jnolen@mountainoakschool.org	x
Katier Larson, Secretary		x