Board of Trustees January 2018 Update
By Heather Vickers, Board Chair

Happy New Year! It's been a busy start to 2018 for the Board of Trustees. We've had two Board meetings since my last update (November/December Update), and we've been working hard both in and out of these meetings.

We started December's board meeting with a practice familiar to many of you--centering. Led by MS/HS School Counselor Marc Lionetti, the Board was guided through a mindfulness exercise. Marc also shared how we practice it on each campus and the benefits for both the guides and students. Whether it's a guided centering led by students or guides on the River Campus, sharing silence on the Creek Campus, or even circle time on the Springs Campus, our practice of mindfulness starts early and is a great way to refocus and recenter.

The board has also been able to make some key decisions for the school with regard to operations and future planning:

- **Tuition for 2018-19**: In order to kick off re-enrollment, the Board voted on tuition for the 2018-2019 school year. We also worked with the school's advancement and finance teams to create a more clear and succinct tuition and fee schedule.
- **Guide Compensation**: Considerable work was done with the Board's Finance Committee to create a payscale that is equitable across our three campuses. We are excited to be announcing more details about that soon.
- **Creek Site Plan**: With a successful request for a yearlong extension, we're taking a closer look into what type of building should be added to the Creek Campus as well as an achievable timeline.
- **Website Update**: The Board approved a website redesign with Blackbaud. This site update will be managed in house, and we hope to go live by early summer. The current site design was done in 2011 and has served us well, but it's time for a more updated site that is mobile friendly and has a smoother user interface.

The Board has also taken a closer look, with the help of Amy Nylund, Head of Advancement, and Krista Phillips, Director of Admissions, at how our enrollment can continue to grow and thrive. It is no secret that as a private school, your tuition dollars are the way we pay our guides and keep a roof over our heads. Understanding the trends, taking a closer look at conversion of inquiries to applications, and studying the admissions trends across all three campuses has helped the Board better understand our admissions process.

I have also traveled to both the Creek and Springs Campuses for our State of the School presentations over the past couple of weeks. We have been doing these presentations for the past three years, and it's been a pivotal way for our community to see how our school is doing on a macro level. Ted's presentation looks at the school's big picture; reviews strategic priorities, current work underway, budget, staff satisfaction and compensation; and looks forward to goals in the 2018-2019 school year. If you have not been able to join us at
one of these, I invite you to our final State of the School presentation tomorrow, Tuesday, January 30 from 6:30-8:30 p.m. in the River Studio (804 Rio Grande St.).

Our next board meeting will be Tuesday, February 27 from 5:30-7:00 p.m. Please feel free to email me at hvickers@headwaters.org if you would like to attend a board meeting or if I can answer any questions.

Heather