

Board Special Meeting



2445 – 3rd Avenue South, Seattle WA 98134

Work Session: Superintendent 2015-16 Annual Evaluation Part 2; Executive Session: Evaluate the performance of a public employee
Tuesday, November 1, 2016, 4:30-6:30 pm
Auditorium, John Stanford Center

Minutes

Call to Order

This meeting was called to order at 4:36 pm. Directors Burke, Blanford, Geary, and Patu were present. Director Pinkham arrived at 4:38 pm. Director Harris arrived at 4:41pm. This meeting was staffed by Superintendent Larry Nyland, Executive Director of Government Relations & Strategic Initiatives Erinn Bennett, Chief of Student Support Services Wyeth Jessee, Associate Superintendent of Operations Pegi McEvoy, and Chief Engagement Officer Carri Campbell.

Work Session: Annual Evaluation of 2015-16 Board Governance Priorities and Superintendent SMART Goals Part 2

- Superintendent SMART Goals #3, 5, and 6

Dr. Nyland opened the meeting and thanked the Board for their focus and consistency in carrying over some of the Goals over the next year. Director Patu noted that the meeting would be recorded to meet Director Peters request. Ms. Bennett provided an overview of the structure of the meeting noting that they would be reviewing the progress of SMART Goals Nos. 3, 5 and 6.

Goal 3, Special Education:

Mr. Jessee discussed Goal 3 and provided feedback on the progress of reaching the targets set by this Goal. He provided an overview of where the Special Education Department was previously and highlighted the improvements made over the last year. He discussed how the department worked to improve systematic responses and provide consistency in teaching staff to encourage the improvement in the culture. He noted the successful completion of requirements within the Memorandum of Understanding (MOU) with the Office of Superintendent of Public Instruction (OSPI) and the recovery of withheld funds and provided detail on the steps taken to verify the completion of these requirements. He noted that a final site visit is tentatively scheduled for early February and that the remaining withheld funds totaling \$500K will be requested once that site visit occurs and results in a successful verification.

Mr. Jessee noted the process of obtaining principal feedback on the changes made as a result of the MOU process. He introduced Roosevelt High School principal, Brian Vance, to provide perspective on how the MOU process went and the support that his school has received from the Special Education team. Mr. Vance discussed the areas of practice that improved as a result of the larger look into the entire system. He noted that they have been looking at ways to monitor and track each student's progress and how to make sure the student's transition from elementary school to middle school is as smooth as possible. He provided feedback on the integration of general education classes into the schedules of students with Individual Education Plans (IEPs).

Director Blanford asked about the sustainability of the implemented changes over time. Mr. Jessee discussed how having policy and procedures that require tracking will assist the District in the ability to review what changes work and which ones need to be re-examined and alter as needed. He noted that training and retaining staff are key. Mr. Vance discussed how being trained and knowing who to go to and what questions to ask helps in creating a self-sustaining process.

Director Burke commented on how systemic work and adhering to the layers of compliance is good as long as it is done in the lens of improving and optimizing the student's experience. Mr. Vance discussed how the systemic changes are intended to improve the student's overall educational experience and are now able to gather data to get a better sense of what strategies are successfully resulting in this intent. Mr. Jessee expressed that intentionally structuring processes which allow staff to know exactly what the student needs are and is able to provide for and monitor those needs, the student's experience will subsequently improve.

Director Harris asked about the risk of not being reimbursed the remaining funds and when the District could expect to receive those funds once all steps have been completed. Mr. Jessee noted they had met with OSPI and they felt like the risk was low. Director Harris asked for clarification on the assessment of high green when all of the work has not been completed. Mr. Jessee noted that the majority of the items were successfully completed and that the remaining and on-going work is expected to be successfully achieved. Dr. Nyland noted that there is absolute engagement from staff and principals and that the communication improvements will go a long way in reducing further risks.

Goal 5, Bell Times:

Ms. McEvoy introduced Dr. Maida Chen, Director of Sleep Medicine at Seattle Children's Hospital. She discussed the examples outlined in the documents provided on Goal 5 and noted the targeted outcomes. She provided information on the community engagement and noted the race and equity team partnership. She pointed to the data that described an overall improvement in student attendance. She acknowledged that the data is still being collected but that it appeared that the bell time change has had a positive impact on attendance. She provided an overview of the information found in Artifact C. Director Harris asked if there was 100% principal participation. Ms. McEvoy clarified that there was 100% participation of principals whose schools were affected by the bell time change. She acknowledged that there have been some challenges with transportation in the implementation of the change. She noted the community engagement process and the positive effects this can have on sleep patterns.

