

## LNS Board Meeting Minutes

June 8, 2021

Via Zoom

### Last Meeting for 2020-2021 Board of Directors

#### Attendees:

- **Present:** Mara Rus, Kate Brooks, Anique Lebel, Rebecca Blanchfield, Katherine Ruhl, Matt Hendrick, Clint Cherco, Mitch Brooks, Emily Lines, Gina Cherco, Kristie Fox, Jessica Callow, Kerri Schubert, Jessica Kaplan, Gabrielle Emanuel, Abigail Flanagan, Laura Mellen, Emily Cardy, Caroline Nordstrom, Annie McGee, Greta Kaplan
- **Absent:** Victoria Slingerland, Lauren O'Neil, Sasha Dages
- **Also Present:** Nancy Fincke

#### President's Update – Mara Rus

- This is a combined meeting
  - First half is the final meeting of the 2020-2021 Board of Directors, second half is the first meeting of the 2021-2022 Board of Directors
- Employee Handbook Edit
  - Handbook has been updated to include a benefit for teachers who enroll their children at LNS:
    - *Employees may enroll their dependent children in a LNS class and Extended day programs at a 50% reduced "tuition" rate. As a qualified tuition reduction the educational organization (LNS) pays some of the tuition for the employee. It will be granted in the form of a tuition waiver applied to the overall tuition charges. Section 117(d)(1) of the Internal Revenue Code allows exclusion from gross income qualified tuition reductions received from the employer.*
- Thank you to outgoing board members
  - Matt Hendrick
  - Jessica Kaplan
  - Gina Cherco
  - Jessica Callow
  - Kerri Schubert
  - Rebecca Blanchfield

#### Secretary - Katherine Ruhl

- Approve May 11, 2021 minutes. Jessica Kaplan motions and Mitch Brooks (and others) seconds

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### **Director's Update – Nancy Fincke**

- 3 of 4 new teachers have been hired, three contracts signed and one in process
- Teacher Plan for Next Year
  - Blue: Mark and Diane
  - Yellow: Wendy and Sue
  - Purple: Karen and Mariana (new teacher)
  - Red: Lauri and Paula (new teacher)
    - DJ's role will likely be assisting in Red but it's still yet to be determined
- Committee will be working on "Reimagining Parent Helping" throughout the summer
- Extended Day contracts for those outside of studio purple will go out at the end of the week. Space is limited.
- All school end of year celebration will be on June 16. There will be parade through the sculpture park followed by a tree planting
- So much energy went into this year and it's incredible to think about all that happened. Parents gave teachers so much gratitude this year and it really made a difference.

### **CARAT Training Presentation – Anique Lebel & Emily Lines**

- See attached presentation
- Discussion about making sure values of inclusivity and diversity are reflected in the makeup of the students and staff
  - This is and will continue to be a focus, especially in enrollment and hiring decisions
    - For example, the recent change in staff benefits to attract a more diverse applicant pool
- There is a question about what kind of training and materials will be used given that the CARAT training (and other similar trainings) are geared towards adults
  - Nancy notes teachers will be involved and are very informed on how to bring these ideas into the early childhood space
  - Nancy also notes there isn't one way to do this work and LNS will go to the best sources for the early childhood space
- Kerri Schubert who is on the anti-bias committee talks about how we can't do this work without the adults and the families and how adults trickle it down to the kids (and that's where Nancy and teachers come in). Seeing different people on a day-to-day basis is very important. We need to make sure that LNS is a place that's open and welcoming and is actually feasible for people to attend

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(due to work and family, tuition, etc). We need to make sure we're patient because this is a long process.

### **First Meeting of the 2021-2022 Board of Directors**

#### **Attendees:**

- **Present:** Mara Rus, Kate Brooks, Anique Lebel, Katherine Ruhl, Clint Cherco, Mitch Brooks, Emily Lines, Kristie Fox, Jessica Kaplan, Gabrielle Emanuel, Abigail Flanagan, Laura Mellen, Emily Cardy, Caroline Nordstrom, Annie McGee, Greta Kaplan, Bryan Wynn
- **Absent:** Victoria Slingerland, Lauren O'Neil, Sasha Dages
- **Also Present:** Nancy Fincke

#### **President's Update – Mara Rus**

- Welcome
- Board Introduction
  - Please read Board Information and Responsibilities
  - 19 Board Members this year
    - 5 member steering committee that meets every two weeks
      - VP of programs Anique Lebel
      - VP of Operations Emily Lines
      - VP of Development Kate Brooks
      - President Mara Rus
      - Director Nancy Fincke
    - Each board member falls under a steering committee member
- It is very important to attend board meetings
  - Plan is for in-person meetings next year however plans may change as the year progresses
- Open and transparent lines of communication are very important at LNS
- Committee chairs please reach out to your committees with plans on how to proceed with meetings, planning
- Board Members introduced themselves

