



Community School for Creative Education

Special Board Meeting

February 24th 2026

Date and Time

Tuesday February 24, 2026 at 6:30 PM PST

Location

Community School for Creative Education
2111 International Blvd.
Oakland Ca. 94606

[Join Zoom Meeting](#)

Community School for Creative Education

2111 International Blvd.
Oakland, CA 94606

Meeting ID: 870 2740 7412

Passcode: 348280

Rudolf Steiner, Motto of Social Ethics, 1920 (at end of first full year of first Waldorf School founded 1919)

The healing social life is found when in the mirror of each human being the whole community finds its reflection,
and when in the community the strength of each one is living.

La vida social saludable se encuentra cuando en el espejo de cada ser humano la comunidad entera se
encuentra reflejada y en la comunidad vive la virtud de cada uno.

尋找到健康之社交生活, 就是當每個人對著鏡子 能從整個社區的影像中找到自己的反映, 這樣在社區內每人都能活出精彩。

Heilsam ist nur, wenn Im Spiegel der Menschenseele sich bildet die ganze Gemeinschaft Und in der
Gemeinschaft Lebet der Einzel Seele Kraft

Objective and 5 BIG GOALS

*CSCE annual objective is reaching 80% proficiency in ELA and Math for all student groups grades 3-8 measured
by NWEA MAP.*

*To achieve this school-wide objective over the next two years,
The CSCE has FIVE BIG GOALS*

Goal #1: Develop Waldorf-inspired, Common Core-aligned, and equity-focused curriculum;

Goal #2: Test and document Waldorf-inspired, Common Core-aligned practices as measured in student and
adult learning outcomes;

Goal #3: Maintain a well-operated school environment in Operations, HR, and Budget.

Goal #4: Maintain effective community outreach (including parents, community partners, policy and research
community); and

Goal #5: Launch long-term fundraising strategy for scale-up with financial stability

BOARD MEMBERS

1. America Foy
2. Christina Michaud - Vice Chair
3. Eugene Stampley
4. Martha Candido - Chair
5. Cheryna Wright

Agenda

	Purpose	Presenter	Time
I. Opening Items			6:30 PM
A.	Call the Meeting to Order	Martha Candido	1 m
B.	Record Attendance	Martha Candido	1 m
C.	Land Acknowledgement	Christina Michaud	2 m

Land Acknowledgment CSCE

Community School for Creative Education respectfully acknowledges the original peoples of the lands on which this school is built. For thousands of years and hundreds of generations, the Chochenyo people actively stewarded these lands to ensure they provided for all living things. The land on which CSCE was established was, and continues to be, significant to the Muwekma Ohlone tribe. Today, we acknowledge the impact colonization had on the Chechenyo/Muwekma Nation and recognize our responsibility to help them heal from this history and secure a sustainable future.

En Español

Community School for Creative Education reconoce respetuosamente a los pueblos originarios de las tierras donde se construye este campus. Durante miles de años y cientos de generaciones, el pueblo Chochenyo administró activamente estas tierras para garantizar que estas sustentaran a todos los seres vivos. Esta tierra en la que se estableció CSCE fue y sigue siendo importante para la tribu Muwekma Ohlone. Hoy reconocemos el impacto que tuvo la colonización en la nación Chechenyo/Muwekma y reconocemos nuestra responsabilidad de ayudarlos a recuperarse de esta historia y asegurar un futuro sostenible

D.	Agenda Approval	Vote	Martha Candido	3 m
E.	Public Comment		Martha Candido	12 m

Members of the public may address the Board on any matter within the jurisdiction of the Board, including items on or not on the agenda. Each speaker is limited to three minutes.

The Board may not take action on non-agendized items - per the Brown Act.

	Purpose	Presenter	Time
II. Executive			6:49 PM
A. Executive Committee Report	Discuss	Martha Candido	5 m
B. Board Membership Nomination of Ms. Velia Navarro, Nomination of Ms. DaVonna James, Nomination of Dr. Ida Oberman, Nomination of Ms. Revonia Thompson	Vote	Christina Michaud	20 m
C. Nomination(s) and Election of Board Secretary	Vote	Martha Candido	15 m
D. ACOE - Update	FYI	Martha Candido and Christina Michaud	10 m
III. Finance			7:39 PM
A. Finance Committee Report	Discuss	Christina Michaud	7 m
B. Financial Update - Second Interim Budget	Vote	Joshua Hartzel - CSMC	40 m
IV. Other Business			8:26 PM
A. Selection of Board Training/Retreat Date	Vote	Martha Candido	10 m
B. General Announcements	FYI		5 m
V. Closing Items			8:41 PM
A. Adjourn Meeting	Vote	Martha Candido	2 m

THE ORDER OF BUSINESS MAY BE CHANGED WITHOUT NOTICE Notice is hereby given that the order of consideration of matters on this agenda may be changed without prior notice.

