

Scattergood Friends School
School Committee Meeting and Training Session
Open Session Minutes 5 November 2022
Conducted via Zoom

Mission Statement

Scattergood Friends School challenges students with a college-preparatory curriculum, farm experience, a shared work program, and community living in the spirit of Quaker faith.

Members Present: Ruth Hampton (clerk); Roy Helm (assistant clerk), Laël Gatewood, Kris Hilgendorf, Katie Jacoby, Linda Corbin-Pardee, Nancy Jordan, Alex Lippitt, Eric Stakland, Kent Tjossem, Matthew Gillespie, David Wilcox

Regrets: Karen Greenler, George Bergus, Aaron Woolfson

Minute via email: The School Committee approves the open and closed Minutes for September 9, 2022.

Minute via email: The School Committee approves the July 2022 version of the updated School Committee Handbook, this is the second approval.

We began our meeting shortly after 9:00 a.m., and out of the silence the clerk shared the following:

“If you’re going to walk on thin ice, you might as well dance.”

~Inuit saying

Jacob Watson led us in a training with breakout sessions with exploration of consensus decision-making and the many roles and tendencies within groups. A few highlights: There is a paradox within groups in that we need some individuality and also need to occasionally give in to the group, and a paradox between the desire to know/relate and the need to get things done. Inclusion, Affection and Control----these needs need to be met or we react by fight, flight, freeze or fawn. Leaders should withhold opinions early in the discussions. We could adopt a practice of assigning a role or ‘pretend playing’ the devil’s advocate (or have readings that are different than the group-think) to help us see many sides of an issue. We strive to be self-aware of our tendencies and roles so we can use them in their best light and avoid slipping into the shadow side of these tendencies. Perhaps some of the “Group Flow Theory” conditions can be used if we write a SC code of conduct or add to our Handbook guidelines. A Friend requested a checklist to look at during meetings of whether or not we are making a decision well.

Links from Jacob:

- [Paradoxes of Group Dynamics](#) article
- [Cross Cultural Groups](#)
- [Collaborative Compass](#)
- [Group Role Theory](#)

Following our session with Jacob, Chi Achebe walked us through writings, visioning and conversation around School Committee's equity goals. Her notes from our session are in the "Visioning" link below.

Links from Chi:

- **Book recommendations for this year** (linked to [Semicolon books](#))
 - [How Boards Work](#) by Dambisa Moyo
 - [Emergent Strategy](#) by Adrienne Maree Brown
 - [My Grandmothers Hands](#) by Resmaa Menakem
 - We read this in the SC last year----it's a good read for new SC members
 - [Beyond Diversity](#) by Jennifer Brown
- [Article on My Grandmothers Hands](#)
- Some [white culture norms](#) definitions
- More [white supremacy characteristics](#)
- **[Visioning and 2022-23 Equity Goals and notes](#)**
 - Please visit this----it has notes and comments from Chi
- [Smartie Goals worksheet](#)

A few goals lifted up during our session

1. Support the Development Department and fundraising for SFS to further our Equity goals
 - a. Consider creating a School Committee Scholarship that we provide or raise funds for
2. SC be more involved with the school in some way. Help students visit colleges, and support other outreach activities. Interact with other communities and volunteer outside of the school.
3. Create smaller homework like "Chapter-or-Article Groups" and "Lunch and Learns". Support the school forming "Posse Groups" for support.

Questions: How can these be supported? Who will lead them? How are they measurable? What actions/change do we want to provoke with our Learning Groups?

Dani Evans-Schreiber then met with the committee to introduce needs and expectations of the School Committee with the ISACS Self-Study chapter reports. We will write the Governance section with the help of Dani, John and Kim, and will give input on the Facilities chapter and the DEI chapter. These chapters should be finished by the end of December, or early January at the latest.

- [ISACS self study Governance chapter Introduction](#)
- Dani will share the entire Governance folder with us soon

Roy Helm relayed that HR will be launching the Head of School Evaluation Survey on December 9th, and this year it will include Middle School students. Stay tuned for the School Committee survey.

The clerk closed the meeting in a timely manner. We look forward to meeting again (online via zoom) on 21 January 2023, God willing.

Ruth Hampton,
acting recording clerk

Upcoming Meetings: Jan 21 2023 (zoom only), Mar 18 (zoom only), May 13 (on campus and hybrid), Jul 25 (IYMC Tuesday)