

APPROVED



Lowcountry Montessori School

Minutes

Special Board meeting virtual

Virtual board meeting

Date and Time

Thursday August 7, 2025 at 5:30 PM

Location

Virtual meeting

The mission of Lowcountry Montessori School is to provide an authentic Montessori education building a foundation for lifelong learning.

Directors Present

A. Chavarria (remote), G. Alexander (remote), K. Lyon (remote), L. Lyles (remote), M. Thompson (remote), T. Brosnan (remote)

Directors Absent

A. Walker, A. Wright, J. Poole

Guests Present

A. Horn (remote), V. Roming (remote)

I. Opening Items

A. Record Attendance

B.

Call the Meeting to Order

G. Alexander called a meeting of the board of directors of Lowcountry Montessori School to order on Thursday Aug 7, 2025 at 5:30 PM.

II. Approve agenda

A. Approve Agenda

M. Thompson made a motion to approve the agenda.

K. Lyon seconded the motion.

The board **VOTED** unanimously to approve the motion.

III. Discussion of goals for CEO

A. Group discussion of attainable goals for the CEO to prepare for 6 month evaluation.

A. Chavarria would like to make sure there is proper separation of power from A. Horn to S. Fox in leadership.

G. Alexander stated he was on campus and saw S. Fox acting and being treated as leader.

A. Horn stated she has been sending people to S. Fox if they come to her with issues.

M. Thompson asked in what way we would quantify the change over offering the suggestion of possibly surveying the staff to see how effective communication and organization is.

K. Lyon wondered if we would have the same questions if we had hired from outside, and if it is a needed conversation when Amy will be leaving.

A. Horn gave some background of what has been done for the transition, an email stating that S. Fox is the Director, and that A. Horn can be introduced as a leadership member. That A. Horn has been asked to observe, and give feedback early on. A. Horn will be gone August 31, 2025.

T. Brosnan stated that S. Fox has done the prep and we need to give her the space and time to fill the roll.

M. Thompson stated Amy has never really had an evaluation except when forced.

A. Chavarria pointed out that the main concern from the Committee filling the director position was leadership change over, and this isn't a judgment point for the new director, but a tool for the new director to be a better leader.

V. Roming suggested an anonymous Gallup Survey at certain intervals.

K. Lyon agrees with a survey if it is not S. Fox specific, but a Director review, with measurable KPI's, job description-very clear and detailed outline for the job.

K. Lyon stated that one of the goals she would like for the new director would be the financial training that has been discussed.

A. Horn stated that PADDEP not in the same way but working with Wanda Watley on her goals. That board members can be trained as PADDEP evaluation person.

K. Lyon would like to make sure it is an actual Director checklist, not just geared towards S. Fox.

M. Thompson thinks he has heard about the PADDEP from A. Horn, and it is a good idea, but not the only measure we have.

A. Horn agrees that the Board doing evaluations would be a good idea.

T. Brosnan stated that evaluations are necessary so everyone has clear expectations.

E. Lyles would like a goal of training checklists for all incoming and current staff members.

A. Horn will send standards for PADDEP

G. Alexander presented goals emailed by A. Wright who would like to see increased knowledge with financials.

The ability to delegate- not just going into classes to teach.

Improving knowledge to assist where needed.

The rubric that H. Skinner sent from the Director Search Committee would be a helpful goal tool.

G. Alexander would like to see a team put together the directors key players to help assist her. A diverse leadership team, not all females, to take the school further and help it become stronger.

He would like to see Marketing become stronger, someone that can get us on Socials. Let people know we are not just an IEP school, that there are people in our immediate local community that do not know who we are. Montessori is an alternative to traditional book learning.

A. Horn stated the big thing right now is sponsorships for marketing. Possibly looking into a marketing company.

G. Alexander would like us to go to Port Royal City Hall to about getting a SRO. 405 students to protect.

A. Horn stated we are getting a SRO for this upcoming year.

G. Alexander would like to see improvements on the school report card. Not teaching from the tests, Bain has been doing a fantastic job at helping to improve.

He would like to continue to have a great report with Audits.

Is the Director staying within budget? Director said right now student numbers are not where we would like them to be, that Rose is working very hard offering seats.

Questioned if it is 14k per student. Amy said about 12 to 13k per student. So, we are down about 130k currently, and we may need budget revision.

G. Alexander stated that we have registered 4 seats for Leadership Summit on Sept. 9, 2025 @ Public Charter School in Columbia. 8am to sign in, 9am starts, wraps up at 2pm. A. Chavarria said he can go, K Lyon says maybe, G. Alexander will forward information.

A. Horn suggested a Board Member to be an organizer for having board members at School Events. K. Lyon stated she will be organizer.

M. Thompson asked about our diversity makeup versus other schools.

G. Alexander stated it was just his personal feelings, and he wouldn't overstep to say what the staff makeup must be.

A. Horn stated diversity has always been a market that the school tries to be aware of.

E. Lyles stated she would like to see the Directors 10 year plan.

IV. Closing Items

A. Adjourn Meeting

A. Chavarria made a motion to adjourn the meeting.

T. Brosnan seconded the motion.

The board **VOTED** unanimously to approve the motion.

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 6:36 PM.

Respectfully Submitted,

L. Lyles