

LNS Board Meeting Minutes

November 15, 2022 (Second Meeting of the 2022-23 Board)

In Person

Attendees:

- **Present:** Emily Lines, Raleigh Werner, Kate Brooks, Vickie Slingerland, Nancy Fincke, Annie Magee, Mitch Brooks, Colleen Bixby, Andrew West, Laura Mellen, Lauren O'Neil, Anique Lebel, Abigail Flanagan,
- **Absent:** Emily Beekman, Aidan Flanagan, Bryan Wynn, David Henry
- **Also present:** Lauren Hargrove, Caroline Fiore, several others attending via Zoom: Jenny Rogers, Kate Kelly, Mara Rus, Robin Blesius, Caroline Nordstrom, Bridget Healy

President: Emily Lines

Welcome

- Emily Lines welcomes all and sets stage for the "Keeping LNS Awesome" discussion

Secretary: Raleigh Werner

- Approved September 20th, 2022 board meeting minutes. Andrew West motions and Abby Flanagan and Vickie Slingerland second.

President: Emily Lines

Keeping LNS Awesome

(see attached PDF of slides)

- 2022 Parent Survey Insights
 - Why did you choose LNS?
 - Shift from pre-Covid (2015-20) and post-Covid (2022) responses, likely shifting back to pre-Covid criteria
 - Positive Experiences
 - Teachers
 - Connected community
 - Outdoor learning
 - Reggio-inspired model
 - Areas for improvement
 - Communication
 - Covid
 - Storypark (what's in there vs. via email) – have shifted to Storypark being just a blog platform
 - Accommodating working families/parents
 - Major action coming out of this feedback is expansion of hours for next year
 - Building community
 - Looking for opportunities for studio gatherings roughly once per month

- Teacher compensation & benefits has been a focus of the board for past several years – base salary is now 2x what it was 6 years ago to ensure teachers are fairly compensated
- Activity: Focus Groups
 - Group 1: What are our biggest strengths? What makes us unique?
 - Group 2: What can we improve upon?
 - Group 3: Where do you see us needing to adapt in the coming years?
- Emily Lines directed groups to keep in mind four perspectives of LNS community:
 - Teachers
 - Parents
 - Children
 - Organization

Group discussions took place regarding “Keeping LNS Awesome”

- Group 1: What are our biggest strengths? What makes us unique?
 - What really draws families to LNS
 - Teachers (progress reports as proof of how invested in kids teachers are)
 - Community
 - Families
 - Tied to the co-op component
 - Self-selecting group of families
 - Allows people to be connected to community
 - Allows people to know the kids and the teachers (and learn from them)
 - deCordova outdoor space
 - All these reasons help to attract teachers
 - And Nancy is a big draw too; her relationship w/ the teachers
- Group 2: What can we improve upon?
 - Attracting & retaining families
 - Question raised of why families who apply don't end up enrolling:
 - May end up not moving to the area
 - May end up moving away for work
 - Hours too short (hopefully addressed with updated hours)
 - Losing people to places like Teddy Bear Club that allow younger children in (age 2 and up)
 - Does name “Lincoln Nursery School” make people think LNS is exclusive to Lincoln?
 - Are real estate agents not recommending
 - Lincoln preschool has expanded in recent years
 - Student & family experiences

- Could affinity groups be useful to families?
 - Groups of working families?
 - Groups of families from same town?
- Beyond Storypark, how can we get more insight into the education going on?
 - Could there be a way to re-engage the parent education element at LNS?
 - Could there be a “Parent Education Coordinator” as a role to absorb resources from community, curate them and share them?
- Alumni involvement
- Group 3: Where do you see us needing to adapt in the coming years?
 - Questions about how inflation / economic issues might impact volume of new family interest
 - Remote work
 - Could that help w/ giving parents flexibility to pick up & drop off
 - Retirements coming up in coming years – in next five years we may lose 50-60% of our staff
 - Challenge of hiring great teachers and needing to get ahead of it
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Vice President of Development: Kate Brooks

Annual Appeal Update

- Used to run a budget surplus
- We don't anymore because we've made strategic investments, like:
 - Ensuring fair and competitive pay for teachers
 - Retirement fund for teachers
 - Increasing the scale/scope of financial assistance
- Donations aren't a “nice to have”, they are part of our budget to deliver the LNS experience, support our teachers, etc.
- We urge all in the community to think of what a meaningful gift would look like for your family and consider making a donation to LNS
- If you work, ask your company if they have a matching program for charitable donations
- A big thank you to Kate Kelly, Annual Appeal Coordinator