REASONABLE LIMITATIONS MAY BE PLACED ON PUBLIC TESTIMONY The Governing Board's presiding officer reserves the right to impose reasonable time limits on public testimony to ensure that the agenda is completed.

REASONABLE ACCOMMODATION WILL BE PROVIDED FOR ANY INDIVIDUAL WITH A DISABILITY
Pursuant to the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, any individual with a disability who requires reasonable accommodation to attend or participate in this meeting of the Governing Board may request assistance by contacting Community School for Creative Education, 2111 International Boulevard, Oakland CA 94606 510 686 4131.

FOR MORE INFORMATION For more information concerning this agenda or for materials relating to this meeting, please contact Community School for Creative Education, 2111 International Blvd., Oakland CA 94606, tel: 510 686 4131; em: info@communityschoolforcreativeeducation.org. For copies of this agenda and for agendas and minutes of prior meetings, visit our website (www.communityschoolforcreativeeducation.org).

Coversheet

Board Membership

Section: II. Executive
Item: B. Board Membership
Purpose: Vote
Submitted by:
Related Material: Davonna_D._James__Resume.docx
Davonna_D._James_Board_Intrest_Letter.docx
Velia_Navarro_Letter.pdf
Oberman- Resume February 2026.pdf
Revonia Thompson - LI.docx
Revonia Thompson Concord CA resume 2025.docx

Davonna James

Senior HR Analyst | Strategic Advisor | Board Governance Candidate

Hayward, CA • 707-853-8170 • davonnad.james@gmail.com

Professional Summary

Strategic HR and organizational leader with 7+ years of experience improving compliance, engagement, and inclusion in complex public institutions. Demonstrated strength in governance, ethical oversight, and workforce strategy. Skilled in aligning human-capital initiatives with institutional goals to enhance transparency, accountability, and student success. Brings a governance mindset rooted in equity, youth advocacy, and organizational excellence.

Core Competencies

Strategic Governance • Diversity, Equity & Inclusion • Stakeholder Engagement • Policy Oversight • Workforce Planning • Ethical Leadership • Succession Planning • Change Management • Data-Driven Decision Making

Relevant Experience

- Senior HR Analyst — Internal Revenue Service (IRS), Fresno, CA (Feb 2020 – Dec 2023): Guided workforce compliance and strategic planning for 1,000+ employees, advising senior leadership on policies aligned with federal ethics standards. Led engagement initiatives increasing satisfaction by 15%. Modernized HRIS systems, improving operational efficiency. Served as liaison between staff and leadership to strengthen communication and equitable policy implementation.
- HR Analyst — Kaiser Permanente, Alameda, CA (Oct 2017 – Aug 2018): Conducted HR audits ensuring labor compliance and ethical alignment. Designed compensation and inclusion programs enhancing workforce equity and satisfaction.
- Benefits Specialist — Health Net Federal Services LLC, Rancho Cordova, CA (Jan 2016 – Jul 2016): Partnered with leadership to review and improve benefits programs aligning with organizational mission and employee wellbeing. Advocated for equitable access to benefits and wellness initiatives.

Leadership & Governance Highlights

- Advised leadership on ethical compliance and workforce risk management.
- Championed DEI initiatives supporting staff and student success.
- Collaborated with senior leadership and cross-functional teams on organizational change.
- Governance-minded leader committed to educational equity and community engagement.

Davonna D. James
26379 Whitman st. apt 30
Hayward, Ca 94544
707-853-8170
Davonnad.james@gmail.com

10/23/2025

Board Selection Committee
Community School for Creative Education
2111 International Blvd
Oakland Ca, 94606

Dear Members of the Board Selection Committee,

I am writing to express my sincere interest in serving as a **Trustee on the Board of Directors** for the Community School for Creative Education (CSCE). I am deeply inspired by the school's mission to bring Waldorf-inspired education to a diverse public setting and to nurture the creative and intellectual capacities of all children—especially those from underserved communities.

