



Board Meeting | Administrative Team Reports

Quick Intro

This report is intentionally organized using our school's departments and Strategic Planning Goals, which include the following:

- Goal #1 - Create a more just, equitable, and antiracist environment at TEA
- Goal #2 - Deliver on our student outcomes
- Goal #3 - Attract, develop & retain a 100% values aligned TEAm
- Goal #4 - Collaborate with the community to serve a larger purpose
- Goal #5 - Thrive financially

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Report #1: Program

Goal #1 - Create a more just, equitable, and antiracist environment at TEA

Goal #2 - Deliver on our student outcomes

Goal #3 - Attract, develop & retain a 100% values aligned TEAm

Goal #4 - Collaborate with the community to serve a larger purpose

What we've accomplished so far this school year:

Goal #1:

- We have hired an anti-racist, anti-bias education consultant named [Joe Truss](#) to work with our leadership team, faculty and staff to deliver on our goal of creating a more just, equitable, and antiracist environment at TEA. He is working with our TEAm throughout the school year to help inform our strategic plan and train our team as we all continue on this life-long educational path. In addition, (4) members of our leadership team participated in a summer training program with Joe. You can see Joe's personal experience of tackling white supremacy culture at his own school in [THIS BLOG](#).
 - Our leadership team is meeting with him throughout the year.
 - Our teachers are meeting with him monthly.
 - The entire faculty and staff are meeting with him in January.
- We created a board approved budget item to dedicate to this goal.
- Our entire faculty and leadership team completed the *Me and White Supremacy* by Layla Saad workbook to better educate ourselves and identify and unpack our own privilege in order to be better, more inclusive educators and humans.
- We worked as a faculty to identify and unpack policies, procedures, and cultural norms that need to be shifted away from [white supremacy culture](#) using resources provided from a Joe Truss training.
- (15) members of our teachers, administrators, and a student participated in the [Pollyanna Conference](#) on Saturday hosted virtually by Harvard-Westlake School. The focus was on having courageous conversations - learning to connect authentically and with compassion. It included breakout sessions with other independent schools to learn from one another as well as action planning within our own school representatives. A huge shout out to our student representative, Jake Slye, who is an 8th grader at our school and contributed tremendously in a zoom room with teachers and administrators to



our continued identification of action steps to take as a school to create a more just, equitable and antiracist environment.

- The K-5th grade team began using the racial literacy [Pollyanna Curriculum](#), research developed and supported by NAIS to ensure we are covering core topics related to justice, equity, and antiracism into our social-emotional learning.
- All grades are preloading information with families and sharing updates to ensure we are all informed on the topics we are covering in class.
- A process was designed and implemented to identify internal bias and ensure multiple and diverse perspectives are represented in our program across all grade levels. We ran all projects through a Critical Lens Tuning Protocol to ensure multiple perspectives were included.
- We subscribed to Nepris to increase the diversity of the experts we source.

Goal #2:

- Our teachers came back earlier than ever for summer meetings to have ample time to prepare content and structures that continue to deliver on our student learner outcomes while keeping kids safe and healthy during COVID. We have the hardest working and most dedicated team members we could ever hope for. To date, they have already planned for (3) different program variations in order to deliver for our students and continue to do so regularly. They compiled their overviews on the [TEA 20-21 Program Site](#). Highlights of the program include:
 - Providing virtual learning for those students remaining in virtual learning and/or those students who have to stay home due to potential illnesses in their household. We hired an additional faculty member, Ana Remis, to support virtual learners for K-2nd grade. Debrah is facilitating virtual learners for 3-5th grade. The MS and HS has a humanities and math and science teacher dedicated each day to support our virtual learners.
 - In-person learning in outdoor classrooms as often as possible.
 - Real-world projects that look at topics aligned to our learner outcomes such as the 2020 election, water systems, climate change, renewable energy, economic sustainability, food and health.
 - ES Project Overviews:
 - [PreK : Social-emotional learning](#)
 - [Kindergarten: Healthy Play](#)
 - [1st: Story of Food](#)
 - [2nd: Water Systems](#)
 - [3rd: Election 2020](#)
 - [4th: Election 2020](#)
 - [5th: Election 2020](#)



