

LINCOLN NURSERY SCHOOL BOARD MEETING

May 7, 2024

ANNUAL MEETING AGENDA

Call to Order and Welcome

Emily Lines, President



Secretary Report: Approve 2022-23 Annual Meeting Minutes

Raleigh Werner, Secretary



President's Annual Report - Board Goals

Emily Lines, President



Director's Annual Report

Nancy Fincke, Director



Budget Treasurer's Annual Report

Bryan Wynn, Budget Treasurer



Nominating Committee Report: Review and Approve Proposed 2024-25 Board Slate

Raleigh Werner

2023-2024 BOARD OF DIRECTORS

Director: Nancy Fincke (non-voting member)

President: Emily Lines

Vice President of Development: Kate Brooks

Vice President of Enrollment: Laura Mellen

Vice President of Programs: Jenny Rogers

Budget Treasurer: Bryan Wynn

deCordova Liaison: Vickie Slingerland

DEI Chair: Andrew West

Gala Chair: Caroline Fiore

Legal Advisors: Aidan Flanagan & Abigail Flanagan

Room Parents: Christina Hempton (B), Akemi Martin (Y), Elizabeth Curtis-Bey (P), Anique Lebel (R)

Secretary: Raleigh Werner

Welcoming and Social: Colleen Bixby & Greta Kaplan

APPROVE 2022-23 ANNUAL
MEETING MINUTES

Raleigh Werner, Secretary

PRESIDENT ANNUAL REPORT

Board Goal Updates

PRESIDENT ANNUAL REPORT

Board Goal Updates

Board Goal 1

Review and update (as necessary) Parent Job descriptions and manuals so that (1) every job has a description and/or manual, and (2) job descriptions and manuals provide accurate and sufficient descriptions and instructions.

(President)

PRESIDENT ANNUAL REPORT

Board Goal Updates

Board Goal 2

Review and revise (as necessary) the Family Handbook to ensure the information within it is:

- Current and accurate
- Presented using language that evokes partnership and participation
- Formatted consistently throughout
- Organized for easy/intuitive reference

(President and Director)

PRESIDENT ANNUAL REPORT

Board Goal Updates

Board Goal 3

Evaluate the current Board structure, engage Board and community members, and propose a revised structure that supports optimal functioning of Board and Parent Job roles to best serve the school going forward.

(Steering Committee)

PRESIDENT ANNUAL REPORT

Board Goal Updates

Board Goal 4

Research employer-provided health care plans for staff and determine whether LNS can offer a plan to employees.

(Director)

PRESIDENT ANNUAL REPORT

Board Goal Updates

Board Goal 5

- Hit the 2023-2024 budget
- On-board new book-keeping support with enhanced budget reporting
- Shift balance sheet towards more investment and less cash, while staying aligned with our investment strategy
- Align budget forecast to actuals in historical and go-forward reporting

(Budget Treasurer)

PRESIDENT ANNUAL REPORT

Board Goal Updates

Board Goal 6

Continue to develop strategies for executing the goals laid out in the 2023-2028 Strategic Plan. These include (but are not limited to):

- Supporting DEI efforts in the studios (including funding professional development for faculty/staff)
- Engaging the LNS community with DEI-related events such as the reverse book fair and an occasional DEI newsletter (that highlights DEI-related events in the greater metro-west community)
- Learning/Partnering with additional schools/programs that are integrating DEI into their curricula/communities
- Liaising with other LNS committees to integrate DEI awareness/education into the fabric of LNS and ensuring we are recruiting and retaining a more diverse community

(Diversity, Equity and Inclusion Chair)

PRESIDENT ANNUAL REPORT

Board Goal Updates

Board Goal 7

Continue to implement our Development Plan and foster a culture of giving at LNS by focusing on our two major development initiatives: the fall annual appeal and spring social fundraiser.

Begin planning a series of events to celebrate LNS's 80th anniversary in 2024/25, with the goals of connecting to multiple audiences and leveraging donation opportunities.

(Development)

PRESIDENT ANNUAL REPORT

Board Goal Updates

Board Goal 8

Execute an enrollment and marketing strategy that will ensure LNS's sustainability in both the short and long terms. Evaluate the program changes implemented this year around core school hours and extended day offerings, and assess feasibility going forward. Continue to grow our Financial Assistance program in collaboration with Development.