Having personally attended a Waldorf school, I have experienced firsthand the profound impact that this holistic approach can have on a child's development. The emphasis on imagination, the arts, and the integration of head, heart, and hands cultivated in me a lifelong love of learning, empathy, and curiosity. I am passionate about ensuring that children from all backgrounds have access to this kind of rich, human-centered education—one that honors their individuality while preparing them to thrive in community.

Throughout my professional and personal experiences, I have been committed to educational equity and to creating opportunities for children who might otherwise be left behind. I am eager to bring my skills, perspective, and dedication to the governance and strategic stewardship of CSCE. I believe that strong, engaged leadership can help sustain and expand the school's mission, strengthen community partnerships, and ensure that every student feels seen, supported, and inspired to reach their fullest potential.

It would be a privilege to contribute to the continued growth and vitality of the Community School for Creative Education as a Trustee. I would welcome the opportunity to discuss how my background, values, and commitment align with the school's vision.

Thank you for considering my application. I look forward to the possibility of working alongside you to further this important and beautiful work.

Warm regards,
Davonna James

Velia Navarro
2237 57th Ave
Oakland, Ca 94605
velianavarro@yahoo.com

My name is Velia Navarro, and I am writing to apply for the Board member position.

As an Oakland native and a product of the city's public schools, Oakland is more than just my hometown; it is my community. I have been involved with local schools for over 30 years and have witnessed the transformative impact charter schools have had on our neighborhoods. Throughout this time, I have been a dedicated advocate for high-quality education for all children.

My experience includes advocating for charter schools at OUSD board meetings, volunteering at local schools, and serving on the design team for CSCE to help establish Oakland's first Waldorf-based school. Additionally, I served as a Family Liaison at ARISE High School for 13 years, where I empowered families and youth to become community leaders.

Currently, I am a Consultant with Families In Action. In this role, I collaborate with school administrators, families, and students to provide essential resources. My work involves on supporting literacy workshops, A-G requirement seminars to ensure high school students are prepared for four-year universities, and providing leadership training to help families become effective advocates in their communities.

I am eager to bring my deep community roots and extensive educational experience to the Board.

Sincerely,

Velia Navarro

Velia Navarro

IDA OBERMAN
516 Taylor Avenue
Alameda, California 54501
Tel: 510 517 0331
Email: dridaoberman@gmail.com

EDUCATION

- 1998 **Stanford University, Stanford, CA. PhD in Education.** Doctoral Thesis: “Fidelity and Flexibility in Waldorf Education, 1919-1998.”
- 1986 **Seminar für Waldorfpädagogik, Stuttgart, Germany.** Completion of state-certified teacher training. Subject areas were elementary education (“class teacher”), German, and high school history.
- 1982 **Stanford University. Masters of Arts in Education History. MA** Thesis: “Causes of the Revolt in Ghent, 1540.”
- 1980 **Swarthmore College. BA in History.** Graduated with Honors.
- 1976 **Waldorfschule, Tübingen, Germany. Abitur** (national exam).

PROFESSIONAL EXPERIENCE

- 2023-present **Senior Research Fellow:** Faculty of Educational Sciences, Alanus University of Arts and Social Sciences, Alfter, Germany/Oakland, CA
- 2008- 2023 **Founder and Executive Director:** Community School for Creative Education, Oakland, CA, the country’s first urban multi-cultural full-service Waldorf-inspired K-8 charter, serving the San Antonio neighborhood in Oakland and surrounding areas
- 2015-2022 **Co-founder and Director:** Mills Waldorf Professional Development Certificate Program, Mills College, Oakland, CA
- 2019-2023 **Friends of Waldorf Education Emergency Pedagogy Center California-USA:** Founder and US Lead
- 2007- 2009 **Educational Consultant:** Oberman Consulting. Offered educational evaluation services to Bay Area education organizations including Save the Bay and Springboard Schools.
- 2003-2006 **Director of Research and Evaluation:** Springboard Schools, San Francisco, CA. Directed a 5-person research staff at this San Francisco-based school reform initiative supporting districts and schools in California with research, coaching and professional development.
- 1998-2001 **Associate Program Officer in Education:** Hewlett Foundation, Menlo Park, California. Designed grant programs, and solicited and evaluated grants for the Foundation’s K-12 and higher education grant portfolio.
- 1998-2002 **Member of the State Advisory Committee on National Board Certification:** Supported the Department of Education in its effort to increase the number of California teachers certified by the National Board.
- 1996-1998 **Researcher: Center for Research on the Context of Teaching, Stanford University.** Member of the team responsible for evaluating two Annenberg sites: The Bay Area School Reform Initiative and Los Angeles’s LEARN.

