



## Board Special Meeting

### **Work Session: Budget;**

**Executive Session: To receive and evaluate complaints or charges brought against a public employee and to review the performance of a public employee.**

### **RCW 42.30.110(1)(f), (g)**

January 29, 2020, 4:30 – 6:30 p.m.

Auditorium, John Stanford Center

2445 – 3<sup>rd</sup> Avenue South, Seattle WA 98134

## Minutes

### Call to Order

Director Hampson called the meeting to order at 4:32 p.m. Directors Mack, DeWolf, Hersey, Harris, Rivera-Smith, and Hampson were present. Director Rankin arrived at 4:35 p.m.

### Work Session: Budget

This work session was staffed by Superintendent Juneau, Chief Financial Officer JoLynn Berge, Senior Advisor to the Superintendent Sherri Kokx, Chief Operations Officer Fred Podesta, Chief of Equity, Partnerships & Engagement Dr. Keisha Scarlett, Chief Human Resources Officer Dr. Clover Codd, Chief of Student Support Services Dr. Concie Pedroza, Chief of Schools & Continuous Improvement Wyeth Jessee, Chief Legal Counsel Greg Narver, Executive Director African American Male Achievement Dr. Mia Williams and Chief Academic Officer Dr. Diane DeBacker.

Chief Financial Officer JoLynn Berge spoke about the agenda and reviewed the possible outcomes.

Chief of Schools & Continuous Improvement Wyeth Jessee spoke about measures used to evaluate success and goal 1 of the Strategic Plan. He explained thirteen sites will have care coordination. This will mitigate life circumstances outside of school. He spoke about how the work for positive intervention support has been a work in progress for the past four years and how we identify students, and partnerships with our families, community support and staff.

Director Mack asked whether additional funding provides a full-time counselor in every school. Chief Jessee stated no, and explained counselors are not the only people that provide these support services. He spoke about how the district does want to provide social and emotional support for all students pre-k to 12<sup>th</sup> grade.

Director DeWolf asked if the thirteen schools will be the focus. Mr. Jessee explained a hotline is set up for those schools for complex situations.

Chief Academic Officer Diane DeBacker spoke about Goal 2 and 3<sup>rd</sup> grade reading. Chief DeBacker explained that the thirteen focus schools will have additional in-classroom library materials. This will build on work for the Multi-Tiered System of Support (MTSS) and common K-5 English Language Arts (ELA) curriculum.

Director Harris asked about the Center for the Collaborative Classroom (CCC) program and identity safety. Chief DeBacker explained this issue is being addressed in the classroom libraries and by looking at the book list to make sure they are representing People of Color. The work group is diverse and includes departments at Seattle Public Schools and communities such as Seattle Housing Authority.

Director Rankin asked about classroom libraries and school librarians. Chief DeBacker explained it is not a replacement for school libraries, this is to encourage reading in the classroom and in collaboration with school libraries.

Chief DeBacker summarized the implementation of a two-year plan of common math instructional material in middle school.

Director Hampson asked if the district analyzes partnerships for staff capacity. Chief Berge explained that is an ongoing discussion within the strategic plan. Chief of Equity, Partnerships & Engagement Keshia Scarlett explained when partnerships come to us, we figure out who it best resides with.

Director Harris asked for additional information regarding the funding break down for Goal 2. Chief DeBacker summarized what the funds will buy on slide 9.

Director Rankin asked where coaches fall and where there is any overlap. Chief Berge explained that is resource mapping done with the Grants department. Chief DeBacker explained it is anticipated coaches will be needed the entire five years of the strategic plan.

Director Rivera Smith asked about P-3 professional learning and assessments. Chief DeBacker provided context about schools, and spoke to the beginning stages of the assessment work and noted the understanding standing that the district cannot wait until students are in third grade to assess.

Director Harris asked whether the assessment tools come to the board for approval. Chief Berge explained if it is over \$250K then it does come to the board. She noted that the district is currently looking at tools already in use and planning to build off of that, unless issues are identified.

Director Mack asked if this ties into screening for dyslexia. Chief DeBacker explained yes, and noted additional information could be found in the most recent Friday memo.