(Enrollment)

PRESIDENT ANNUAL REPORT

Board Goal Updates

Board Goal 9

Foster and build school community by offering opportunities for families and teachers to connect meaningfully with one another. This will be achieved by on campus events, as well as family led events. Ensure community members have advance notice of scheduled events. This will be achieved by the online calendar, communication from the appropriate chair, and room parent reminders.

(Programs)

DIRECTOR ANNUAL REPORT

Nancy Fincke, Director

NOMINATING COMMITTEE REPORT

Review and Approve Proposed 2024-25 Board Slate

Raleigh Werner, Secretary

2024-25 PROPOSED BOARD SLATE

President: Emily Lines

VP Development: Kate Brooks

VP Enrollment: Laura Mellen

VP Programs: Jenny Rogers

Budget Treasurer: Raleigh Werner

Secretary and Parent Representative: Colleen Bixby

Parent Representative: Bridget Healy

MAY MEETING AGENDA

Welcome and Update

Emily Lines, President



Approve March 5, 2024 Board Meeting Minutes

Raleigh Werner, Secretary



Budget Update

Emily Lines, President



Parent Survey Results

Katherine Ruhl, Special Projects Chair



Teacher Survey Results

Jenny Rogers, VP of Programs



Call for Additional Updates/Questions

WELCOME AND UPDATE

Emily Lines, President

APPROVE MARCH 5, 2024 MINUTES

Raleigh Werner, Secretary

PARENT SURVEY RESULTS

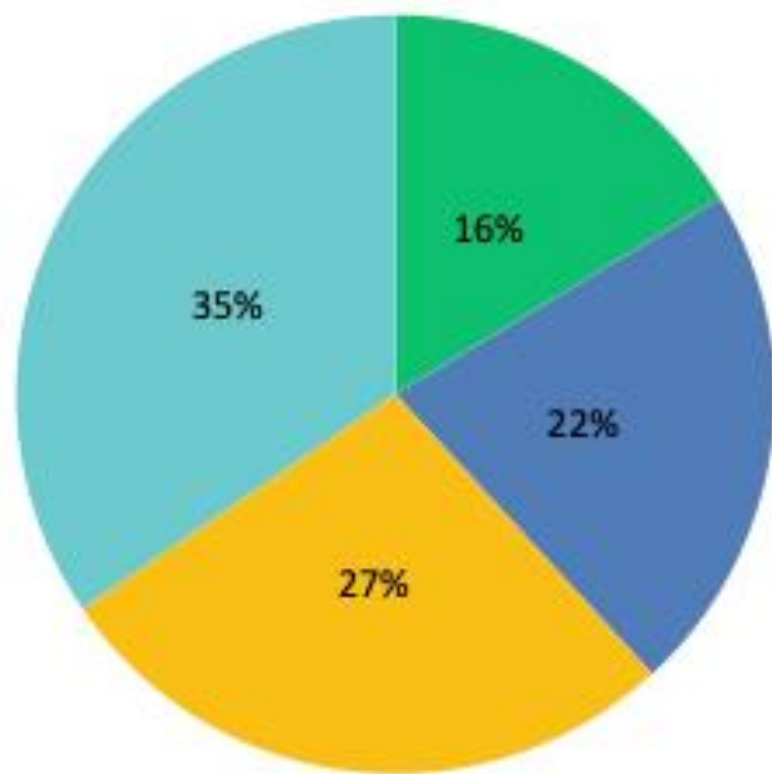
Katherine Ruhl, Special Projects Chair

LNS Parent Survey 2023-2024

Board Presentation

Q7: In which studio is your child?

% of Total Responses



■ Studio Blue ■ Studio Yellow
■ Studio Purple ■ Studio Red

	Total Families	Total Responses	% of Studio
Studio Blue	12	9	75%
Studio Yellow	14	12	86%
Studio Purple	16	15	94%
Studio Red	18	18	100%

