

Board special meeting



2445 – 3rd Avenue South, Seattle WA 98124

Work Session: 2016-17 Superintendent Evaluation Check-in; Executive Session:
Evaluate the Performance of a Public Employee
Wednesday, March 08, 2017 4:30-7:30pm
Auditorium, John Stanford Center

Minutes

1. Call to Order

This meeting was called to order at 4:32 pm.

Directors Burke, Geary, Harris, Peters and Pinkham were present. Directors Blanford and Patu were absent. This meeting was staffed by Superintendent Larry Nyland, Deputy Superintendent Stephen Nielsen, Associate Superintendent of Teaching & Learning Michael Tolley, Assistant Superintendent of Human Resources Clover Codd, Chief of Student Support Services Wyeth Jessee, Chief Strategy and Partnerships Officer Brent Jones, Chief of Curriculum & Instruction Support Kyle Kinoshita, Associate Superintendent of Capital, Facilities, and Enrollment Flip Herndon, Assistant Superintendent of Business & Finance JoLynn Berge, Chief Engagement Officer Carri Campbell, Chief of Schools Michael Starosky, Director of Research and Evaluation Eric Anderson and Executive Director of Government Relations and Strategic Initiatives Erinn Bennett.

2. Work Session: 2016-17 Superintendent Evaluation Check-in

Dr. Nyland provided an overview of the meeting structure and District trends. Directors and staff discussed how the information was compiled in order to provide the statistics outlined within this presentation. Directors and staff discussed student proficiency versus growth and analyzing gap-closing measures. Staff discussed the methods the District is implementing in building a formula for success and the framework in developing positive relationships and instituting major organizational initiatives. Staff presented on the three pillars of this framework and how they are implementing these measures throughout the District. They noted the aim to prepare students for a career and a Seattle-ready life. Directors asked about the sustainability of these initiatives and an accurate measure of success. Staff noted the collaborative focus on student learning and staff professional development and support. Staff provided an overview of the Key Performance Indicators, which are used to measure the outcomes of these strategic goals, and provided examples of where schools are showing strong growth and ways to replicate these techniques. Directors asked about common assessments and potential bias within those standardized evaluations. Directors expressed concerns around the budget and the challenges with balancing external funding sources in an equitable fashion across the District. Directors and staff discussed the benefits and disadvantages to the “group think” method and implementing a system that might not focus its priorities on systems, core instructional tools and practice. Directors indicated that they would like to see how other factors could be contributing to the success of positive outliers and would like more information on early warning indicators and cross-disciplinary collaboration.

Goals 1 and 2 Update:

Mr. Jessee, Dr. Jones and Mr. Kinoshita provided an update to the progress of Goal 1. Mr. Jessee noted how many principals have met with their leads and provided an overview of the tiered level of support and next steps. For Goal 2, Mr. Kinoshita and Dr. Jones discussed the commitment to racial equity throughout the District and the essential factors in ending the opportunity gap for students. He provided evidence of ways this method is reaching various students. He noted obstacles and discussed implicit bias and its effects on progress. He further discussed building positive relationships and interactions between students and educators.

Directors asked about income gaps and intersection of socio-economics, the role of the principal, how teachers are responding to these trainings in this pillar, and how the District is approaching hiring more male teachers and teachers of color. Directors also discussed the way the District is communicating this goal and commitment throughout and how the District is supporting teachers and staff in the shift to multi-tiered systems of support. Staff provided comments on recent accomplishments, discussed the next steps, how they will utilize feedback, and efforts going towards replicating successful outcomes and processes.

Goal 3 update:

Dr. Herndon provided an update on the progress of goal three and the two aspects within this goal - data gathering and program review. He provided an update on the data-gathering tool and the evaluation aspects of this tool. He discussed the progress made to date on mapping tools and the progress of program review. He noted that they are evaluating two programs as a pilot program and outlined when the preliminary report will be provided.

Goal 4 Update:

Ms. Berge discussed the implementation plan and the strategies for achieving this goal. She provided an update on the accomplishments to date. She noted an update to the Levy Cliff Bill in the State Legislature and acknowledged the assistance from the Seattle Delegation. She provided an overview of the steps moving forward and that the District will continue to prepare for all scenarios. Director Harris noted the positive feedback she has received from the community regarding the budget information being provided.

Goal 5 Update:

Ms. Campbell provided an update on the progress of Goal 5, and how developing frameworks through practice will improve engagement throughout the system. She provided an overview of the goal and highlighted major milestones. She discussed the community engagement tool kit and how it is being rolled out for use. She noted the training provided to staff regarding coherent communication. She highlighted the successful community engagement around the budget. She discussed some of the lessons learned through this process, provided an update on the website, and discussed the next steps.

Dr. Codd discussed the internal collaboration and problem-solving portion of Goal 5. She provided information on building support for leadership through training and empowering building leadership teams. She discussed internal working groups, what the continuum of support looks like regarding conflict resolution, noted how many managers and supervisors have been trained thus far, and discussed next steps.

Directors and staff discussed the value of community engagement, the culture shift seen in some schools, building leadership capacity, and how this work will require continuity in order to have a sustainable and meaningful impact.

Director Peters asked for more information on the budget goal and information on the analysis of continued sustainability of programs and initiatives and if there is a return on our investments.

This meeting recessed at 7:08pm

3. Executive Session: Evaluate the Performance of a Public Employee

- a. Director Peters called the executive session to order at 7:09 pm.
- b. Directors Burke, Geary, Harris, Patu, Peters & Pinkham were present.
- c. This meeting was staffed by Superintendent Nyland.
- d. At 7:38 pm, Director Peters announced that the executive session to evaluate the performance of a public employee was expected to go an additional 10 minutes, with an anticipated end time of 7:49 pm.
- e. At 7:50 pm, Director Peters announced that the executive session to evaluate the performance of a public employee was expected to go an additional 20 minutes, with an anticipated end time of 8:10 pm.

At 8:20 pm, Director Peters recessed out of the executive session.

4. Adjourn

The Special Meeting reconvened at 8:20 pm and, there being no further business to come before the Board, Director Peters adjourned the special meeting at 8:20 pm.