



Board Special Meeting

Work Session: 17-18 SMART Goals Check-in; Executive Session: To Evaluate the Performance of a Public Employee

Tuesday, January 23, 2018, 4:30 – 6:45pm

Board Auditorium, John Stanford Center

2445 – 3rd Avenue South, Seattle WA 98134

Minutes

Call to Order

Director Harris called the work session to order at 4:32pm.

Directors Mack, DeWolf, Burke, Harris, and Pinkham were in attendance. Director Patu joined the meeting at 4:34pm Director Geary arrived at 4:40pm.

Work Session: 17-18 SMART Goals Check-in

Erinn Bennett, Executive Director of Government Relations and Strategic Initiatives, began the meeting by announcing that they would be looking at Goals 1 through 4 tonight and gave a quick overview of the documents being discussed during this meeting. She stated that these goals were adopted in June of 2013.

Director Burke explained the amount of time they would have to go through each goal.

Superintendent Larry Nyland explained his “Better Together” slide. He cited the New York Times article and spoke about the work we are doing in terms of growth for all of our students.

Michael Tolley, Associate Superintendent of Teaching and Learning reviewed the agenda slide.

SMART Goal 1: MTSS

Wyeth Jessee, Chief of Student Support Services, reviewed SMART Goal 1 and the factors that are imperative for schools and central office staff to know and implement. He reviewed the status updates of accomplishments and challenges for Goal 1’s implementation. He noted the challenges of getting the contract for the interim assessments. He also noted that he has personally made visits to 24 of the 104 schools to work with administrators on their CSIP goals.

Mr. Jessee touched on the engagement of Goal 1 MTSS.

In closing, Mr. Jessee explained that we need to deepen our partnerships with schools, use common data points, and coherence among schools, central office departments, and external partners.

Director Mack asked about the Goal packet and what the red and yellow lines represented. Mr. Jessee explained that this rubric was used to assess schools and work with them on their MTSS.

Director DeWolf asked for several definitions in the text and he and Mr. Jessee discussed these concepts.

Director Harris inquired about the correlation between “MTSS leadership team meetings” and “external” Mr. Jessee explained this has member of CBOs, school staff, and central office staff. He stated that he can send out more information about that.

Director Pinkham gave a comment about whether we analyze our data points instead of just accepting them. Mr. Jessee assured the board that they use qualitative and quantitative data and a process to keep the information up to date.

SMART Goal 2: EOG

Brent Jones, Chief of Strategy and Partnerships, reviewed Goal 2. He explained that this goal is both technical and adaptive. He mentioned that part of the strategy is sharing results and learning from them. He discussed the status updates of both the accomplishments and challenges of SMART Goal 2. He then gave an overview of the potential work for 18-19 to further the accomplishments of EOG.

Mr. Jones discussed engagement both internally and externally. He then discussed their learnings, including re-affirming that ethnic studies partnerships are key.

Director Mack inquired about the other mentorship programs that could tie into their work and asked if there are specific strategies that we know are very impactful.

Keisha Scarlett, Executive Director of Organizational Development & Equity, spoke about the organizations that they have met with including Project Mister, Standing Tall, and My Sister’s Keeper. They are discussing the conditions that need to exist for their partnerships to be successful. Dr. Nyland addressed some of the factors that we know to be true as far what specific strategies are impactful and yield results.

Director Geary asked about the high turnover of staff and the training and retainment happening. Conception Pedroza, Director of Racial Equity Advancement, addressed this by explaining that they are doing a relaunch to onboard new people and reinvigorate the current staff to keep them on track with the mission. Director Geary and Ms. Pedroza discussed this.

Director Patu asked about whether or not the mentor groups were a part of the team? Ms. Pedroza confirmed that they are not a part of the team. Ms. Scarlett gave an overview of some of the mentorship programs and briefly explained the partnerships between the school administrators and the programs. Director Patu asked if there is a correlation between the mentorships and the progress of students. Ms. Scarlett explained that they are working on alignment and oversight to coordinate what the supports look like.

Director Pinkham noted that he would like to see what is going on with over ethnicities outside of African American males. Director DeWolf asked about the ethnic studies pilot. Ms. Pedroza noted that they are launching for Black Lives Matter currently, then there will be a 2-3 year plan for ethnic studies.

Director Harris asked that the Seattle school district have a seat at the table with homelessness.

SMART Goal 3: Budget

JoLynn Berge, Assistant Superintendent of Business and Finance, explained the purpose of the SMART Goal 3. She noted that she would not go over in detail the status update of the accomplishments and challenges, as she has covered it several times for the board.

Ms. Berge explained the engagement that has been given so far to date.

She explained a few of the learnings that have happened, including that community engagement is very important.

SMART Goal 4: Engagement / Collaboration

Carri Campbell, Chief Engagement Officer, explained the purpose of Goal 4. Ms. Campbell went over the status updates for accomplishments and challenges.

Clover Codd, Assistant Superintendent for Human Resources, gave the explanation of the second part of this goal. She stated that the goal has been to deal with conflict engagement and employee satisfaction. She explained that in-depth strategies and trainings are being implemented for staff. She mentioned that a challenge that exist is the gap of employee satisfaction felt by black staff members in comparison to white staff members, noting that black staff members feel an average of 20 points lower in work place satisfaction in comparison to white staff members.

Ms. Campbell discussed the learnings so far, specifically Dr. Codd noted that she is hoping to work more closely with Ms. Scarlett and Ms. Pedroza's team to create a more welcoming environment.

Directors discussed Goal 4 and the learnings with Ms. Campbell and Dr. Codd.

Director Patu noted her concern with the feelings of black staff members and explained that if we can't solve this gap in the central office, then we cannot solve the gap in our schools. Dr. Codd explained that it is her goal to dig deeper into the reasons why some staff members feel this way and how we can improve this.

Director DeWolf asked about the type of complaints and grievances that are coming in. Dr. Codd explained the current tracking system and the future project to track this information through case management.

Director Pinkham discussed the issue with communication explaining that some families who receive information in their home language are often being misled with information. He asked if both English and the home language could be used sent out to families. Carri said this should be possible and she will contact DOTs about it.

At 6:10pm the board ended the 17-18 SMART Goals Check-in.

Executive Session: to Evaluate the Performance of a Public Employee

At 6:10pm, Director Harris announced that the Board was immediately recessing the special Board meeting into **executive session to Evaluate the Performance of a Public Employee** and the session was scheduled for approximately 45 minutes, with an anticipated end time of 7:05pm.

Director Burke called the executive session to order at 6:27pm. Directors Harris, Burke, Patu, Geary, Pinkham, Mack, and DeWolf were present. Staff present included Superintendent Nyland.

At 7:05pm, Director Harris announced that **the executive to Evaluate the Performance of a Public Employee** was now expected to go an additional 15 minutes, with an anticipated end time of 7:20pm.

At 7:21pm, the Board recessed out of the **executive session** and Director Burke adjourned the meeting.