90% of families
responded to the
survey

Key takeaways from this year's survey

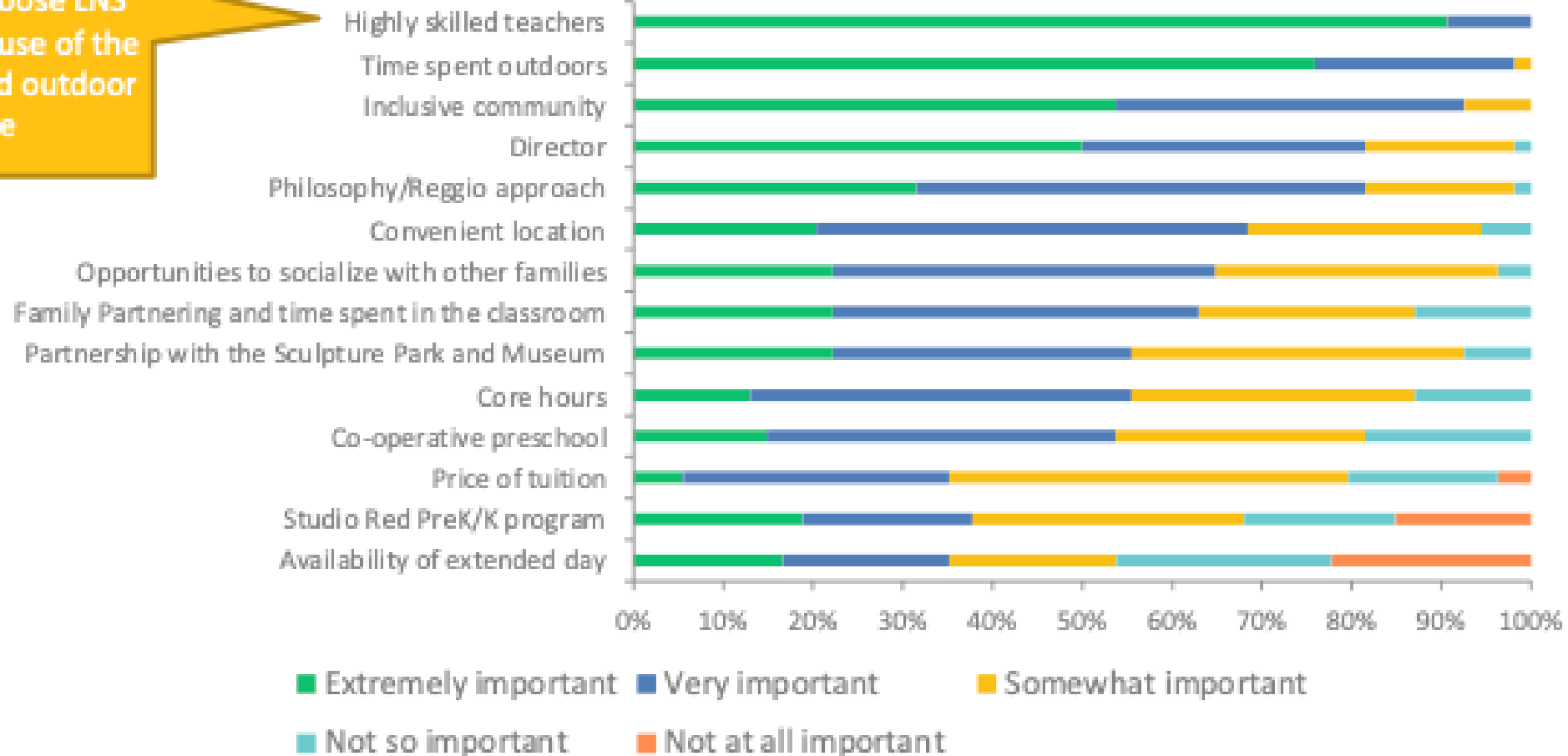
Please see meeting minutes for more data

Families are happy at LNS! LNS has a clear focus on art, nature, and high-quality educators and families agree with the philosophy

Q2: How important were the following when choosing LNS?

