

MEETING AGENDA
The Grove School Board Long Range Planning Committee
Friday January 15th, 2021 12:00 pm

Via Zoom

<https://us02web.zoom.us/j/71899729585?pwd=NU9aVHNmZjZL05zMVRtQVRRUHJrdz09>

Meeting ID: 718 9972 9585

Passcode: 6LRnjp

1. **Call to Order**
2. **Roll Call**
3. **Public Comments**
 - 3.1. Items appearing on the Agenda
 - 3.2. Items not appearing on the Agenda
4. **Agenda / Minutes**
 - 4.1. Approval of the Agenda as presented or amended
 - 4.2. Approval of Past Minutes (See page 2)
5. **Open Session - Discussion and Action Items**
 - 5.1. Discussion of Possible Strategic Planning Route
 - 5.2. Discussion of actions and items related to Goals of the Committee
 1. Work with city of Redlands to expand and build on current location
 2. Explore cost and opportunities to purchase a building on a new site
 3. Provide input on plans developed by HOS and operation manager for site improvements
6. **Reports**
 - 6.1. Chairperson's Report

ADJOURNMENT AND ANNOUNCEMENT OF NEXT BOARD MEETING: It is anticipated that the next meeting will be held on February 19th at 12:00 pm.

Time Allotments and Procedures for Public Speakers

- a. A total of 10 minutes is allotted for public comments on items not on the agenda. Within that time allotment, each speaker is limited to 3 minutes.
 - b. Members of the public who wish to speak before the Board on a specific agenda item are limited to 3 minutes per agenda item.
 - c. Time allotments per speaker may not be given to other speakers for the purposes of increasing the time allotment for any one speaker.
2. No action or discussion will be undertaken on any item not appearing on the Agenda, except that members of the Board or its staff may respond briefly to statements made or questions posed, ask a question for clarification, make a brief announcement, or make a brief report on his/her own activities. Subject to the Board's rules and procedures, the Board or members of the Board may provide a reference to staff or other resources for factual information, request staff to report back at a subsequent meeting, or recommend placing a matter of business on a future agenda. Any other Board member response, including discussion, deliberation, action, or any other similar attendance, to any public comment offered on an item not on the Agenda is not permitted, subject to provisions of California Government Code §§ 54950, *et seq.*
 3. Agendas for all meetings of the Board of Directors will be posted 72 hours in advance of each meeting on the glass doors leading to the administrative offices of The Grove School, located at 200 Nevada Street, Redlands, CA 92373.
 4. Americans with Disabilities: The agenda will be made available in appropriate alternative formats to persons with a disability, as required by Section 202 of the Americans with Disabilities Act of 1990 (42 U.S.C. Sec. 12132), and the federal rules and regulations adopted in implementation thereof. To obtain disability-related accommodation for participation at meetings of The Grove School Board of Directors, a written request for accommodation must be received by the Chair of the Board no later than five (5) business days before the scheduled meeting. Please direct your written inquiries to: Chair, Board of Directors, The Grove School, 200 Nevada Street, Redlands, CA 92373.
 5. If you have any questions, please free to contact the Board of Directors of The Grove School at: *The Grove School, 200 Nevada Street, Redlands, CA 92373, Phone: (909) 798-7831*

Long Range Planning Meeting 12/18/2020

- Call to order - 12/18/2020 12:04pm
- Present: Andrew Christopherson, Aimee Austin, Mark Sigman, Trevor Norton, Michael Paisner, Andy Schadwinkel, Karen Arnstein
- Any public comment for items appearing on agenda - None
- Any public comment for items not appearing on agenda - None
- Approval of 9/25/2020 minutes:
 - No questions or comments.
 - Andrew C moved to approve, Trevor N 2nd
 - No objections. All are in favor to approve.
- Discussion of Action Items related to goals of the committee:
 - Goals: What should goals actually be and how to determine what that goal is. A good idea is to do a survey to see what people want. There will be a wide range of thoughts or ideas on size and whether to be on one campus or two or just move all together. A good tool is to have a strategic process large group get together and draw out ideas then break into smaller groups. Also do some research. We need to have this info before presenting to community. This will help answer some questions ahead of time. Carefully consider process and timeline. We need some guiding principles. We need a goal. This committee should move into a strategic planning committee.

At what number of students do we lose the Montessori aspect of school? Isn't being smaller more community oriented? There are very few Montessori schools to compare to and the Montessori guideline was written long ago. In the Montessori world we are a big school. Where do we want to go? What do we want to retain? What is the market for the number of students we can get? And why? The view seems to be smaller is better. This committee needs to gather the preliminary information, but too much data might be a hindrance. We can look at the planning document MiR used. Having a larger student body means we'd need more teachers and resources...but it may also expand the courses we can offer. Are we trying to maintain the culture & community we currently have? If we get too big would that get lost? We need to start the process of planning all over again since the previous plans were shut down by the city. Smaller is better...maybe a good range is 300-500...that number is an example. Offering more classes, but maintaining community would be good.

We should get some data to help support the questions we have. We need some sort of picture of what the strengths & weaknesses are (what we gain & what we lose) based on different tiers of student numbers. For example, if we have x number of students, we'd need x number of teachers. May be hard to determine strengths and weaknesses. The first step is to look at what we want to strengthen. One family's idea of a strength may be viewed as a weakness by another family. Karen A can do research and bring it back to the committee, based on California data, but the data would probably show findings similar to a private school.

A lot of work needs to be done before asking some of these questions. “Strengths, Weaknesses, Opportunities and Threats” (SWOT) analysis (https://en.wikipedia.org/wiki/SWOT_analysis) would give us trends because it would be a bunch of different opinions. Asking questions such as what did you like about the school...what do you wish was offered at the school. We need to look for trends and priorities and get to a certain point of deciding when to move forward. If there is a larger student body, there would be more students interested in certain subjects which would help expand the classes we could offer. In Montessori education is there an ideal class size? No, there isn't one. You have to do different strategies for different types of forums. For instance a seminar is ideal for 15 or less. Over 15 is more challenging, over 25 is impossible. But nothing specific for class size.

What is the percentage of students coming to Grove from Montessori background? 7th grade is about 50%. Overall the number of Montessori that stays is about 30% through all six grades. It's hard to get a read on why these students leave.

It sounds like there is an opportunity to spread the information about the importance of Montessori since 70% of the students don't have this background. A SWOT analysis would be an opportunity to educate families on what Montessori looks like. If we identify things our community wants, then we look at putting resources in those areas. Instead of saying how big should the school be, we need to look at priorities and see what it would take to make those priorities happen...such as, increase the number of students?

We need to make sure we ask questions in the right way. Not to be leading or biased. We need to be open to the idea that even if there is a strong request for something, it may not be possible. Such as a swimming pool, etc. We need to be clear of what the school goals are and that we're not changing those. We're not going to put Grove into the mold of a large school. We don't need to be like everyone else. We need to keep up with the mission and make sure every question stays in line with the mission.

- Action Item – This committee will put together a strategic planning process/timeline. Everyone do some homework and look into other strategic plans out there and what process looks good to use. The [MiR document](#) is a good resource to refer to. When we meet next we can discuss our findings.
 - City of Redlands: No update from the City. We informed them that we'd be having large piles of rock on the property and they said ok. We haven't done more work on looking into another property. The farmhouse is almost done. We probably saved ourselves from an electrical fire because the wiring in the farmhouse was a mess.
- Chairperson report: Nothing to report other than the action item discussed above.
 - Next Meeting: Friday, January 15, 2021
 - Meeting adjourned: 12:58pm