

ARTICLE I: NAME

Student and Community Workforce Agreement Task Force (SCWATF)

APPOINTING AUTHORITY: SCHOOL BOARD

ARTICLE II: PURPOSE

The Seattle School Board is forming this task force to examine and make recommendations regarding a Student and Community Workforce Agreement (SCWA). This short-term Task Force will review existing and potential new collaboration models and practices that align with both the mission of Seattle Public Schools and workforce opportunities of the skilled labor sectors in Seattle. At conclusion, the Task Force will make recommendations to ensure that the public capital investments support a high quality of construction while advancing social equity, increasing workforce diversity, and creating family wage opportunities within and related to construction careers.

SCOPE OF WORK

Successful implementation of a Student and Community Workforce Agreement will require broad stakeholder engagement to ensure that program goals are met. Task Force work scope will include:

1. Participating in orientation, including implicit bias training
2. Compiling and reviewing existing community workforce agreements and educational partnerships for relevant content.
3. Analysis and interpretation of studies and data relating to relevant student coursework, career pathways, racial and economic disparities, and program efficacy.
4. Identifying and hosting listening sessions with representative stakeholder groups.
5. Collaboration with and periodic reporting to the existing BEX/BTA Oversight Committee.
6. Preparing a final report and recommendation that should include at minimum,
 - Proposed structure for SCWA
 - Stakeholder list and pros/cons list for each
 - Financial analysis
 - Suggested metrics and Key Performance Indicators
 - Suggested risk mitigation, pilot studies, initial projects
 - Suggested implementation timeline

Task Force will be guided by the following principles identified by the School Board:

1. Eliminate racial disparities, lead with racial equity, increase women/minority-owned access to capital project opportunities
2. Student-centered/opportunities for students

3. Fiscal responsibility and cost consciousness

POLICY CONSIDERATIONS

Guiding policy documents for this work include (links):

- [Policy 0010 – Instructional Philosophy](#)
- [Policy 0030 – Ensuring Racial Equity](#)
- [Policy 2170 – Career and Technical Education](#)
- [CTE Annual Plan/Report](#) (update with new link following approval of 2018-19 plan)
- [Policy 4110 – Family and Community Advisory and Oversight Committees](#)
- [Superintendent Procedure 4110SP – Family and Community Advisory and Oversight Committees](#)

ARTICLE III: MEMBERSHIP

SELECTION PROCESS OF COMMITTEE MEMBERS:

Members will be selected and appointed in accordance with School Board Policy 4110: Family & Community Advisory and Oversight Committees, and Procedure 4110SP. The District shall provide public notice to individuals and organizations that may reasonably be interested in serving on the Task Force. A standardized application will be posted on the district website with specific application due date and appointee notification date. Nominations to be reviewed by a panel consisting of 2 School Board Directors, 2 staff members designated by the Chief Operations Officer, plus 2 community members jointly agreed by the School Board and staff designees. The review panel will work in accordance with a specific rubric to recommend appointees and alternates for the Task Force. The review panel will appoint members that are representative of Seattle Public Schools and City of Seattle diversity, to ensure there is a balance of perspectives and backgrounds. Financial and other potential conflicts of interests of potential members will be considered when selecting members.

NUMBER AND TYPE OF MEMBERS

The task force will be comprised of 15 members. Membership will be posted on the District website. The task force will be comprised of subject matter specialists and stakeholders including labor unions, private contractors, minority and women-owned business enterprises, and representatives of economically distressed communities. Applicants should have experience and/or expertise with Community Workforce Agreements, Priority Hire programs, the building and construction trades, Pre-Apprenticeship programs and Apprenticeships students and graduates, Workforce Training, Women and Minority-Owned Business Inclusion programs, and Career and Technical Education in construction. Membership will have geographic, racial and gender diversity. No less than 3 and no more than 5 central office staff representatives will be selected for the committee.

ARTICLE IV: RESPONSIBILITIES

EXPECTED SCHEDULE AND TIMELINE

The task force is short term. It will convene July 2019, and conclude work by October 11, 2019. Meeting dates and times will be determined in collaboration with the selected members and district staff, but expected to be 5-7 meetings in July through October at the John Stanford Center or other locations as determined by the task force and noticed to the public.

Task force members shall:

- Prepare for meetings by reviewing provided materials in advance of scheduled meetings.
- Attend and participate in scheduled meetings. Missing three consecutive meetings results in an automatic opt-out of committee participation.
- Bring an open mind, a passion for student futures, and a willingness to engage in inquiry, meaningful dialogue, and collaboration.
- Be honest about your bias and respectful of perspectives from other participants.
- The work of the task force will be grounded in the board and district's priority of Educational and Racial Equity through the use of the Racial Equity toolkit and will begin the work with a training on racial equity.

ARTICLE V: ROLES OF TASK FORCE MEMBERS AND STAFF

The SCWA Task Force will operate fully on the work of its members, with administrative support from district staff. School District resources may be used for the following activities at the discretion of the Chief Operations Officer or Superintendent's designee:

- Scheduling meetings
- Distributing agendas, handouts and posting on website
- Compiling reports, data and information identified by Task Force for review
- Coordinating representative stakeholder groups for meeting participation
- Preparing and distributing minutes and posting on website