Answered: 54 Skipped: 1

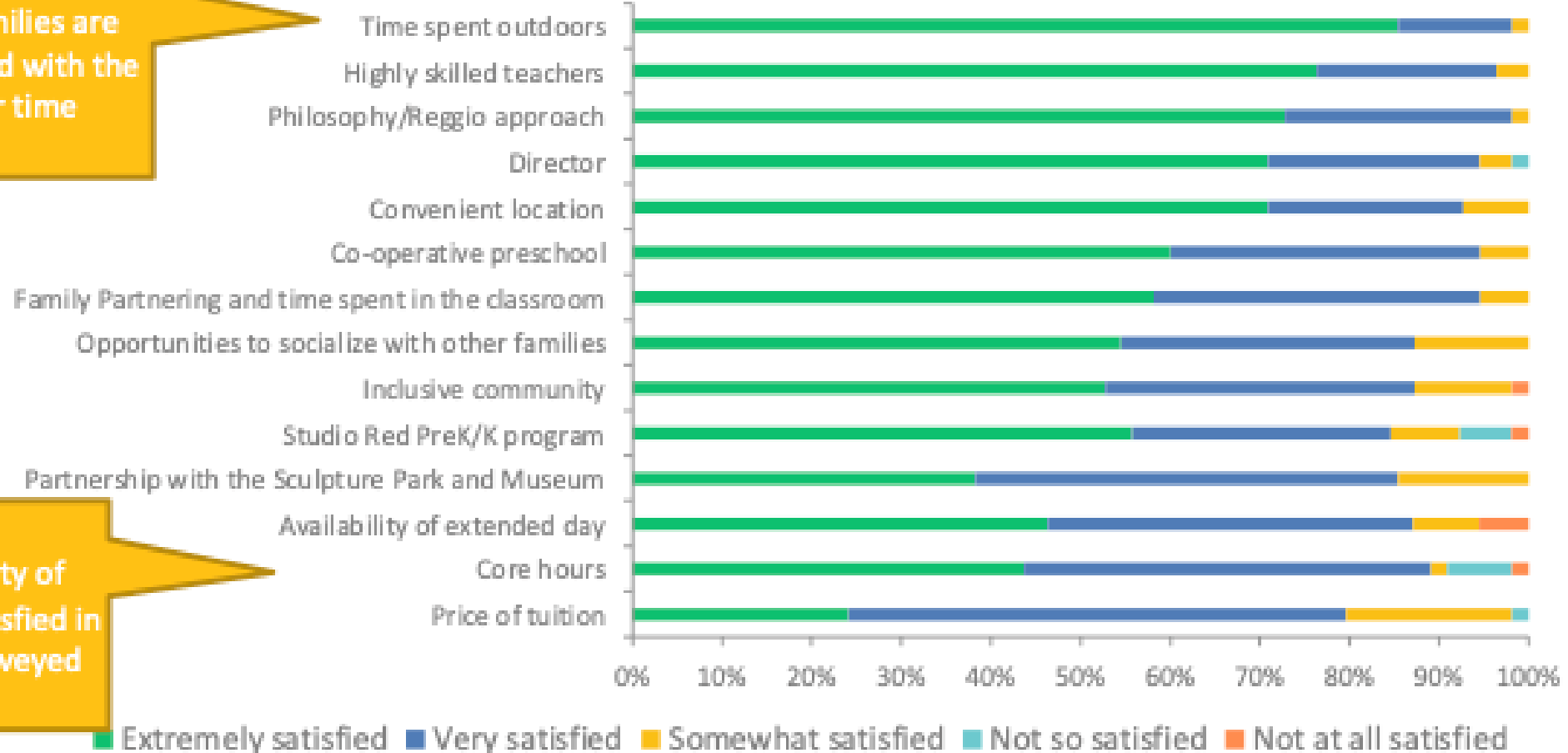
Families choose LNS largely because of the teachers and outdoor time



Q3: As a parent at LNS, how would you rate your satisfaction or LNS's performance in the following areas?