- We created collaborative teams in each gradeband in order to provide more support and collaboration for our teachers.
- We have a lead facilitator in PreK-5 (Debrah Arriola-Jacobson) and 6-12 (Laura Quarin) to provide additional support, training, and thought partners to our teachers.
- We have actively involved teachers in decision making related to program shifts necessary due to Covid. We have reached out to teachers for their ideas and concerns, have elicited feedback from teachers on our plans and iterated and adjusted based on their valuable feedback. We have leaned into the expertise of our teachers in contributing to creatively problem solving our challenges. For example Carolyn Highland and Nilo Bill are attending the Nols Risk Management conference to collect data on industry standards for running adventure safely during Covid.

Goal #4:

- We created a partnership with a UVA professor and research team to help codify the work we are doing to build skill sets and mindsets such as GRIT, resilience, self-esteem, response to challenges, and academic hardiness.
- We created a collaboration with Curvd Learning to share the types of tools and resources we use at TEA with schools outside of our community.
- We designed policies and procedures to tackle COVID mitigation with this goal at the forefront knowing our actions will impact those across our communities.
- Our project planning templates have shifted to an increased emphasis on empathetically defining the real world problems we tackle on projects by working with the communities experiencing them, through student contact with local and Nepris experts.

What we're currently working on:

Goal #1:

- With the help of our consultant, Joe Truss, we continue to draft our step-by-step plan to achieve this strategic goal.
- (4) student representatives and (10) faculty members are registered to virtually attend the NAIS People of Color Conference at the end of November. Read about our faculty members' experience from last year's conference [HERE](#). We also invited members of the TAP executive committee to join.
- We continue to use a team approach to evaluate our planning processes to ensure we are providing diverse and multiple perspectives.
- We continue to diversify our texts to provide a broad set of topics and perspectives for students.



- We are identifying training opportunities to uplevel our leadership, faculty, and TAP representatives in order to tackle this goal collaboratively.
- Teachers are collaborating with planning processes to ensure that we identify our internal biases we may be bringing to the table, as well as how to evaluate how we can bring in more diverse perspectives.
- Creating a student mentor program for student engagement.
- Creating more parent engagement sessions.
- Scheduling a parent and staff town hall to promote courageous conversations.
- Identifying specific budgetary needs to have resources and staffing to fully support this goal.
- High School students are forming a TEA GSA (gender/sexuality alliance) to create a safer and more inclusive space for all students. We are working to create additional affinity groups to provide an even more inclusive space for all students. Affinity groups are designed to provide safe spaces for individuals and groups with shared interests and/or identities.

Goal #2:

- We are planning regular adventure days that engage with our beautiful Tahoe region
- We are planning overnight fieldwork for later in the year to engage in more constructive adversity, crew building, and experiential learning.
- We are identifying additional positions to hire for in order to further deliver on our learner outcomes.
- We continue to norm our COVID policies with our students and appreciate the support of our parents in reinforcing this on their end.
- There are a lot of unknowns regarding the development of the pandemic and the type of winter we will have. In order to ensure we remain flexible and iterating while also delivering the program for our students, we are looking at the school year in 6-week(ish) cycles to allow for us to regroup at each break and prepare for the next iteration that comes from the pandemic and the changing temperatures. This will look different for each grade band to better support the learner needs in a developmentally appropriate way. We will be sharing information with parents soon and hosting a town hall in grade bands to answer questions and collaborate as a community. The following are the cycles we anticipate planning for:
 - Cycle 1: September to Fall Break (4 weeks) - DONE
 - Cycle 2: Fall Break to November Break (6 weeks) - CURRENTLY IN
 - Cycle 3: November Break to Winter Break (3 weeks)
 - Cycle 4: January to February Break (6 weeks)
 - Cycle 5: February to Spring Break (7 weeks)
 - Cycle 6: April to end of school year (8 weeks)



Goal #3:

- We are working to create a team of program members to help create new feedback and evaluation processes in line with TEA's values as well as salary plans that value our teachers' contributions.
- We are identifying additional positions to hire for in order to support teacher bandwidth.

