



Board Special Meeting

Work Sessions: 2016-17 Superintendent Annual Evaluation; Executive Session: to Evaluate the Performance of a Public Employee; to Evaluate a Complaint Against a Public Employee

Wednesday, June 14, 2017, 4:30pm-8:00pm

Auditorium, John Stanford Center

2445 – 3rd Avenue South, Seattle WA 98134

Agenda

Call to Order

This meeting was called to order at 4:33pm.

Directors Blanford, Burke, Harris, Patu, Peters, and Pinkham were present. Director Geary arrived at 4:38pm.

This meeting was staffed by Superintendent Larry Nyland, Deputy Superintendent Stephen Nielsen, Associate Superintendent of Teaching & Learning Michael Tolley, Chief of Student Support Services Wyeth Jessee, Chief Strategy and Partnerships Officer Brent Jones, Chief of Schools Michael Starosky, Assistant Superintendent of Human Resources Clover Codd, Assistant Superintendent of Budget and Finance JoLynn Berge, Chief Engagement Officer Carri Campbell, Executive Director of Government Relations and Strategic Initiatives Erinn Bennett, and Director of Research and Evaluation Eric Anderson.

Work Session: 2016-17 Superintendent Annual Evaluation

Ms. Bennett provided the structure of the meeting and noted when the 2017-18 SMART Goals were scheduled to be presented to the full Board.

Dr. Nyland provided an overview of and evidence for the progress made with Goals 1 and 2. He discussed 4 key messages within these goals. Directors and staff discussed the data provided on slide nine. Dr. Nyland discussed slides on the formula for success and content on the associated brochures.

Mr. Starosky facilitated a discussion on the formula for success. Directors provided feedback and discussed what parts of this formula they appreciated and which areas there were concerns with. Directors noted pressures on teachers to play leadership roles when maybe they do not want to; lack of community feedback and representation; common tools; and the use of explicit and clear language on expectations. They noted areas of aspiration that required better student support; the need for consistency of language throughout the goals; addressing messaging concerns for those who are not explicitly identified within the goal; and the lack of focus on careers and learning outside of the classroom.

Dr. Nyland discussed the use of data to inform educators on ways to improve the classroom experience for each student. He reiterated the commitment to high quality teaching, obtaining measurable data, and eliminating the achievement gap. He provided an overview of the data provided in the presentation. He discussed how the District is working to replicate successful

programs. Dr. Nyland spoke to the complicated process of changing culture and making sure the messaging is consistent and clear. He presented more information on the key strategies and discussed the EOG Digital Tool Kit.

Director Blanford noted that some research has suggested that replication of practices alone may not generate the desired results, as some practices may not work at all schools or students. Director Peters provided her thoughts on being mindful of messaging that presents data clinically as the numbers are representing students. Directors noted the need to look at the human aspect as well as the data, noting concern that the messaging is not acknowledging teachers' work inside the classroom. Directors discussed leadership trainings and student-focused collaboration and initiatives as success points. Director Burke requested language that clearly stated shared expectations and goals. Directors pointed out that there is a lack of language and evidence within the documents provided on how the District is eliminating the gap.

This meeting recessed at 5:31pm. Director Patu left during this break. This meeting reconvened at 5:45pm.

2016-17 SMART Goal

Ms. Bennett provided an overview of the structure for this portion of the meeting. Mr. Starosky facilitated the conversation for each goal.

SMART Goal 1: MTSS

Mr. Jessee noted foundational work on MTSS and how the District will continue to build upon it each year. He noted the theory of action around this goal and the benchmarks achieved this year. He noted the focus on data collection and that there are some changes in practice at central office that have allowed staff to assist schools in implementing these changes. He highlighted some of the artifacts as examples of the work achieved. Directors noted how building the foundation of this work has a direct impact on students in the classroom and on replicating best practices for other schools to utilize. Director Harris asked about the MTSS taskforce and transparency, and requested more information on the associated costs of professional trainings, such as which ones staff are paid to attend. Directors and staff discussed the differentiation of strategies embedded within professional development and contextualization for schools that need more individualized services. Directors and staff discussed newly implemented tools, research and the continued focus on the theory of action. They discussed capturing other aspects of success and engagement in the classroom.

SMART Goal 2: EOG

Dr. Jones presented on SMART Goal 2, noting the targets and progress made this year and plans for continued success. He addressed the theory of action and each aspect of evidence provided. He further discussed the decrease in suspension rates overall, professional development and the online EOG tool kit. Directors noted their understanding of interrelated components and innovative strategies around this goal. Directors noted the need for both positive beliefs and strong instructors. Directors and staff discussed explicitly outlining intentional practices that encourage growth and measurable success. Directors and staff discussed building leadership, the race and equity tool kit and training, and the concerns around stereotyping. They further discussed the targets around this goal and the difference in reducing discipline or disciplinable behaviors.

Director Patu arrived at 6:36pm.

SMART Goal 3

Dr. Herndon discussed the Guide K12 tool and provided a demonstration and noted how it will be utilized by the community and staff. He provided assurance around what data protections are provided. Staff further noted the information on completed work within this goal and how they will move forward with the implementation of program review. Director Harris requested that a presentation on this information be provided to the Community Engagement Taskforce. Directors and staff discussed the data will be utilized with this mapping tool and the sensitivities to cyber security around student information.

SMART Goal 4

Ms. Berge discussed the target of this goal and key bodies of work under the implementation plan. She highlighted some of the outcomes and the next steps and noted that there will be continued outreach and transparency to families and the community. Directors and staff discussed Artifact A on funding. Directors encouraged a proactive look at ways to lower cost for the organization as well as areas of collaboration to bring in new revenue sources.

SMART Goal 5

Ms. Campbell discussed the strategies on the implementation plan for external engagement. She provided an overview of the targets met and evidence used for community engagement, the district's strategic communication and customer service standards, as well as the continuing steps to support next year's goal. She noted some of the data points of success through creating communications strategies and provided feedback received in the internal customer service working group.

Dr. Codd discussed her implementation plan and highlighted areas of success. She discussed the continued focus on training and support for educators. Directors thanked the team for their work, highlighted areas of concern expressed by the community about the responsiveness of central office staff. Staff discussed the ways they are working on solutions to improve call tracking and the complexities to routing information. Directors highlighted areas of concern around reaching the unheard voices in the schools, treating the symptoms rather than creating practices that resolved the underline issues, and bringing in information in a timely manner.

This meeting recessed into an executive session at 7:20pm.

Executive Session¹: to Evaluate the Performance of a Public Employee; to Evaluate a Complaint Against a Public Employee

Director Peters called the executive session to order at 7:25pm. All Directors were present. This session was staffed by Superintendent Larry Nyland, Deputy Superintendent Stephen Nielsen, and General Counsel Noel Treat. Also present were Patty Eakes and Lindsey Mundt from Calfo, Eakes, and Ostrovsky, PLLC.

At 8:28pm, Director Peters announced that the executive session to evaluate the performance of a public employee; to evaluate a complaint against a public employee, was now expected to go an additional 30 minutes, with an anticipated end time of 8:55pm.

At 9:00pm, Director Peters announced that the executive session to evaluate the performance of a public employee; to evaluate a complaint against a public employee, was now expected to go an additional 15 minutes, with an anticipated end time of 9:15pm.

At 9:15pm, Director Peters recessed out of the executive session.

Adjourn

The Special Meeting reconvened at 9:15pm and there being no further business to come before the Board, Director Peters adjourned the special meeting at 9:15 pm.