Answered: 55 Skipped: 0

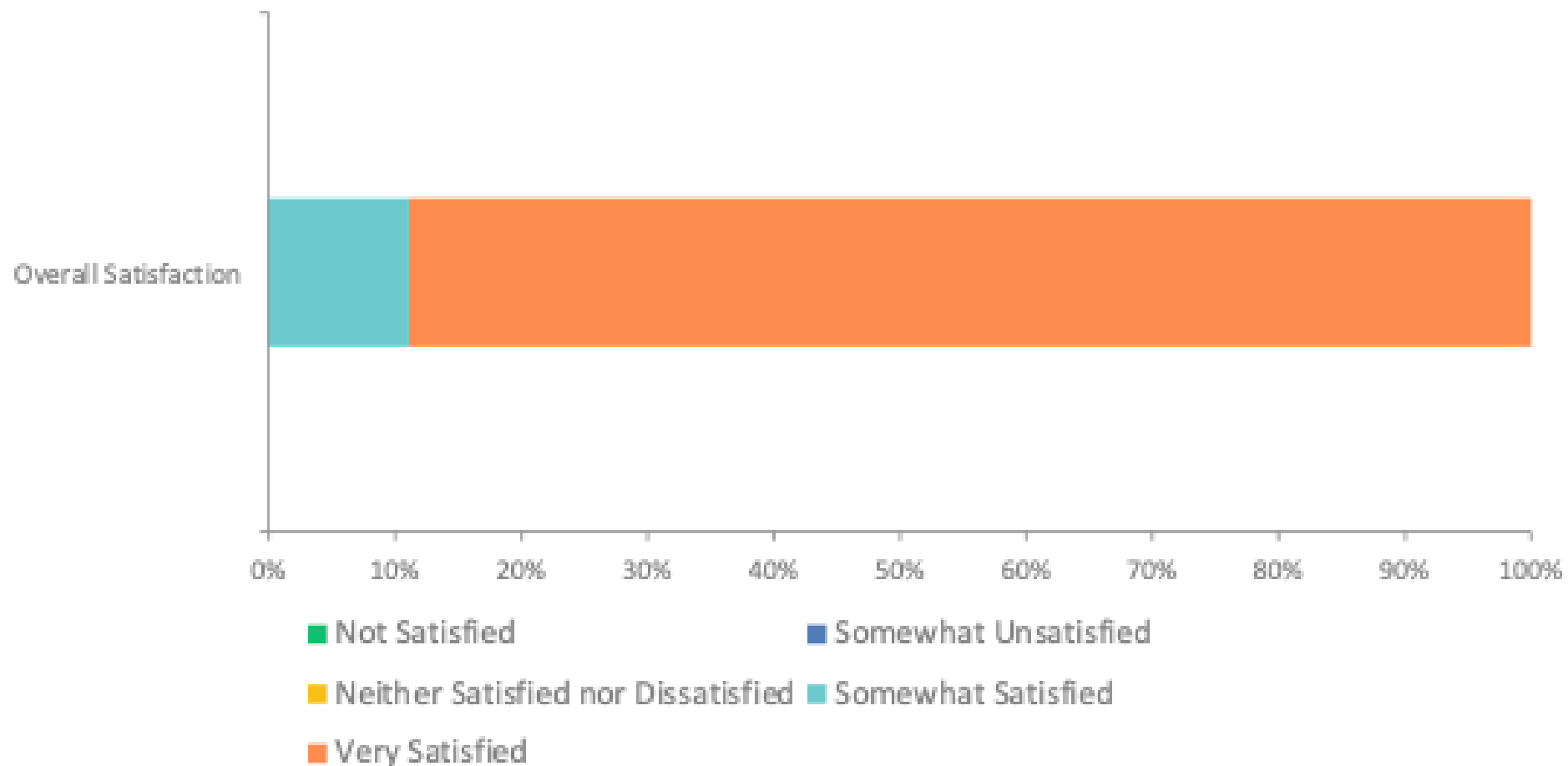
98% of families are very satisfied with the outdoor time