Goal #4:

- We continue to share our resources and collaborate with Curvd Learning so that schools across the country can benefit from the work we do at TEA.
- We are sharing our learnings from our curveball study with other schools.
- We are working with experts across the country thanks to Nepris in order to virtually bring in more of a collaboration.
- We continue to network with other schools so we can collaborate.
- Our students founded a community service club to contribute to the greater community.
- Our projects continue to have our community locally, regionally and nationally in mind to have a positive impact on the world around us.

What we're grappling with:

Goal #1:

- We are living in a polarized time that also has limitations on our ability to interact face-to-face so we are grappling with how to come together as a community to tackle this collaboratively not as a political issue but as a human rights issue.
- Staff to utilize their learning from summer PD (about white supremacy culture) and identify opportunities to examine/address that within our own culture at TEA.

Goal #2:

- COVID is posing an incredible set of challenges.
 - We are grappling with how to norm our COVID policies with our students in order to safely be able to implement fieldwork - something we are eager to do ASAP.
 - With the necessity to social distance, in-person school poses challenges to delivering targeted support for our various learners (i.e., can't get close and analyze texts together, can't share materials for labs, etc) while virtual learning poses challenges for social-emotional needs.
 - Additionally, some of what we have previously done are challenged due to COVID such as Friday Forums. We are trying to figure out ways to bring the student community together safely and effectively.
- We are looking for new ways to uplevel the social piece for our new and returning students.



Goal #3:

- The challenges of COVID have increased teacher fatigue tremendously and we are grappling with how to ensure we continue to keep this at the forefront and support our team as much as possible. We thank TAP and other parents in our community who continue to reach out to offer support as this is a team effort.
- We have various needs in our faculty and staff related to COVID mitigation that we are looking to support, including the exposure for our students and teachers while learning in indoor spaces during the winter.

Goal #4:

- We are grappling with how to engage in projects with various communities due to COVID restrictions. For example, we cannot meet with experts in-person or participate in projects with different populations in order to mitigate the risk of COVID.



Report #2: Marketing, Communications, and Admissions

Goal #1 - Create a more just, equitable, and antiracist environment at TEA

Goal #2 - Deliver on our student outcomes

Goal #4 - Collaborate with the community to serve a larger purpose

Goal #5 - Thrive financially

What we've accomplished so far this school year:

Goal #1:

- We've created a [section of our website](#) dedicated to the DEI work happening at our school. The goal is to create a place where new and prospective families/staff can see the work being done and hopefully progress being made. The section includes additional resources (recommended reading/listening/viewing).
- Integrated our DEI work into admissions tours through discussion of our learner outcomes, specifically how students at TEA utilize diverse perspectives to examine issues of justice and equity through a triple bottom line of sustainability lens. This is now a standard conversation with all initial inquiries.
- Launched a ["virtual tour" of our school](#) on the Admissions page of our website to ensure equal access.
- Established a complete ["virtual admissions" process](#) to ensure equal access and consideration.

Goal #2:

- Created two new intensives this year to help students advocate for their beliefs through storytelling.
 - The first is a high school journalism offering with students actively working with and pitching ideas to a national publication called [The Mountain Gazette](#). One of our students had a pitch accepted and is now a published journalist!
 - The second is a middle school photography class that reinforces math and science standards through the examination of the foundations of photography. Students are working with [Ian Ruhter, a well-established fine art photographer](#) based in South Lake Tahoe. Students have explored experimental photography



as they created “solargrams” using only photo paper and light. And most recently have built their own “camera obscuras” using oatmeal containers.

Goal #4:

- Collaborating with Curvd learning on an awareness campaign for the work they are doing. Coordinated messaging and strategies to help Curvd grow a following starting with friends/fans/followers of TEA.
- Kicked off work with our student-led environmental club to also help them grow awareness of their efforts starting with friends/fans/followers of TEA.
 - Worked with our Development and Photo TEAMs to [capture and report](#) on the \$10K grant awarded to the students by Raley’s ONE market.
- Worked with our 11th-graders to create a podcast based on their experiences while on field study in Alabama. Facilitated the podcast production (after getting to go on the trip with the students!) and entered the podcast into a NPR competition. The students and their work [earned Honorable Mention in the contest](#), which helped our students help the experts they met reach more people with their messages of activism in the face of systemic racism.