#### **VP of Operations – Anique Lebel**

- New Families Night August 30
  - Event has been reimagined for this year and will be held in August and ALL families will be invited to reconnect in person



Lincoln Nursery School

# UPDATING OUR MISSION STATEMENT TO REFLECT OUR COMMITMENT TO SOCIAL JUSTICE AND ANTI-BIAS LEARNING

# A BIT OF BACKGROUND

TEAM OF 7 (TEACHERS, DIRECTOR, PARENTS) PARTICIPATED IN  
CARAT (COMMUNITY ANTI-RACIST ADVOCATE TRAINING)  
SPONSORED BY LINCOLN WIDE

100+ PARTICIPANTS FROM LINCOLN, REPRESENTING MOST  
OF THE TOWN'S PUBLIC AND PRIVATE ORGANIZATIONS

- RECOGNIZING UNCONSCIOUS BIAS, UNDERSTANDING OF RACIAL IDENTITY, AND NARRATIVES AND STORYTELLING
- EXPLORING THE LANGUAGE, SYSTEMS AND STRUCTURES THAT ARE NECESSARY TO DISMANTLE THE ROOT CAUSES OF INEQUALITIES TO CREATE AN ANTIRACIST CULTURE IN OUR ORGANIZATION
- ASSESSING THE NEEDS OF OUR ORGANIZATION AND CREATING AN ACTION PLAN TO ADDRESS THEM



# CARAT OUTCOMES

1. REVISION OF OUR MISSION STATEMENT, PHILOSOPHY, AND CHILDREN AS CITIZENS STATEMENT TO INCORPORATE OUR COMMITMENT TO SOCIAL JUSTICE AND ANTI-BIAS LEARNING
2. CREATION OF THE ANTI-BIAS COMMITTEE CHARTER AND JOB DESCRIPTION



# PROPOSED REVISIONS

## ***Lincoln Nursery School – A Parent Cooperative***

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### **Our Mission Statement**

Lincoln Nursery School is a cooperative partnership among our citizens – children, teachers, and families, as well as our broader community. We value open communication and mutual respect, are committed to social justice, and foster a culture of collaboration to encourage every child to make positive contributions in our ever-connected world. Learning through play and inquiry, listening and dialog, we generate a multiplicity of relationships. These connections broaden our sense of place and open the world from “me” to “we.”

*“What we practice we become.”*

*--Tara Brach*

### **Our Philosophy**

We respect children and believe a child’s play reveals their theories about the world. By listening with intention, teachers, parents, and children develop relationships and a democratic community where ideas are explored with a commitment to anti-bias learning. Environments are created to extend children’s thinking and materials are provided as “languages” to express these theories. Time in the context of our school life is honored and our pace allows children to develop the social relationships essential for learning.

We find ourselves constantly returning to the important presence of nature: nature’s slower pace mirrors the children’s inclination to observe, to make connections and form new thoughts to understand their world.

*“To pay attention: this is our endless and proper work.”*

*--Mary Oliver*

### **Children as Citizens**

Through the acknowledgement and respect of each child, teacher and parent, we model and teach each other how to listen, build relationships and create a sense of belonging in each studio, the school, and the context of the deCordova community. The studio is an extension of the home, the community, and the world. We strive for our school to be a place that embraces our diversity. With this sense of well-being and connection, we become aware of our effect on the environment and responsibility to each other and a greater whole.



# 2021-22 ANTI-BIAS COMMITTEE

EMILY LINES (VP OPERATIONS)

ADRIAN CHRISTIE

LISA PARKER

KERRI SCHUBERT



# ANTI-BIAS COMMITTEE TASKS

- LOOK AT WHAT ANTI-BIAS WORK HAS ALREADY BEEN DONE AND WHAT IS ALREADY IN PLACE. WHERE CAN WE DEEPEN OUR EXPLORATION? WHAT OPPORTUNITIES ALREADY EXIST TO WEAVE MORE ANTI-BIAS LEARNING INTO THE WORK ALREADY BEING DONE?
- REVIEW BOOKS AND OTHER CLASSROOM MATERIALS TO BE SURE EACH CLASSROOM HAS AN ADEQUATE SUPPLY AND VARIETY OF DIVERSE AND INCLUSIVE MATERIALS
- ASSESS LNS TRADITIONS. TAKE A CLOSER LOOK AT THE TRADITIONS WE HAVE IN PLACE AND THINK ABOUT HOW WE CAN BETTER ALIGN THEM WITH ANTI-BIAS LEARNING
  - MAY DAY
  - WOODLAND WALK
- AND MORE...