

A Call for Board Member Nominees

for

Hayward Public Montessori School

formerly known as

Golden Oak Montessori School and Silver Oak High School

22100 Princeton Street

Hayward, CA 94541

info@silveroakmontessori.org

None of us is free until all of us are free; all oppression is linked. Almost eighty years ago Dr. Maria Montessori had this deep understanding and called this freedom "universal liberation." In 1946, she wrote:

"Either education contributes to a movement of universal liberation by showing the way to defend and raise humanity or it becomes like one of those organs which have shriveled up by not being used during the evolution of the organism."

Central to the philosophy of Hayward Public Montessori School is the belief that universal liberation can be achieved and that educational equity for all students contributes to that goal. Our aim is to create a truly inclusive environment where a student's race, ethnicity, or socio-economic status is not a predictor of their outcome. We provide students with a holistic, student-centered experience that embraces and celebrates differences. We pride ourselves on cultural diversity being our strength. We challenge all members of the HPM community (board, administration, teachers, families, and students) to move towards an anti-bias and anti-racist identity, and we empower each individual to act collaboratively towards our common goal.

A Call for Board Members:

As we value the ability to serve students and families from a broad range of cultural heritages, socioeconomic backgrounds, genders, abilities, and orientations, we are intentionally seeking Board Members who reflect our increasingly diverse student population. Therefore, we will prioritize applicants who embody the benefits that diversity brings to an educational community.

The Board of Directors of both Golden Oak Montessori and Silver Oak High School have approved a process to select and ratify a board for the newly merged Hayward Public Montessori School. This new board will reflect the diversity of the community served by the School. They will also incorporate a variety of mindsets and skill sets in order to conduct a successful raise \$12 million capital campaign. In addition, this new board will hire, evaluate and support the superintendent, holding the superintendent accountable for management and organizational performance.

Hayward Public Montessori Board Member Job Description:

An HPM board member must be willing...

1. to serve as a member of the Board of Directors for Hayward Public Montessori School, sharing in all governance matters pertaining to the School,
2. to approve high-level organizational goals and policies, ensuring that the organization is compliant with all applicable laws and regulations,
3. to actively support and promote the mission of the School, its vision, strategic goals, and policy positions,
4. to become and remain knowledgeable about the School's commitment to equity and justice, and actively ensure that the commitment is met,
5. to attend meetings regularly, coming to meetings well-prepared to participate authentically in board matters, and
6. to enthusiastically support the goal of completing a successful capital campaign including:
 - o a belief in the potential for success,
 - o a commitment to raising and/or pledging a meaningful gift to the campaign,

- offering assistance in donor identification and donor research as needed, and
- actively promoting the goals of the campaign within the community.

Time Commitment:

1. Directors are expected to attend the monthly board meetings and to come well-prepared. This preparation typically includes at least one (1) hour dedicated to review meeting materials. More than two (2) unexcused absences from board meetings, in a calendar year, constitute grounds for dismissal from the board.
2. Once or twice each year the board hosts a strategic retreat. Directors are expected to attend and fully participate in these essential half or full day events.
3. In addition to attending board meetings and retreats, directors are expected to participate in at least one (1) standing and/or ad hoc committee to complete various projects as part of their board service. On average, these committees meet once a month.

Board Member Qualifications:

An HPM board member must possess...

1. a passion for, and commitment to, the successful merger of the Schools and the construction of a new campus,
2. a commitment to protect and pursue the newly merged School's mission, including its pledge to diversity, equity, inclusion, and social justice,
3. a professional skill set(s) that will be useful to the board as it pursues the goal of a successful capital campaign (i.e., background in finance, law, public relations, fund-raising, community relations, etc.),
4. a willingness to learn the skill sets needed for a successful capital campaign. (i.e., interpersonal skills such as effective listening, an understanding of the differences between governance and management, and the ability to highlight the strengths of the school and the board, both within the community and with potential donors), and
5. contacts within the San Francisco Bay Area who can draw on the wealth of knowledge in our communities to support our students, and who can identify and connect the School with potential supporters of the capital campaign.

Board Member Application:

We ask that candidates submit a personal letter that describes, in detail, the ways in which they are qualified for board service, specific to the list of desired qualifications noted above. Further, we request that, in their letter, candidates provide specific examples demonstrating possession of these qualities and attributes, in professional, personal or volunteer settings. Candidates are encouraged to include any supporting documentation, such as resumes, letters of recommendation or samples of work products (i.e., grant applications, policy development, volunteer work artifacts, etc.).

Please email these documents to Elaine Blasi <mailto:elaine@silveroakmontessori.org> by Friday, January 29, 2021. After a thorough review of all applications, those candidates who meet the aforementioned qualifications will be invited to interview with the nominating committee the week of February 16, 2021.