



Board Special Meeting

Work Sessions: Selection of Superintendent Search Interview Questions (Location: Board Office Conference Room); **18-19 SMART Goals** (Auditorium, JSCEE);

Executive Session: to Evaluate Complaints Against a Public Employee

Wednesday, March 14, 2018, 4:30 – 6:00pm

Board Conference Rm & Auditorium, John Stanford Center

2445 – 3rd Avenue South, Seattle WA 98134

Minutes

Call to Order

Director Harris called the meeting to order at 4:04pm.

Work Session: Selection of Superintendent Search Interview Questions

Directors DeWolf, Pinkham, Mack, Geary, Harris and Burke were present.

Staff present were Nate Van Duzer, Director of Policy and Board Relations; Erinn Bennett, Executive Director of Government Relations and Strategic Initiatives; John Cerqui, Deputy General Counsel; Michele Ramirez, Board Office Administrator.

Mr. Van Duzer introduced the document in the Director's packets describing the first-round interview questions for consideration. Director Harris asked if all candidates would be asked the same questions. Mr. Van Duzer confirmed yes. Director Harris asked Mr. Cerqui if asking follow-up questions is permitted. Mr. Cerqui advised that any follow-up questions should be general.

Mr. Van Duzer clarified that the board will have an hour with each candidate and up to half an hour of feedback.

Directors discussed the number of questions that may be asked. Mr. Van Duzer suggested leaving enough time at the end for the candidates to ask questions. Director Burke suggested 14 questions in total.

Directors reviewed the question under the "Intro" category and provided feedback. Director Harris and DeWolf determined that they will revisit #1.

Directors reviewed and discussed questions under the topic of "Board Relations." Director Pinkham would like to keep question 2. Mr. Van Duzer suggested combining questions 2 and 3, and advised that an agreement on the question categories is most important during this meeting.

Directors continued to review questions under the topic of "Leadership." Director agreed to keep questions 4, 5, and 7.

Directors reviewed questions under the topic of “Self-Reflection.” There was a consensus on keeping questions 8 and 11. Directors decided to replace “background” with “skills and experience.” Directors determined they will not to use questions 12 and 13.

Directors reviewed questions under the topic of “Planning and Engagement.” There was a consensus on keeping questions 15 and 16.

Directors reviewed questions under the topic of “Equity/Opportunity Gaps.” Directors Harris and Geary like question 25. Directors discussed question 21 and the proper use of language for this question. Director Burke suggested merging 20 and 21 and adding “African American Males and other students of color” in the language. Director Pinkham suggested moving 22 to student climate.

Directors reviewed questions under the category of “Student Climate and Supports.” Directors agreed with using questions 26 and 30.

Directors discussed the need for a question involving “parent and family engagement.” Director Burke noted he would like to focus more on community engagement in the second round of interviews.

Director DeWolf pointed out the issues going on in the community such as homelessness that deeply play a role in how the school district functions.

Mr. Van Duzer reviewed the questions chosen to move forward. Director Harris asked those in the room for any feedback they may have.

This portion of the meeting was adjourned at 4:45pm.

Work Session: 18-19 SMART Goals

Director Burke called the second portion of the meeting to order at 4:49pm.

Director Burke quickly introduced the 18-19 SMART Goals. Ms. Bennett began by giving an overview of the agenda and the materials in the director’s packets.

Timeline and Process.

Ms. Bennett explained that the board has SMART Goals, as well as, a strategic plan and there will be multiple opportunities for directors to weigh in over the next 18 months.

Ms. Bennett reviewed the Next Steps slide with directors, going over the upcoming dates in the 18-19 District Goals process. She explained to directors that they would be writing down five goals on an index card during this meeting to begin formulating the goals for the coming year.

Dr. Nyland thanked everyone for their work and stressed the importance of the timeline, noting the learning opportunities for principals during the summer to prepare them for the school year.

Michael Tolley explained the Multi-Tiered System of Support MTSS Goal 1, noting that it is the strategy to meet the needs of their students. He explained, Eliminating Opportunity Gaps (EOG) Goal 2 is focused on transforming adult attitudes, beliefs, and actions to create positive environments for student success. The 3rd pillar is improving delivery and instruction for teachers. He noted that the Formula for Success is a long-term goal that was created out of suggestions from the board. Wyeth

Jessee, Chief of Student Support Services, explained that the Formula for Success was built out of practices centered around eliminating opportunity gaps. He explained that the “Positive Outlier School Research” goal is about educators coming together to formulate best practices for student success. Mr. Jessee noted that operations, logistics, and compliance were the key components in the “Investing in our Priorities” graph. Director Harris noted this is based on the Smarter Balanced Assessment testing.