- 1997-1998 **Staff Member: Pew Forum for Elementary and Secondary Education Reform, Stanford University.** Team member for eight Pew Forum conferences, two of which I chaired.
- 1995-1998 **Co-founder & Facilitator: West Side Community School, Manhattan, New York.** Founding lead of this public Waldorf pilot program on the boarder of Harlem in New York.
- 1988-1993 **High School Teacher: Trinity School, New York.** Responsible for history instruction in grades 9 and 10.
- 1984-1988 **High School Teacher: Green Meadow Waldorf School, New York.** Responsible for history instruction in grades 9 through 12.

HONORARY DUTIES & DISTINCTIONS

Faith in Action East Bay. Leader. 2007 - present

Illegal Dumping Local Organizing Committee, Faith in Action East Bay. 2015 - present

International Network of Academic Steiner Teacher Education [INASTE]. Member. 2015-present

Emergency Pedagogy Without Borders USA. Co-founder & Board Vice Chair. Jan. 2026- present

Waldorf Institute of Southern California [WISC]. Board Member. 2025-present

Faith in Action East Bay (formerly Oakland Community Organizations), Oakland. Board Member 2015-2025

Families in Action Oakland. Founding Board Member 2018-2023

Families in Action. Distinguished Leadership Award 2023

Community School for Creative Education. Waldorf Ambassador Award 2023

American Education Research Association, Washington DC. Co-Chair, Philanthropy and Education Special Interest Group

Oakland Unified School District, Oakland. Co-Team Leader Instructional and Social Emotional Learning Working Group

Scheffel Preis Winner, Tübingen, Germany. Award for school's best German Essay in 1976 *Abitur*.

FOREIGN LANGUAGES

Fluency in English, German and Dutch. Working knowledge of French and Latin.

PRESENTATIONS & PUBLICATIONS

Oberman, I April 14, 2024, "Harnessing Waldorf to Construct Educational Possibilities:

Challenges and Opportunities," American Education Research Association Annual Conference, Philadelphia, PA

Oberman, I 2022 *Intercultural Waldorf Education: Why Here, Why Now, Why Us*, INASTE Conference Key Note, Vienna, Austria

Oberman, I 2019 *Waldorf Emergency and Trauma Pedagogy Comes to the US*. In: LILIPOH: The Spirit of Life, Summer 2019, pp. 31-37

Oberman, I & Barta, L. September 2008. *Serving At-Risk Youth: It Takes A System* Springboard Schools, San Francisco.

Oberman, I. 2008 *The Waldorf Movement in Education from European Cradle to American Crucible, 1919 – 2008*. Lewiston, New York: Edwin Mellen Press.

Oberman, I. Summer 2008. Waldorf Education and Its Spread Into the Public Sector: Research Findings, *Encounter: Education For Meaning and Social Justice*. 21 (2).

Oberman, I et al 2007 *Balancing Act: Best Practices in the Middle Grades*. San Francisco: Springboard Schools.

Oberman, I et al 2007 “Bringing the State and Locals Together: Developing Effective Data Systems in California School Districts.” In Loeb, S, Bryk, A, & Hanushek, E, *Getting Down to Facts: A Research Project Examining California’s School Governance and Finance Systems*, Stanford: Stanford University.

Oberman I 2007 “Statistical Analysis.” In Gerwin, D & Mitchell, D 2007 *Survey of Waldorf Graduates*, Wilton, New Hampshire: Research Institute for Waldorf Education, pp. 69-96.

Oberman, I & Townsley, C, July 2006 *Lessons from California’s high performing, high poverty high schools*. California School Board Association Summer Meeting Long Beach CA.

Oberman, I & Vargo, M May 2006 Bi-Partisan Briefing at the Capitol, Washington, DC *New Roles for School Districts in the Era of Accountability, Bi-Partisan Congressional Staff Briefing on Tested Practices in California’s Highest Performing High Poverty Districts*.

Springboard Schools, February 2006 *New Roles for School Districts in the Era of Accountability*. San Francisco: Springboard Schools -- Project Lead.

Oberman, I & Vargo, M March 2006 Briefing at the Capitol, Sacramento, *Challenged Schools, Remarkable Results: Briefing on Tested Practices in California’s Highest Performing High Poverty High Schools*.

Oberman, I & Vargo, M September 2005 Bi-Partisan Briefing at the Capitol, Washington, DC *Challenged Schools, Remarkable Results: Congressional Briefing on Tested Practices in California’s Highest Performing High Poverty High Schools*.