Goal #5:

- Pivoted to virtual admissions in late March by creating a 3D virtual tour and completely virtual admissions process that we utilized over the summer. The process worked well and allowed us to continue processing inquiries and conducting “virtual shadow days” throughout the summer.
- Managed the significant increase in weekly inquiries throughout the summer. Historically we receive 30-40 inquiries between March and August. This year we received over 200. One key to our success was asking pointed questions around the long term commitment / plans for families inquiring from out of the area.
- Launched a [COVID-19 section of our website](#) to keep all existing and prospective students and families informed of our mitigation measures and policies as they were developed.
- Achieved our “pre-pandemic” admissions revenue goals for 2020/21 despite the constraints we were facing.
 - We added a total of 50 new students to our school this past admissions cycle after receiving over 200 inquiries between March 31 and August 31st.



What we're currently working on:

Goal #1:

- Making regularly scheduled times to continually update the JEDI section of our website and share those updates with internal/external audiences.
- Integrating some sort of engagement with our antiracism work into the admissions / enrollment process.
- Improving our virtual admissions process to create additional opportunities for assessing - both school of student and student of school.
- We have included in our pro forma budget over \$1M in flex tuition assistance for the 2021-22 school year, which will allow us to attract a student body with diverse backgrounds and financial standing.

Goal #2:

- We continue to improve our storytelling and articulation of the magic of TEA, including our TEA Values, by giving our students more opportunities to be the primary narrators.
- We are launching a new publication alongside students from Mammoth High School that reports on the issues we are all facing, but from a teen-aged perspective. This project is a component of our high school journalism intensive.

Goal #4:

- Continuing to work with Curvd to help grow awareness of their work through co-branded pieces of content promoted across various platforms.
- We continue to strengthen our relationships with local communities and feeder organizations and schools. With a significant uptick in inquiries this past summer, we are hopeful that this trend will continue and that we can continue to serve our local and regional community.

Goal #5:

- We are currently working on opening up the enrollment seasons for the 2021-2022 school year, with applications already underway. Here's a snapshot of the upcoming admissions funnel as of 10/20:
 - Total inquiries for 21/22 = 74
 - Total early decision applications received = 16
 - 20/21 admits who deferred to 21/22 = 7



- We are finalizing our enrollment and re-enrollment dates, with a refundable reservation deposit for existing families expected to be sent out before winter break. This refundable reservation deposit will give us a good sense of what enrollment will look like for the coming year and allow us to plan accordingly. Unlike last year, when we asked for non-refundable deposits by the end of January, we expect that we will give our existing families a bit more time to make a final decision on the 2021-22 school year, considering there are so many variables regarding what constraints we may / may not have.

What we're grappling with:

Goal #1:

- Giving the work the amount of time it deserves and takes to truly be effective. Need to move past this current cycle of reactionary communications and into proactive and inspirational communications that includes our DEI work.
- Ensuring equity for all prospective candidates. Not all prospective students, especially our younger ones, are able to clearly articulate their beliefs and selves on video calls.
- Giving ample opportunity for students to assess our school in a virtual environment. Looking to find ways to connect prospective students and families with existing students and families, albeit virtual, to create more opportunities for conversations and exploration.

Goal #2:

- Meeting the needs of in-person and virtual learners at the same time. Maintaining a collaborative environment despite these constraints.

Goal #4:

- Being able to post content on social media platforms that are more divisive than normal. Sharing resources and stories while being empathetic to the challenges many in our society are facing as they navigate through this remarkable time.

Goal #5:

- We made huge strides over the past year to project a balanced budget with a much lower fundraising need than ever before. The school is in good financial standing as of today. That said, like many other non-profit organizations and independent schools, navigating this pandemic is hard, and we are working on ensuring that our business model continues to be successful this year and next with regard to re-enrollment and new enrollment. We are fortunate to have an amazing faculty and staff who are finding ways to deliver on our program despite the challenges we are facing.