Dr. Chen provided background on her involvement with the bell time change implementation and discussed the scientific and medical opportunities in studying the effects of the schedule change on sleep patterns, attendance, and academic achievement. She discussed the biological aspects to the success of changing the start times and acknowledged some of the parental frustration and struggles with the time changes and tier system. She highlighted the significance of the data that will be collected throughout the year and noted that this could be an opportunity to provide a scientific breakthrough. She provided feedback on the impact of the bell time change, noting that she has not seen any teenagers since the beginning of the school year and that she has received many positive emails from staff that their students seem more alert in class. Ms. McEvoy introduced a video of student testimony on the impact of the bell time change. She noted that they are working on mitigating some of the unintended consequences identified by community feedback and described by students in the video.

Ms. McEvoy noted that some of the mitigation funds were used to alleviate some concerns raised and that they are still gathering feedback on the Tier 3 model noting that there would be budget implications to changing models. Ms. McEvoy noted that the Tier 3 model is part of Phase 4 on the rubric and discussed the outreach to community partners and schools that identified as wanting to opt-in to this structure and the equity analysis. Director Pinkham asked for clarification on the use of “maximize” in the Goal 5 Summary and wanted to know more about the long term impact of these changes. Ms. McEvoy provided further information on the ways the District is working on providing maximum support to families and their students. She acknowledged that families have to make changes and those changes require extra support and time. Dr. Chen pointed to research that indicates that students are maintaining their bed times regardless of the later start times.

Director Burke recognized that the effect of this change is bigger than Seattle yet the transportation issue is very much a Seattle problem and wanted to know how to leverage the ask considering the budget restraints. Ms. McEvoy discussed the need for community conversation around funding. Dr. Nyland noted the District identified this need with the Legislative Delegation. Directors provided feedback on their community’s response to some of these changes and shared the perspective on how things have been communicated and the true impact it is having on some communities. Directors and staff discussed opt-in possibilities that would allow schools to pick which tier works best for them. Ms. McEvoy noted that they have not had any principals request that option but could continue the conversation. Directors and staff discussed the different concerns families have when adjusting the school schedule.

Goal 6, Customer Service:

Ms. Campbell pointed to the Goal 6 Evidence of Progress document as a guide for the conversation on this goal. She expressed that she did not structure or set the goal but worked to achieve as much as possible. She noted that even though she felt like they did not meet the goal of proficient plus that they have built a solid foundation for continued movement toward that rating. She discussed rows 3, 4 and 5 of the document, providing further information and evidence to support the suggested rating. Ms. Campbell discussed the Communications Plan Template provided in the material and noted that it helps to identify goals, stakeholders and more to assist staff. She discussed staff training on these procedures and showed a video containing parent feedback regarding her experience with her student and the school’s ability to effectively communicate with her.

Ms. Campbell provided an overview of the feedback provided by constituents and pointed to website traffic as an indicator of stakeholder knowledge on the Bell Times change. She noted areas where they fell short in achieving some unrealistic elements of the goal. She highlighted areas of the website that were changed to improve the public’s accessibility and overall experience. She discussed staff training and customer service goal outcomes. Director Harris thanked Ms. Campbell for the work and progress made and being candid about the areas that need improvement. Directors and staff discussed the process for getting information out to families about the Board meetings and ways to connect with the Board to provide more transparency and collaboration. Ms. Campbell noted the outreach to Family Support Workers and using them as resources and discussed how the department is looking at structural process improvements. Director Burke pointed to his experience with the Communication Department when organizing the Lincoln High School community meeting he hosted as an example of processes that worked very well. He discussed examining areas of each department that have worked well and are proven examples of positive customer service standards and leverage them for the entire District’s benefit.

Director Patu announced at 6:04 pm that the Board was immediately recessing the special meeting into executive session to evaluate the performance of a public employee, and the session was scheduled for approximately 30 minutes, with an anticipated end time of 6:35 pm.

Executive Session: Evaluate the performance of a public employee

Director Patu called the executive session to order at 6:10 pm. Directors Blanford, Burke, Geary, Harris, Patu and Pinkham were present. Also present were Superintendent Larry Nyland, and Patty Eakes and Lindsey Mundt from Calfo, Eakes & Ostrovsky PLLC.

At 6:38 pm, Director Patu announced that the executive session to evaluate the performance of a public employee was now expected to go an additional 30 minutes, with an anticipated end time of 7:08 pm.

At 7:07 pm, Director Patu announced that the executive session to evaluate the performance of a public employee was now expected to go an additional 5 minutes, with an anticipated end time of 7:12 pm.

At 7:12 pm, Director Patu recessed out of the executive session.

Adjourn

The Special Meeting reconvened at 7:14 pm and there being no further business to come before the Board, Director Patu adjourned the special meeting at 7:14 pm.