



# WEEKLY CHECK IN NOTES



## September 8, 2020 Small Schools Conversation

- Orientations allowed schools to troubleshoot and figure things out before the official first day- tweaking really did help.
- Overcommunication is the key. Parents need to be reminded to work together and use respectful communication. ALL kids are happy to be back.
- Definitely feel the stress of it all. Hard and exhausting. Neurotic boards and they are bringing their anxiety and being overly involved. Maybe it is a new version of crazy now. Hard to tolerate it now.
- How can I navigate my work with the board so that it is productive and does not feel threatening?
- How much transparency is good and helpful?
- Venting helps!
- How to navigate setting boundaries? How do you know what is reasonable? Everything with Covid makes it feel even more exponential.
- What is a board role and what is a professional role? Who is a go to person? Professional coach is super helpful
- Resources:  
<http://thedfi.org/wp-content/uploads/2020/02/overview-the-lay-pro-relationship.pdf>
- "I dont always love who I am now because of the Covid rules- so frustrating in this role and time. My best now is keeping people alive as opposed to being accepting."
- "My reactions are unprecedented because the times are unprecedented.
- Opening our doors came with a high price. That should be part of the cost benefit analysis when deciding when to open.
- Tension for teachers who are so attached to their ways and the new group who is happy to pivot and there is tension between them
- **Coming Tuesday: Benot sherut will be offering support for schools for free! Hebrew tutors, aides, cultural programming, all free and all virtual, info will come soon!**
- Question:
- How are you doing recruitment for next year and handling retention? Anything in place?

- Reimagining events in new ways, like videos and virtual tours (security concerns keep it limited though)
- Retention starts the day they enroll in school... reaching out to families in advance. Online training for parent ambassador groups to plan.
- Question:
- Are you allowing a prospective family to look at campus?
- After hours only- or before hours
- Meet with teachers
- Plus videos and snippets
- Parent ambassador reaches out
- One school may allow parents in after health check- we shall see
- Maybe only outdoors and get a sense of the vision of the school
- Question:
- How will you check in with parents- not just the ones who reach out to you?
- 2 board listening sessions on zoom
- HOS calls each family during first 2 months of school- focus on new families first, personal check impersonal email to each family with specific note about the kids to see how the kids are doing
- Check in with students who are ONLY online
- Be outside when carpool comes- they need to see our faces
- Coffee with director in the morning via zoom