Report #3: TEA Development

Goal #1 - Create a more just, equitable, and antiracist environment at TEA

Goal #4 - Collaborate with the community to serve a larger purpose

Goal #5 - Thrive financially

What we've accomplished since the beginning of the school year:

Goal #1:

- We hosted a virtual auction on September 25th, which allowed everyone in our communiTEA to participate as there was no high ticket price barrier. Accessibility is something to evaluate as we begin planning the 2022, presumably live, auction event.

Goal #4:

- Thanks to the auction TEAm's impressive solicitation efforts, this year's event enjoyed 19 direct sponsors and dozens of in-kind donations from local and regional businesses.

Goal #5:

- The Simply Mad About TEA Auction was a tremendous success. Thanks to our dedicated volunteer auction committee (Chrissy Braud, Heather Koch, Pam Madigan, Laura Janssen, Melissa Steenson, Georgie Bisvol, Mary McCandless and Nikki Price) who collectively donated 5500 hours of service over the two years preceding the event, proceeds of \$523,855 were generated. Fixed expenses were held to \$24,353, for a total profit to date of \$499,502. We anticipate that the total profit number will continue to increase as sign-up parties fill up.
 - A breakdown of our income follows: Sponsors - \$60,250, Ticket Sales - \$20,386, Silent Auction - \$55,860, Live Auction - \$69,000, Fund A Need - \$296,750 plus \$2,709 from TEA Students, and the Maddest Hatter Game - \$18,900
- Our communiTEA demonstrated great engagement and support of the auction -- 151 families participated in the silent auction/purchased tickets to the event, 39 families submitted photos or musical contributions for the pre-show, and 47 families donated the evening of the event -- staying on the virtual call for almost an hour longer than promised!



- The Strategic Fundraising Committee, which currently includes Tori Long, Greg Wright, Ken Martin, Courtenay Wallpe, Ally Chase, Stephanie Pereira, and Heather Boger expanded to include two new parent volunteers -- Kim Burns and Nikki Price. Their extensive event and fundraising backgrounds, plus their creative thinking and positive attitudes are deeply appreciated. The committee meets monthly and provides input and support regarding TEA's fundraising.

What we're currently working on:

Goal #4:

- Our 2020 Annual Giving Campaign, which will launch on December 1st, is focusing on the tremendously positive impact that TEA students have had and will continue to have on the local, regional and global communities. We are exploring ways to partner with local non-profits and our Student Community Service Club to incorporate a "Give to Others" aspect to our campaign.

Goal #5:

- Plans for the 2020 100% Positive Impact Annual Giving Campaign are underway. The theme this year "Lean IN to Lift UP" focuses on the positive impact we can have when we lean into our values of empathy and advocacy, supporting one another and especially our students. The campaign will run from December 1st (Giving Tuesday) until March 11th, which is 100 days. Our goal is to raise \$500,000 in support of TEA's Operating Budget. This year, each grade will have a volunteer campaign ambassador, with the goal of inspiring 100% participation from our parents, staff and of course our Board of Trustees.
- In collaboration with Marketing, an "Our Supporters" page of our website is being created to acknowledge the time, talent and treasure contributions to the school made by our communiTEA, as well as our larger community, including foundations, organizations, businesses, and individual experts.
- An October donor communication is being developed in collaboration with Marketing to highlight the success of the auction and describe the amazing and impactful projects our students have engaged thus far this academic year.

What we're grappling with:

Goal #5:

- The development TEAm is planning for a successful Annual Giving Campaign. We recognize that hosting the virtual auction and the annual giving campaign "back to back" may create some challenges, but remain hopeful that parents will continue to see TEA's



value, not just this year, but into the future and will make meaningful contributions so that we can continue to deliver on our learner outcomes.