Director Burke asked about the language around “achievement gap” versus “opportunity gap”. Dr. Jones noted that we are using both terms.

Director DeWolf and Mr. Wyeth discussed the “Investing our Priorities” slide.

Director Mack asked about the specific strategies used for success and how we can be intentional about those strategies and replicating them, as well as, finding direct correlation behind the strategies and results. Dr. Nyland noted that there are materials and systems that are used to measure these specific strategies. He explained the principals are taking good ideas from each other and lifting each other up. Mr. Jessee explained how alignment is needed for those practices to be successful from the classroom to the central office building.

Director Harris asked that the article “How to Manage Urban School Districts” be sent to the directors.

Michael Tolley explained the summary chart and asked his staff about moving this work forward. Dr. Jones explained that continuing to support some of the items on the Formula for Success is necessary. He noted that they have learned a lot and this has been a key part of the 2017-18 Goals.

Ms. Bennett reviewed two areas on engagement and discussed with directors her conversation with Carrie Campbell, Chief Engagement Officer, on upcoming engagement.

Ms. Bennett reviewed the narrative in the director’s packet. She noted that cabinet is recommending goals 1, 2, and 7. She noted that now is the time to finalize this list and asked directors to rank their top five goals on their index card. Director Mack noted that she would like to see discussion around the goals before determining this.

Director Burked suggested merging goals 1 and 2 into a goal called Formula for Success. He noted that he would like to institutionalize this model and build it into the district’s structure. Director DeWolf noted that rebranding the goals would lose the racially explicit language around eliminating opportunity gaps and it is the only goal that directly calls that out. Director Pinkham echoed Director DeWolf’s statements on the importance of not combining the two goals, in order to not lose the meaning. Mr. Tolley noted the importance in keeping MTSS and EOG separate to not lose traction and continue promoting this work.

Dr. Jones noted Ethnic Studies is something he and Dr. Kinoshita are focused on and communities are invested in it. He explained that identity safety is embedded in a lot of what they are doing. EOG rubrics were built on gaps such as attendance for Latino and black males and graduation rates for Native students. He suggested if the board wants to have an additional feature for a goal it should be based on where gaps exist.

Director Pinkham asked if we know how our schools are implementing this curriculum and how are they being held accountable.

Director Harris noted that ESL, Homelessness, and Native American need to be called out.

Director Patu noted she would like to see accountability on how these programs are being carried out.

Director Harris explained that our teachers need tools to be successful. This includes more money for professional development. She noted that she would like to see something in CTE with mentoring and increasing counseling.

Director Patu asked how often we evaluate the ongoing programs in the district. Michael Tolley cited the policy around this but noted that there have not been enough staff recently to evaluate all programs.

Dr. Jones noted that there is research on effectiveness and impact of programs being done by the district. Director Harris noted that online blending learning is going to hit all grades, but that there is no policy on it. She expressed the need for the board to determine their core beliefs around online learning and determine what does and does not work. Directors briefly discussed this matter.

Director DeWolf expressed his interest in having youth voice within the goals.

Ms. Bennett asked the board to write down their top 5 SMART Goals. Directors took some time to choose 5 goals each and mark it on their index card.

Top five goals determined were: MTSS, EOG, Secondary Revisioning, Engagement, Program Evaluation. The 6th goal could potentially be Capacity Facilities Master Plan.

Director Harris recessed the meeting at 6:25pm into Executive Session.

Executive Session: To Evaluate Complaints Against a Public Employee

At 6:30pm, Director Harris announced that the Board was immediately recessing the regular Board meeting into executive session to evaluate complaints against a public employee and the session was scheduled for approximately 15 minutes.

Director Harris called the executive session to order at 6:35.

All Directors were present.

Staff present included Superintendent Larry Nyland, Deputy Superintendent Stephen Nielsen, Assistant Superintendent Clover Codd, Assistant Superintendent Pegi McEvoy, Executive Director of Labor Relations Stan Damas, Special Assistant to the Deputy Superintendent Sheryl Anderson-Moore, and Deputy General Counsel John Cerqui.

At 7:15pm, the Board recessed out of the executive session and Director Harris adjourned the meeting.