A vast majority of families are satisfied in every area surveyed

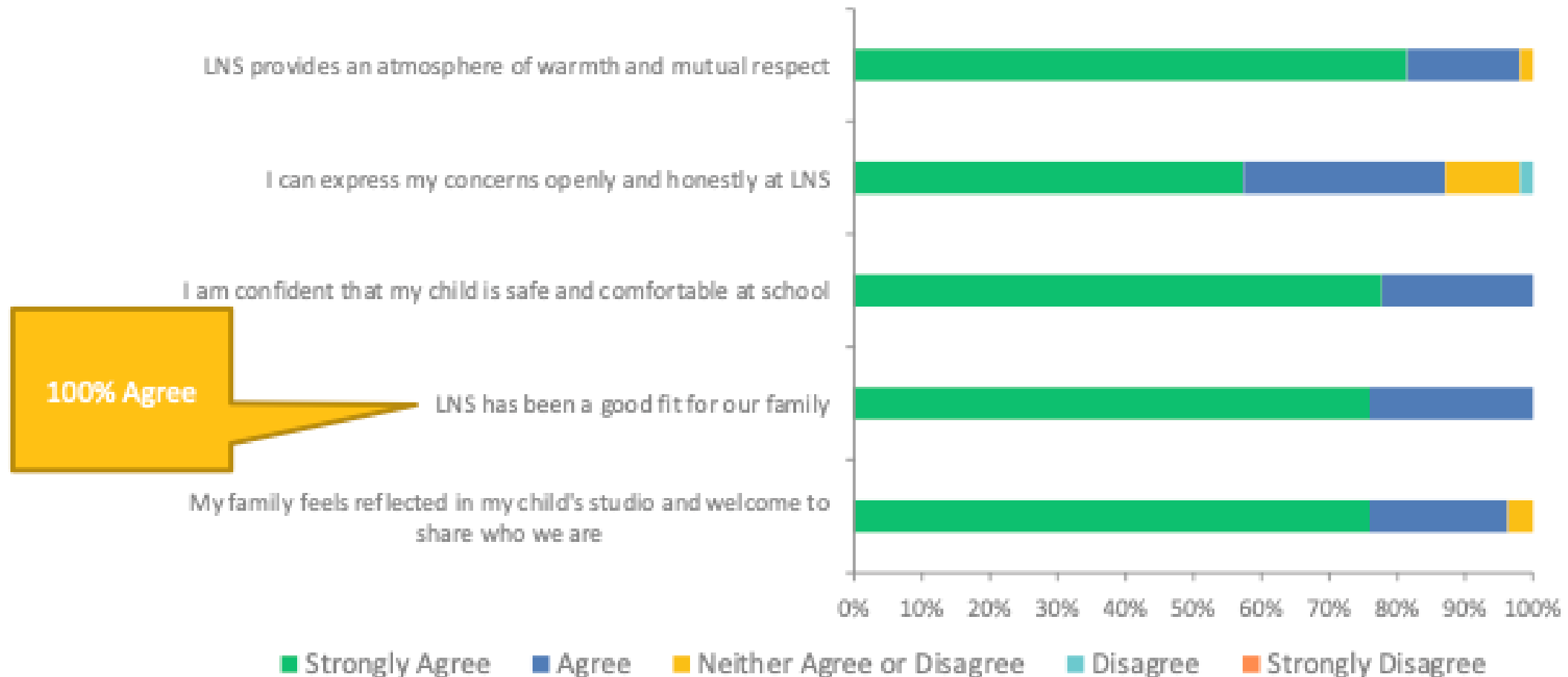
Q36: Please rate your overall satisfaction with Lincoln Nursery School this year.

Answered: 54 Skipped: 1



Q26: Please rate the following statements

Answered: 54 Skipped: 1



What made you choose LNS over other schools (free response)

Families understand LNS's philosophy and community and opt into the LNS approach

- It felt like the best balance of all of the options - and word of mouth. But our tour really solidified it for us. Nancy and Sisy taking the time to explain the philosophy and the classroom. It felt so special - well, because it is.*
- The philosophy, the teachers and director, and the involved parent community. Alum fams helped me make the decision and they were right.*
- The philosophy of being one with nature, the campus grounds at deCordova, the amazing reputation both academically and socially as parents/families, the location in Lincoln, and the campus*
- The philosophy, the location, the reputation, more outdoor time*
- We love LNS and are grateful our family is involved in this community. Our children have learned how to regulate and express their emotions, become active, passionate members of a learning community, and understand how to ask questions and think deeply about the world. Their connection to art and nature is something that will continue long after they leave LNS. As parents, we've developed relationships with teachers and families that have influenced and inspired our own parenting in worthwhile ways.*

Families believe in the LNS philosophy and want support in bridging that philosophy with more traditional education settings beyond LNS

Studio Experience

All Studios



98% of parents agree

Q4: To improve your family's experience, what is one thing Lincoln Nursery School should START doing?

Families want support in bridging the LNS experience with the more traditional kindergarten experience

- *As we are in Studio Red we felt that there could be greater emphasis towards preparing the children educationally for kindergarten. While we would not want this to fully take away from the current approach and learning philosophy some attention could be given to basic educational skills that would be expected upon entering kindergarten.*
- *Bring some structured learning, especially for older children, in a way that is both fun and engaging but also exposes them to key concepts like letters, reading, math.*

The faculty remain integral to the LNS experience

To maintain your family's experience, what is one thing Lincoln Nursery School should CONTINUE doing?