Report #4 - Facilities and Operations (Technology, Transportation, Safety, Risk Mitigation and On / Off Campus Protocols and Procedures)

Goal #1 - Create a more just, equitable, and antiracist environment at TEA

Goal #2 - Deliver on our student outcomes

Goal #3 - Attract, develop & retain a 100% values aligned TEAm

Goal #4 - Collaborate with the community to serve a larger purpose

Goal #5 - Thrive financially

What we've accomplished since the beginning of the school year:

Goal #1: With a wide variety of family / student needs in mind, we have been working to ensure that our policies and procedures are equitable and just. This includes providing as much support as possible to dual income families, as well as those who receive flex tuition assistance. Adapting to COVID has required families to provide additional resources, and we have done our best so far to offset those costs. We are here, as well, for those who may need extra support with technology, PPE, daily supplies, etc.

Goal #2: We audited, edited and updated all of our policies procedures and manuals / handbooks with COVID and the pandemic in mind. We have curated and developed 8 different outdoor classroom spaces throughout the campus, which included upgrading WiFi (8 different locations) to provide for outdoor classrooms. We have upgraded our air filtration systems in the ECE, Building One and the Modulars by adding MERV 13 filters. We have augmented cleaning and disinfection throughout the day and week on campus and on the busses, by adding a full time custodian and conducting more frequent cleaning and maintenance. We have also put in place check in and social distancing measures across the organization, including our transportation service, which follows our protocols of the 3 Ws: Wearing a Mask, Washing Hands and Watching Your Distance. Finally, we have created and are executing daily health screening for all staff, families and students to track and audit our on campus visitors on a daily basis.



Goal #3: We are listening to our faculty and staff and doing our best to meet them where they are in terms of their preferences and comfortability with regard to COVID. To date, we have teachers with different health and safety needs including some able and comfortable with moving indoors, especially for our youngest students, and some needing to remain in outdoor spaces.

Goal #4: By taking as much precaution as we can in our community, we have our larger community in mind. We believe that by keeping our community at TEA safe and healthy, we can help our larger community do the same.

Goal #5: Thanks to our amazing fundraising efforts and very generous donations, we have been able to upgrade our facilities to address our new normal. We will continue to allocate financial and personnel resources to address ongoing needs for the remainder of the year.

What we're currently working on:

Goal #1: We are working on ensuring our facilities and operations meet the varying needs of our people - staff, families and students. This includes the norms, policies, procedures, resources and facilities and ops upgrades we have made to date and will continue to work on throughout the year.

Goal #2: With so much going on and so many changes happening so fast, we knew that we were going to have to approach this year in cycles and sprints. Since we have now dialed in our policies and procedures, signage, outdoor spaces and cleaning and disinfecting procedures, our next big challenge is to continue to work on improving our facilities / buildings to accommodate for indoor learning, if/when necessary. This work includes continuing to communicate with experts and doing our research to upgrade our air filtration, ventilation and circulation systems. We are researching air filtration devices, connecting with our HVAC experts to audit and understand best air flow and ventilation patterns, and finalizing our efforts to procure the necessary resources to finalize these efforts before winter. The facilities and risk mitigation teams are working with Mara and her Program TEAm to coordinate efforts and ensure we are maximizing our use of both outdoor and indoor space.

Goal #3: See Goal #2.

Goal #4: Current efforts for collaboration with the greater community have been put on hold at this time.

Goal #5: We are committed to allocating the resources necessary to provide the healthiest and safest facilities and operations we can.



What we're grappling with:

Goal #1: The biggest challenge we are grappling with is the need to meet an incredible array of parent, student and staff needs and preferences during this pandemic. We have updated, edited and adapted almost all of our protocols and procedures and will need to continue to do so as the year progresses. The biggest challenge in this area is ensuring our indoor spaces are above standard in terms of cleaning and disinfecting, air filtration, air ventilation and air circulation. We knew we were going to have to tackle this challenge this fall (before winter), but we were not yet finished by the time the AQI / smoke hit this fall. Nevertheless, we continue to move forward to ensure we do everything in our power to get our indoor spaces safe and healthy for our faculty, staff and students. See "What We're Currently Working On" above in this section.

Goal #2: See Goal #1.

Goal #3: See Goal #1.

Goal #4: At some point in the future, we would like to get our facility and Martis Valley Campus back open to outside organizations for use and ongoing collaboration. Of course, these efforts have been stalled for the time being.

