



## Board Special Meeting

### **Work Session: 2017-18 SMART Goals; Executive Session: To Evaluate the Performance of a Public Employee**

Wednesday, June 13, 2018, 4:30 – 7:30pm

Board Auditorium & Board Conference Room, John Stanford Center  
2445 – 3<sup>rd</sup> Avenue South, Seattle WA 98134

## Minutes

### Call to Order

Director Burke called the meeting to order at 4:32pm. Directors Burke, Geary, Patu, Pinkham, Mack, DeWolf were present. Director Harris arrived at 5:05pm

### Work Session: 2017-18 SMART Goals

Director Burke gave a review of the documents being discussed throughout the evening. Superintendent Nyland gave an introduction, reviewed the goals, and discussed the headlines of the district. He highlighted how we are building on our strengths and goals.

Michael Tolley, Associate Superintendent of Teaching & Learning, introduced Goal 1: Multi-Tiered System of Support (MTSS). He noted that there has been progress with this goal and that it is following the whole-child frame work. Wyeth Jessee, Chief of Student Support Services, discussed the progress and development that has taken place around MTSS. He highlighted the growth around knowing each student's story, strength, and need.

Brent Jones, Chief of Strategy and Partnerships, explained the purpose of Goal 2: Eliminating Opportunity Gaps (EOG). He noted that they are developing tools for the coming year to equip staff with what is needed to eliminate opportunity gaps.

Mr. Jessee reviewed the summary of where we were, are, and plan to go. He discussed the plan for the coming year, explaining how the strategies outlined are aligning multiple arrows in the same direction. He highlighted the progress made by Leschi Elementary due to the work done by staff.

Director Mack asked about staff's access to "Homeroom" in order to get each student's story, strength, and need. Mr. Jessee noted that only the appropriate staff with approved access to that information can access it.

Director DeWolf inquired about how the district measures the ability to know every student's story, strength, and need. Dr. Jones discussed the surveys done to measure this quantitatively.

Dr. Kiesha Scarlett discussed My Brother's/ Sister's Keeper and highlighted the mentorship programs that help the district reach its EOG goals. She discussed the summer learning programs and other events being held by My Brother's Keeper and the collaborative partnership SPS has developed with this organization. She also discussed the Building Leadership Teams (BLTs).

Director Mack asked Dr. Scarlett if every school has a charter for their BLTs and what is the requirement for having parent representation on the BLTs. Dr. Scarlett noted that some guidance was given around the bylaws and matrices. She explained that it is not mandatory to have parents on BLTs, but they do know it is a best practice.

Dr. Pedroza, Director of Racial Equity Advancement, explained that staff are trying to align the goals and work between three areas: MTSS, BLTs, and Race and Equity Teams. She also highlighted that action planning will be done this year for the first time.

Director Patu asked how we keep schools accountable to this work. Dr. Pedroza noted that there is an accountability process that is similar to the budget process. She explained that all Racial Equity Teams have to be on the same page around skills and content.

Director Pinkham asked how the racial equity piece looks for the central office. Dr. Pedroza noted that she and Dr. Scarlett are hoping to bring some of their training to staff at the central office.

Director Mack asked Dr. Pedroza for the documents on changing cultural norms. Dr. Pedroza will send the recommitment letter and action planning tool to the board.

Pat Sander, Executive Director of Coordinated School Health, discussed the recent trainings she attended on implicit bias. She also highlighted that some of the budgeted money for the SMART goals was used to hire staff members to help reach these goals.

Director DeWolf asked if we utilize the trauma informed care form. Ms. Sander replied yes. Director DeWolf read aloud a list of some of the issues that counselors encounter from an email sent to him by a school counselor. Ms. Sander explained that there are several different approaches to how these issues are handled depending on the school. She also noted that a number of schools utilize social workers, family support workers, counselors, etc.

James Bush, Director of School & Community Partnerships, introduced several guests at the meeting that have been contributing to this work. He noted that a family engagement task force has been in the works along with the racial equity work that is being done to support the school level teams. Mr. Bush recognized Sebrina Burr, the outgoing PTSA President, who has assisted in much of the family engagement work.

Dr. Kyle Kinoshita, Chief of Curriculum & Instruction Support, explained that ethnic studies curriculum provides a type of identity safety that creates a space that encourages students to come to school. He explained how this year they developed the framework for ethnic studies. He noted they are poised to begin developing ethnic studies curriculum now that they have this framework. He noted they are figuring out a way to adopt this curriculum in the right way. He read aloud some of the feedback given by teachers on those who taught ethnic studies in their classroom.

Dr. Jones wrapped up the Goal 2 presentation and thanked the staff and Dr. Nyland for the support and hard work done on these goals.

Jolynn Berge discussed SMART Goal 3: Budget. She noted that she has kept the Board up-to-date on the status of the budget and welcomed any questions.

Director Harris expressed a concern that she has heard regarding the McCleary promise. She explained that some folks are saying that the McCleary promise needs to be fulfilled and 20%

raises should go to certificated staff. Ms. Berge noted that she can discuss the information that has been released. She explained that there are still issues and gaps and that there is no levy flexibility to make up for that.

Carri Campbell, Chief Engagement Officer, discussed Goal 4: Engagement. She discussed the external engagement being done in the district this year. She explained how multiple pieces of data need to be used in order to make decisions. She discussed the trainings that will take place in the future to roll out supports.

Dr. Clover Codd, Assistant Superintendent for Human Resources, discussed the internal work around engagement. She discussed the trainings occurring at the central office that focus on conflict and resolution. She highlighted the office climate and culture focus.

Ms. Campbell highlighted some stories of the work and meetings done around welcoming communities.

Dr. Codd noted that there was no movement made on the employee engagement survey. She reflected on an employee's recent leadership experience and noted that the progress shown is not something we are able to measure, but it is happening and momentum is building.

Superintendent Nyland discussed Goal 5: Professional Practice. He explained that there were three aspects to Goal 5: District Wide Accountability, Systematic Improvement of Curriculum Assessment and Instruction / Professional Development, and Welcoming Culture. He discussed data related to Continuous School Improvement Plans (CSIPs) and how those goals have grown more specific. He also highlighted the Principal policy expectations, in which staff helped principals identify these expectations. Under Systemic Improvements, he discussed curriculum adoption and the Formula for Success. Under the Welcoming Culture aspect, he touched on the principal satisfaction survey.

Director Harris inquired about who the survey included. Dr. Nyland clarified Principals and Assistant Principals were surveyed.

Director Burked announced that the board would take a 10-minute break and recess into Executive Session at 6:27pm.

### **Executive Session: To evaluate the performance of a public employee**

- Director Harris called the executive session to order at 6:41pm.
- Directors Pinkham, Mack, DeWolf, Geary, Patu, Harris, and Burke were present.
- Staff present included Dr. Nyland.

At 7:30pm, Director Harris announced that the executive sessions to evaluate the performance of a public employee was now expected to go an additional 15 minutes, with an anticipated end time of 7:45.

### **Adjourn**

At 7:45pm, the Board recessed out of the executive session and Director Harris adjourned the meeting.