1 of every 5 responses focused on hiring and retaining the best teachers

- *Hiring wonderful, thoughtful, innovative teachers who really take the time to observe and appreciate each child in their care.*
- *We are constantly impressed with the LNS teachers and we hope that LNS continues to hire and retain thoughtful and compassionate educators.*
- *Surrounding the kids with wonderful, caring, and knowledgeable adults.*

Sample of teacher feedback

- "Takes the time to communicate in a manner that boosts my child's confidence."
- "Does an excellent job having the children advocate for themselves and work through their own problems. This gives them skills for the future."
- "My child feels seen and understood"
- "Thank you for everything you do for the children. Our child loves having you as their teacher - and so do we! Your creativity, compassion, and insight blow us away every day!"

Overwhelmingly positive feedback for Cindy and extended day!

Public Service Announcement on Email Groups

Q5: To improve your family's experience, what is one thing Lincoln Nursery School should STOP doing?

Only reoccurring response was that there are too many emails!

- *So many emails. I know some of them are coming from different communities and groups, but I have a hard time figuring out which are the 'important' ones in a world of information*

Vast majority of families responded that they couldn't think of anything

PSA: LNS Bulletin is a google group that includes current and alumni members of the community. There is an unsubscribe option at the bottom of the emails.

TEACHER SURVEY RESULTS

Jenny Rogers, VP of Programs

LNS Teacher Survey 2023-2024

Jenny Miller Rogers, Vice President of Programs

At LNS, I feel respected and appreciated by parents.

Key Comments

- I feel lucky to work in partnership with LNS parents. They are incredibly kind and respectful!
- Parents are partners in our work and the relationships we develop with them is contingent upon a mutual respect and appreciation for their children and the work we do alongside them.
- This community makes me feel at ease, valued, and embraced.
- Most parents are very warm and supportive.
- I feel like my co-teacher and I have developed strong relationships with our families over the course of the year and that they value the work we do.

I'm satisfied
with teaching
at LNS.

Key Comments

- LNS is extraordinary--for children and families, and for teachers.
- Teaching at LNS is a gift!
- There are many things to love about working at LNS. The image of the child is at the forefront of all that we do and that is so important to me.
- I love teaching at LNS. This way of working with children is so respectful and challenging!

How long do you anticipate teaching at LNS?

Key Comments

- I'm hoping to be teaching at LNS for a long time.
- 1 to 2 more years
- For a long time.
- 3-5 years
- 5+ years
- 1-4 more years, depending on personal circumstances.
- A few more years.

At LNS, I feel
respected and
appreciated by
Nancy.

Key Words

- Supportive
- Thoughtful
- Open
- Dedicated
- Collaborative

Nancy's Effectiveness as a Leader

Key Words

- Thoughtful
- Always going above and beyond
- Supportive
- Collaborative
- Committed
- Reflective
- High Expectations

How satisfied are you with your overall compensation package, including salary and benefits?

Key Comments

- As I've always said, I'm appreciative of all the board has done to increase and improve our salaries and our benefits package and as an industry, more could be done for Early Educators.
- I know for our field we are well compensated, and I appreciate the efforts that have been made to add benefits beyond just salary. That doesn't mean that our compensation is equal to the work and effort we put into doing our jobs!
- I do appreciate that LNS has been working hard on this for years but also acknowledges that there's still work to do. I wish salary was higher and I wish the year to year increases were bigger considering the continued growth in the cost of living...

Teaching Autonomy

“Teaching Autonomy” was not a question on the survey, but the teachers shared in various contexts how important it is to them.

- LNS is a unique school with a strong staff with deeply held beliefs. Nancy leads by making room for those strengths and by asking teachers to teach to their beliefs. Her style is congruent with the heart of LNS.
- The faculty is fantastic. Everyone brings something different to the table, and the various styles of teaching, unique personalities and senses of humor, openness to sharing our daily learning, achievements, and struggles (knowing that we'll be heard without judgment), all while knowing we hold the same values and a shared respect for all children – all this brings tremendous richness and fulfillment to our practice.

ADDITIONAL UPDATES / QUESTIONS