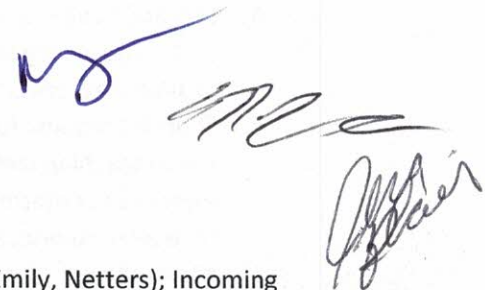


Adlerian School Association

Board of Directors Meeting

May 13, 2019



Present: Nicola Haddak and Mark Carman

From: 3:30pm – 4:00pm Also Present: Teachers (Kelsey, Courtney, Sherrill, Emily, Netters); Incoming Principal (Tommy); Staff (Alex); for the last 10 minutes of the meeting Current Principal (Yuri)

From: 4:05pm – 5:35pm Also Present: Incoming Principal (Tommy); Incoming Assistant Principal (Lori); Incoming Support Staff (Greg)

1. The Board discussed the decision made by the Board to promote Tommy Nordmann to the position of Principal and bring back to the school the founders of the school Lori DeCosmo as incoming Assistant Principal and Greg DeCosmo as support staff on a contractual basis.
2. Together the Board and the teachers discussed strategies for goal alignment and ensuring a democratic approach systemically. The importance of classroom meetings and staff meetings adhering to the model of a family meeting and a democratic approach to problem-solving was discussed.

Teachers / Staff left the meeting. Lori and Greg joined the meeting.

1. Lori proposed to the Board that the Parent Education Night that was scheduled to commence on May 16th would be best postponed until the following week on May 23rd. With this proposed change in schedule, it would provide Tommy, Lori, and Greg time to organize / plan for discussing the upcoming school year with the families of the school. Mark and Nicola agreed with this proposal.
2. Lori expressed concern about the level of permissiveness that appears to be occurring within the school. Lori reported concerns that she has heard during Parent Education Nights from families regarding incongruence in terms of what is being proposed at parent education nights and what is being done within the school. Lori asked for support in terms of ensuring adherence to the philosophy and Adlerian approach systemically. Tommy recommended that observations of classrooms could be helpful in determining whether or not teachers are adhering to the philosophy. Greg discussed the importance of documenting any concerns Yuri may have regarding teachers not adhering to the principles inherent in the school.
3. Concerns were discussed regarding splitting and triangulation within the community as was discovered during the process of interviewing staff, receiving feedback on surveys, and meeting with staff. Strategies for ensuring improved community alignment were discussed and the importance stressed.
4. Mark reported that his involvement at the Florida Inclusion Network Meeting was encouraging and in line with the philosophy of the school and the principles of Adlerian psychology.

5. Lori and Greg discussed their interactions with Sherrill (Teacher) during Family Education Nights and concerns regarding how the level of permissiveness within the school may serve as a challenge to goal alignment.
6. Sherrill's request for a pay increase was discussed as well as potential increases in pay for the entire teaching staff. It was agreed that further inquiry into budgeting for next year must be explored in determining potential changes in salary. A Board meeting on June 7th has been scheduled to discuss / approve the budget for the 2019-2020 school year.
7. Nicola shared with the Board and leadership concerns regarding Jackie's (Current Assistant Principal's) recent behavior as it may conflict with goal alignment and a smooth transition in terms of leadership. Jackie's personal / family needs were discussed as she had shared these concerns via email when she rescinded her application for the position of Principal. The Board and leadership agreed that Tommy would propose to Jackie that she leave prior to her contract end to attend to her personal/family needs with pay up until her contract end on June 30, 2019.
8. The Board and leadership discussed the importance of informing the families of Yuri's resignation and the change in leadership expected in the new school year. It was agreed that an email would be sent out to inform the families of these changes and that they will be encouraged to attend the next Parent Education Night on May 23rd to learn about additional changes and answer any questions. It was agreed that Lori, Tommy and Greg would be available starting tomorrow to discuss any questions or concerns families have regarding the transition.
9. Lori agreed to take on Tommy's classroom starting tomorrow as he will begin taking on responsibilities within the office and learning what will be required of him as Principal.
10. The Board discussed an idea presented to the teachers regarding meeting individually with teachers, the new leadership staff and a Board member in an effort to ensure goal alignment and open and honest communication. Nicola reported that she would make herself available if a request was made for a Board member to be present at these meetings.