

LINCOLN NURSERY SCHOOL BOARD MEETING

September 20, 2022

AGENDA

President: Emily Lines
Welcome and Thank You

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Secretary: Raleigh Werner
Approve June 7, 2022 Minutes

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Director: Nancy Fincke
Start of School Updates

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President: Emily Lines
Board Goals Discussion

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Presentation and Conversation: The Challenging Economics of Early Childhood
Education

Kate Brooks and Nancy Fincke

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Call for Updates/Questions

2022-2023 BOARD OF DIRECTORS

Director: Nancy Fincke (non-voting member)

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President: Emily Lines

Secretary: Raleigh Werner

Vice President of Development: Kate Brooks

Vice President of Enrollment: Laura Mellen

Vice President of Programs: Anique Lebel

Budget Treasurer: Bryan Wynn

deCordova Liaison: Bridget Healy

DEI Chair: Andrew West

Gala/Fundraising: Emily Beekman

Legal Advisors: Aidan Flanagan & Abigail Flanagan

Room Parents: Vickie Slingerland (B), David Henry (Y), Mara Rus (P), Annie Magee (R)

Staff Search and Development: Lauren O'Neil

Strategic Planning: Mitch Brooks

Welcoming and Social: Colleen Bixby & Caroline Nordstrom

2022-2023 BOARD MEETINGS

All meetings are Tuesdays at 7:00 pm

November 15

January 10: Community Parent Education Event (location TBD)

March 7

May 9

June 6

2022-2023 BOARD GOALS

Complete a Strategic Planning process, engaging key stakeholders and committees, to develop a vision for LNS that will provide direction in the coming years. Produce and/or refresh materials that articulate LNS core values and practices, define our target market for enrollment, develop messaging about the uniqueness and value of the school experience and community, and outline the programs that will sustain the school.

President

Foster and build school community by offering more opportunities for families to connect meaningfully with one another. This will be achieved by a more open campus to families and more frequent in-person events.

Programs

Continue to attract families committed to a Reggio-inspired, cooperative education, while increasing accessibility to a wider demographic of applicants who share these values. Working in partnership across multiple committees, we will fine-tune our marketing strategy and continue to assess core school hours and extended day offerings, tuition and financial assistance, and parent commitments.

Enrollment

Develop specific strategies for executing the goals laid out by the DEI strategic plan. Liaise with development, enrollment, and staff search and development regarding DEI specific goals. Continue to create/support anti-bias education in the LNS community, including (but not limited to) community events, reading lists (for both children and adults), and faculty professional development. Establish indicators of progress and transparency to the LNS community.

Diversity, Equity and Inclusion

Create a plan to reinvigorate our Professional Development offerings to broaden our impact, increase awareness of LNS among potential future faculty members, and consider how Professional Development offerings could generate revenue for the school.

Director and Faculty

Further optimize our balance sheet to improve our returns in a low-risk way. Deliver the 2022-2023 budget during this year of strategic investment, and progress toward breakeven operations starting in 2023-2024.

Budget Treasurer

Continue to focus on our two major fundraising efforts per year while working to expand our audience of potential donors, increase the number of targeted donation requests, and communicate our case for support throughout the year.

Development

Develop and communicate a clear, concise statement of LNS's educational philosophy and mission that will attract and retain families and faculty who share our priorities and vision.

Strategic Planning

THE CHALLENGING ECONOMICS OF EARLY CHILDHOOD EDUCATION



THE IMPORTANCE OF EARLY CHILDHOOD EDUCATION



- 0-5 is a critical period of brain development
- High quality early childhood education has long term effects on learning, relationships, and future success

WHY IS EARLY CHILDHOOD EDUCATION SO EXPENSIVE?

1. Labor Costs

- Labor cannot be outsourced to low-wage markets
- Labor cannot be automated

2. Regulation

- Regulatory requirements to protect the most vulnerable members of society

3. Real Estate



THE TRUE COST OF EDUCATION

Public School Cost per Student (2020)

- Lincoln \$26,000
- Concord \$24,000
- Wayland \$20,000
- Weston \$27,000
- Boston \$24,000