Chief DeBacker explained measures used to evaluate 5<sup>th</sup> and 7<sup>th</sup> grade SBA mathematics proficiency. She noted it builds on the work that took place in 2018-2019 with a \$5 million investment and \$1.5 million in 2019-2020 for schools to implement strategies to help students stay on track to earn 24 credits.

Director Rankin asked about the relationship between WSS and 24 credits. Chief Berge explained they have the ability to work within the BLT and that was a school level decision.

Director Hersey asked about how to restructure the day. Director Harris explained advisory committees have looked at this and it was decided it was the best the district can do with the funds available.

Director Rivera Smith asked about middle school classes. Chief DeBacker confirmed discussions have been ongoing about opportunities for more credits introduced in middle school.

Chief Human Resources Officer Clover Codd spoke about Culturally Responsive Workforce 2019-20. She explained staff will improve culturally responsive professional practices. She spoke to responsiveness training, student and family surveys and equitable access to services.

Director Mack asked if these courses are internal in the district. Chief Codd explained these are district developed courses developed by teachers and staff. Chief Codd explained that the district has to do more to give incoming teachers the foundational course work.

Director Hersey asked about whether and how the district is surveying teachers regarding the professional development. Chief Codd stated the district has a professional development survey ready to give out this fall and the University of Washington (UW) is working on a tool.

Director DeWolf asked about the potential for drop-ins at schools to see if the tools are being implemented. Chief Codd explained part of the research with the UW, is building out a tool for this purpose.

Director Rivera-Smith asked about the development of social justice standards. Chief DeBacker explained it will be brought to the Curriculum and Instruction Policy Committee in March and to the board in early spring.

Chief Codd spoke about slide 25 in regard to the marketing campaign to help recruit staff and efforts behind the cultivation efforts.

Director Rivera-Smith asked how schools can hire more teachers of color. Chief Codd explained it's more complicated than just getting resumés from teachers of color, and noted training behind that. Executive Director Williams spoke to ongoing work related to getting a wider pool of applicants.

Chief Berge reviewed the follow up questions from the January 15 work session on slides 32 and 33. Chief Berge summarized the additional information added for curriculum breakdown further in the 2020-21 school year. She noted the recommendation is to move the economic stabilization fund to the full 5%. Chief Berge noted that she was asking for feedback on the 2020-21 budget thus far.

Directors Mack and Harris noted discomfort with stating agreement at this time. Director Mack spoke to the need for additional review of the budget and needed information.

Director DeWolf noted that he did not agree and stated that and the process should continue and not change mid-stream.

Director Hampson noted the opportunity to confirm if the budget is moving in the right direction.

Director Hampson stated that she would like to continue the conversation at future Audit & Finance Committee meetings.

**Executive Session:**

- Executive Session: To receive and evaluate complaints or charges brought against a public employee and to review the performance of a public employee. RCW 42.30.110(1)(f), (g)

Director DeWolf announced at 6:20 p.m. that the Board was recessing into executive session to receive and evaluate complaints or charges brought against a public employee and to review the performance of

a public employee. RCW 42.30.110(1)(f), (g); and the executive session was scheduled to for approximately 30 minutes, with an anticipated end time of 6:55 p.m.

Director DeWolf called the executive session to order at 6:28 p.m.

Directors DeWolf, Hersey, Rivera-Smith, Mack, Harris, Hampson, and Rankin were present.

Staff present were Superintendent Denise Juneau, Chief Legal Counsel Greg Narver, Chief Human Resources Officer Dr. Clover Codd, and Senior Advisor to the Superintendent Sherri Kokx.

At 6:55 p.m., Director DeWolf announced that the executive session to receive and evaluate complaints or charges brought against a public employee and to review the performance of a public employee. RCW 42.30.110(1)(f), (g); was now expected to go an additional 15 minutes, with an anticipated end time of 7:10 p.m.

At 7:12 p.m., Director DeWolf recessed out of the executive session.

### **Adjourn**

The Special Meeting reconvened at 7:12 p.m. and there being no further business to come before the Board, Director DeWolf adjourned the special meeting at 7:12 p.m.