Goal #5: We have the resources we need to allocate to facilities, ops and personnel upgrades and add-ons, thanks for our amazingly generous families, successful fundraising efforts and strategic financial moves over the past 18 mths.



Report #5 - TAP By Stephanie Pereira | TAP President

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Goal #4 - Collaborate with the community to serve a larger purpose

Goal #5 - Thrive financially

What we've accomplished since the beginning of the school year:

Goal #1: The TAP Executive Committee intentionally modified it's 2020 - 2021 number one goal, in order to maintain values-aligned with TEA. TAP's number one goal is to "Support TEA Leadership in it's goal to Create a more just, equitable, diverse and antiracist environment at TEA." The TAP Executive Committee has also been invited to attend the Virtual, NAIS People of Color Conference set to take place November 30 - December 4, 2020. All Hands TAP Meetings have historically been challenging to schedule. In an effort to be more inclusive, we will hold an evening meeting on November 17th and plan to request feedback on a preference (morning or evening) or to have alternating meeting times. All, All Hands TAP Meetings are now video taped and available for viewing, via a link in the WOT, the following week.

Goal #2: TAP has continued to support and offer the HS Environmental Club a platform to speak to the communiTEA (through presentations at the All Hands TAP Meetings) about current initiatives. TEA Parent, Adrienne Kimber, recently presented to TAP on ways to get more with climate change initiatives.

Goal #3: TAP volunteers have navigated COVID with grace. They have been flexible, adaptable, patient and generous with their time. Two seats on the executive committee were filled with Vice President, Traci Mason Baldwin and Community Building Ambassador, Nicholle Cooke. Our remaining TEAm for this year includes; Stephanie Pereira, President; Treasurer, Laura Bingham; Secretary, Norah Findlay; New Parent Ambassador, Courtenay Wallpe; and Teacher Appreciation Coordinator, Heather Boger. We have also recruited elementary crew parents in order to communicate directly with their respective crews. They include: Ally Chase,



Jessica Kaulback, Katie Hoopengardner, Jenene Slatt, Heather Beckman, Dawna Kissman, and Kim Burns. Thank you to all parents for all you do, but especially to these women in the arena.

TAP started off the 2020 - 2021 year with an appreciation to TEAchers and staff in the form of an Arcade Belt (local company) and inspirational note.

TAP has published four "What's on TAP" where we highlight opportunities to come together as a communiTEA and welcome new families to the communiTEA.

Goal #4: TAP will offer support/guidance to students and staff in opportunities to collaborate with the community to serve a larger purpose.

Goal #5: TAP is an active participant with and on the fundraising committee in support of TEA development. TAP also continues to coordinate TEA-sized fundraisers in the form of Amazon Smile, KidsKreation, and recently joined Minted. With participation in each of these organizations, TEA generates a percentage of money back to the school. A special thank you to Kim Burns, for bringing Minted to TAP's attention and also for working collaboratively with Art Teachers, Joe Taylor and Veronica Lichter on KidsKreation this year.

What we're currently working on:

Goal #1: Registration of TAP committee members to the NAIS People of Color Conference, in November. Collaborating with Mara Jenkins on a cross-over opportunity for TAP to create a regular book club/podcast club in order to inform, discuss and promote TEA values.

Goal #2: Caroline Sandberg is scheduled to present outcomes and updates on the most recent climate change event and initiatives at the November 17th All Hands TAP Meeting.

Goal #3: TAP has requested a presentation from the TEA Safety Team for the November 17th All Hands TAP meeting as we head into Winter with a COVID climate. We have requested and are receiving donations from parents for Teacher Appreciations. Gifts of Gratitude are being organized and scheduled. Following TEA's COVID Safety Policies and Procedures, TAP will host a communiTEA hike in the Lower Carpenter Valley on Wednesday, October 21st.

Goal #4: Seeking opportunities to collaborate with the community.

Goal #5: TEAsized fundraising coordination and serving on the TEA Fundraising Committee.



What we're grappling with:

Goal #1: Creating safe-spaces, for the communiTEA to participate in relevant, useful and engaging opportunities.