Oberman, I et al 2005. *Challenged Schools: Remarkable Results—Three Lessons From California’s Highest Performing High Schools* San Francisco: Springboard Schools, San Francisco.

Oberman, I & Walsh, K. January/February 2005 What Matters Most in Closing the Gap, *Leadership* (Vol.34/No.3), pp. 8-14.

McLaughlin, M. & Oberman, I. (eds.) 1996. *Teacher Learning: New Policies, New Practices*. New York: Teachers College Press.

Board of Directors

Community School for Creative Education

As a parent of a current student, I am very interested in joining the Board of Directors for the Community School for Creative Education. This school has had a meaningful impact on my child and our family, and I feel a strong responsibility to help ensure it remains open and able to serve students for years to come.

Through my involvement as a parent—including helping facilitate the 2025 Fall Festival—I’ve seen firsthand how much planning, coordination, and community effort it takes to keep the school thriving. Those experiences motivated me to step forward in a deeper way and support the school through thoughtful governance and long-term sustainability.

Professionally, I bring over ten years of experience supporting organizational leadership. In my role as an Administrative and Legal Assistant, I supported senior leadership, coordinated staff meetings, managed schedules, and handled accounts payable and receivable, ensuring accurate financial records and smooth daily operations. I also implemented process improvements to increase efficiency and communication—experience that translates well to board responsibilities focused on oversight and accountability.

I have also served on an Equity, Diversity & Inclusion (EDI) Council and a Social Committee, where I helped promote inclusive practices and strengthen community connection. These experiences align closely with the values that drew my family to this school and that I hope to help protect and sustain.

I am motivated to serve because I believe deeply in this school and want to be part of the collective effort to support its leadership, financial health, and long-term future. I would be honored to contribute as both a parent and a committed community member.

With appreciation,

Revonica C. Thompson

Revonia C. Thompson

Administrative Assistant

Contact

3412 Willow Pass Rd apt 2
 Concord CA 94519
 510.694.9014
rcthompson84@outlook.com

Professional Summary

Tenacious and organized Administrative Assistant with over 10 years of experience supporting senior leadership and managing complex administrative functions. Proven track record in improving office operations, streamlining communication, and ensuring top-tier customer service. Adept at multitasking, coordinating events, and driving time-sensitive workflows to successful completion. Committed to creating a positive and productive work environment through strong leadership, clear goal-setting, and collaborative communication.

Education

Carrington College-2012
 San Leandro CA 94578
 Medical Assisting
 GPA 3.87

Contra Costa College-2003
 Richmond CA 94804
 Certified Nursing Assistant

O.E.S.Z.A-2002.
 Oakland CA 94609
 Academic Diploma

Key Skills

Project Management
 Event coordination
 Multitasking adaptability
 Budget Planning
 Strong Communication
 Problem-solving
 Time management

Core Office Skills

Microsoft Office Suite
 Word
 Excel
 PowerPoint
 Outlook

Experience

August 2018- June 2025

Administrative assistant • Legal Assistant for Seniors

- Provided direct administrative support to the HR and Operations Manager.
- Oversaw daily office functions, maintained employee schedules, and coordinated staff meetings.
- Processed accounts payable and receivable invoices and maintained accurate financial records.
- Implemented process improvements to enhance efficiency and communication.
- Served on Equity, Diversity & Inclusion (EDI) and Social Committees, promoting a positive work culture.
- Recognized for leadership and ability to help teams exceed administrative goals.

October 2017- May 2018

Administrative assistant • Goodwill Inc.

- Delivered customer-facing support and back-office administration.
- Maintained filing systems, assisted with new hire paperwork, and managed front desk duties.
- Supported event coordination and scheduling of client services.

February 2016- May 2018

- Domestic engineer • Richmond, CA
- Managed all aspects of household operations, including scheduling, budgeting, and caretaking.
- Applied organizational and multitasking skills in a demanding, fast-paced environment.
- Developed and maintained daily routines with attention to efficiency and wellbeing.

References

Available upon request.

Coversheet

Financial Update - Second Interim Budget

Section: III. Finance
Item: B. Financial Update - Second Interim Budget
Purpose: Vote
Submitted by:
Related Material: 2025-02-20 CSCE Budget Scenarios.xlsx

Notice

The following file is attached to this PDF. You will need to open this packet in an application that supports attachments to pdf files, e.g. [Adobe Reader](#):

2025-02-20 CSCE Budget Scenarios.xlsx