Massachusetts High-Quality Preschool Estimated Cost per Student

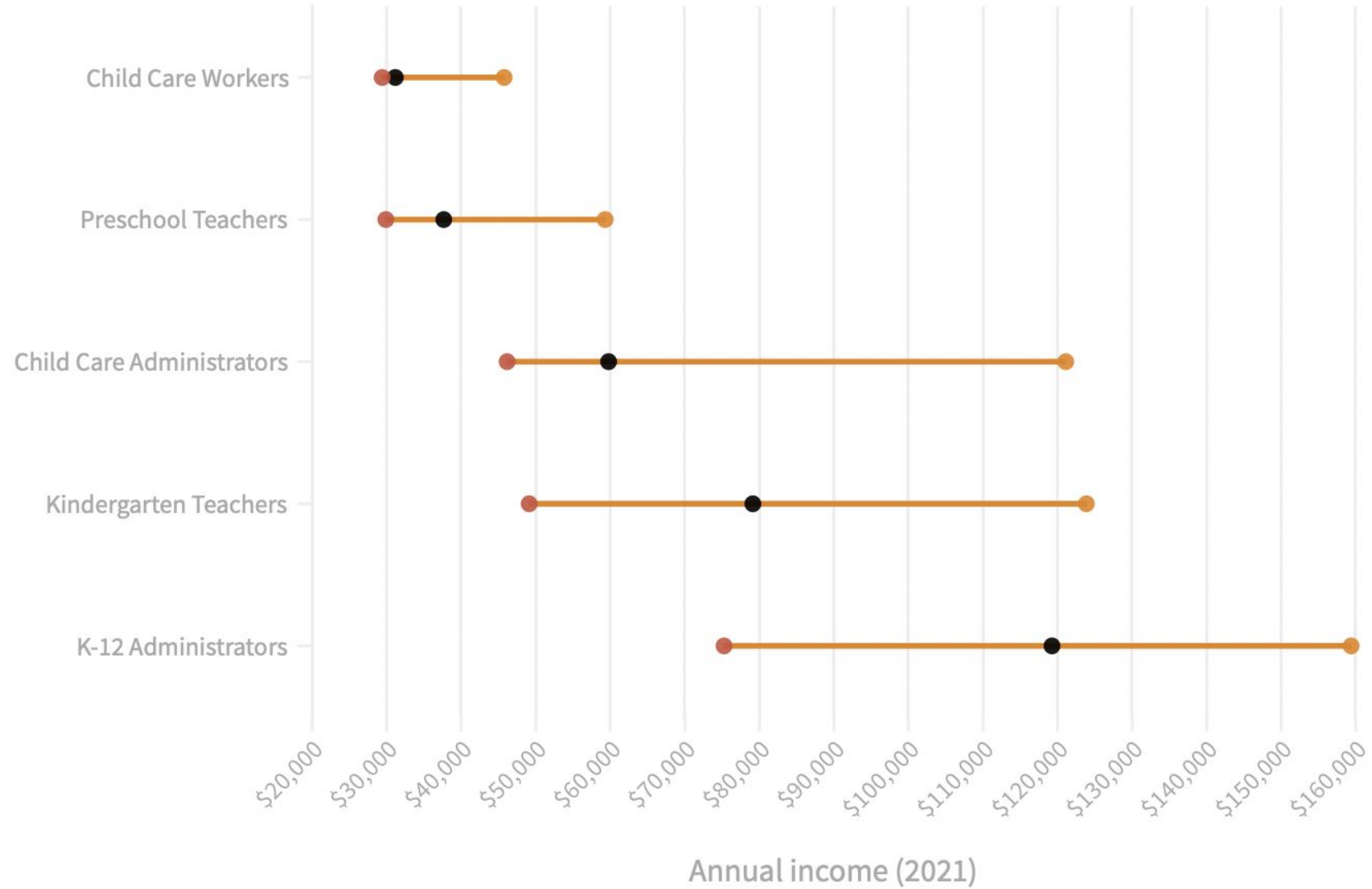
- \$30-37,000

THE VALUE OF TEACHERS

- The greatest determinant of program quality is the teacher—specifically, the quality of their interactions with children
- High Quality Teachers = High Quality Programs
- 60-80% of the average preschool's budget is spent on staff salaries and benefits. At LNS 81% of our expenses go to salaries and benefits.



Salary ranges by field in Massachusetts, 2021



Metric: ● Bottom 10% of salaries ● Median salary ● Top 10% of salaries

THE PAY FOR WORKING WITH CHILDREN

Average Preschool Teacher Salary in our area (2021)

- \$43,000 a year



Average Public School Teacher Salaries (2019)

- Lincoln, \$93,000
- Concord, \$108,000
- Sudbury, \$101,000
- Wayland, \$102,000
- Boston, \$105,000

WORKFORCE CRISIS AND LABOR SHORTAGE IN EARLY CHILDHOOD EDUCATION

What is the data on retention?

- 25% turnover prior to the pandemic

What are the larger economic forces?

- Inflation
- 15.3% poverty rate in MA
- Make more nannying, working at amazon, any other job
- Cost of childcare
- Cost of education, student loans
- Closing of teacher training programs
- Aging workforce population

Since Covid

100%

Share of nonfarm jobs lost during the pandemic that have since been recovered

103%

Share of private sector jobs lost during the pandemic that have since been recovered

76%

Share of child care services jobs lost during the pandemic that have since been recovered

Child care teachers are not coming back without better-quality jobs that pay better wages.

IS LNS FACING THE SAME CHALLENGES?

- Highly skilled staff
- Pay above “market rate”
- Provide robust professional development
- A culture of learning and respect
- Our reputation makes us a desirable place to work

