

Board Special Meeting

School Board Retreat

June 6, 2020 10:00 a.m. – 1:40 p.m.

Meeting held remotely



Minutes

Call to Order

Director DeWolf called the School Board Retreat to order at 10:00 a.m. Directors DeWolf, Harris, Hersey, and Mack were present. Directors Rankin, Rivera-Smith, and Hampson joined at 10:02 a.m.

Staff present were Superintendent Denise Juneau; Carri Campbell, Chief Public Affairs Officer; Dr. Keisha Scarlett, Chief of Equity, Partnerships and Engagement; Sherri Kokx, Senior Advisor to the Superintendent; Dr. Concie Pedroza, Chief of Student Supports; Wyeth Jessee, Chief of Schools and Continuous Improvement; Dr. Mia Williams, Executive Director of the Department of African American Male Achievement; Pat Sander, Executive Director of Coordinated School Health; Greg Narver, Chief Legal Counsel; Erinn Bennett, Executive Director of Government Relations and Strategic Initiatives; Ellie Wilson-Jones, Director of Policy and Board Relations; JoLynn Berge, Chief Financial Officer; Dr. Diane DeBacker, Chief Academic Officer; and Dr. Clover Codd, Chief Human Resources Officer.

Director DeWolf noted that the meeting was being held remotely consistent with the Governor's Proclamation prohibiting the meeting from being held in person due to COVID-19. Director DeWolf noted that the public had been provided remote access.

Welcome and Icebreaker: Reflections and Learnings from “We Dare Say Love” and “You Failed Us: Students of Color Talk Seattle Schools”

Directors engaged in an opening conversation led by Director DeWolf. Directors reflected on their ongoing readings of the books “We Dare Say Love” and “You Failed Us: Students of Color Talk Seattle Schools” and their participation in recent sessions through the Coalition of Schools Educating Boys of Color (COSEBOC). Directors connected their learnings and reflections from the books and COSEBOC sessions to the work of the district and role of the Board.

Fall 2020 Engagement Plan

Senior Advisor to the Superintendent Sherri Kokx, Superintendent Juneau, and Directors discussed the district's ongoing engagement process to develop a plan for returning in the fall. Directors and staff discussed incorporation of social emotional learning and mental health in the planning. The structure of the engagement process, including Directors' participation in the Engagement Teams and in the Leadership Committee, was discussed. Directors and staff discussed holding a Board work session and the timeline for bargaining. Directors and staff discussed surveying families about the fall.

Directors and staff discussed the development of a recommendation by the Leadership Committee and how that recommendation would be communicated prior to Board Action. The membership of the

Leadership Committee was discussed. There was discussion regarding collaboration between school districts in planning for the fall.

Break

This meeting recessed for a break at 11:30 a.m. Director DeWolf called the meeting back to order at 11:40 a.m.

Strategic Plan

Director DeWolf noted that questions not addressed during the retreat for lack of time could be submitted using chat and that questions received would be archived in the minutes of the meeting.

Superintendent Juneau introduced the discussion of the Strategic Plan and spoke to the recent Annual Report for Board Policy No. 0030, Ensuring Educational and Racial Equity. Chief Public Affairs Officer Carri Campbell provided an update on engagement and communications for the Strategic Plan, and Chief of Equity, Partnerships and Engagement Dr. Keisha Scarlett addressed questions regarding engagement. Staff and Directors discussed methods of communicating with families including in-person opportunities, delivering information through school buildings, reaching non-native speakers, and partnering with community organizations. Directors and staff spoke about mapping out policy development processes to include community engagement.

Chief Human Resources Officer Dr. Clover Codd spoke about the Culturally Responsive Professional Practice focus area. Directors and staff discussed professional development, expectations that staff complete trainings, and opportunities to recognize staff who do complete trainings. Directors discussed making trainings mandatory.

Director Hersey requested that data regarding participation in professional development be disaggregated rather than just indicating participation by staff of color.

Directors Rivera-Smith and Hersey requested information on opportunities for Directors to participate in trainings, potentially with teachers.

Chief Operations Officer Fred Podesta reviewed the 2019-20 Operations focus areas. Updates were provided on 2019-20 transportation initiatives including increasing on-time bus performance, improving communication to families, and improving service equity as well as accompanying risks including the reliance on contracted service providers for transportation and traffic impacts of the West Seattle Bridge closure. Directors and staff discussed incorporating equity analysis into operations work and the planning for the fall.

Directors and staff discussed the new focus areas for 2020-21. Dr. Codd presented on the Diversity of Staff and Leadership focus area. Directors and Dr. Codd discussed the development of affinity groups for staff and reviewing and replicating practices from schools with high retention rates for staff of color. Directors and staff spoke about the hiring process and staff discipline data.

Dr. DeBacker, Dr. Scarlett and Directors discussed the on the 9th Grade On-Track to On-Time Graduation focus area for 2020-21.

Executive Director of the Department of African American Male Achievement Dr. Mia Williams and Directors discussed the Graduate Ready for College and Career focus area's mentoring initiative, funding, and challenges during the ongoing school closure.

Mr. Podesta and Directors discussed the Nutrition Services initiative for 2020-21. Directors spoke to procurement and working with tribes for recipes and products.

Questions received via Microsoft Teams chat during this remote meeting were as follows:

- Director Hampson: Have we looked at how many of the contract employees (on average) have students (children, grandchildren, other charges) in SPS? Do we have internal "let's talk" for employees as a benefit, prioritizing support for their students?
- Director Rankin: questions around moving our hiring process up sooner so we are not hiring after all the surrounding districts. How are we holding everyone at the building level accountable for carrying these goals out. Building leadership is so important, and the structure they report up through. I am concerned about the pattern of reports of physical abuse of kids becoming an HR incident for the reporter rather than a swift investigation into the conduct of the staff person being reported. Also wondering why there is a disconnect between what we heard at the HR oversight work session in the winter about reporting criminal action to CPS or police and the reality that staff is instructed to report to supervisors who do not always follow through appropriately. Would like to re-request one-pagers/flowcharts on who to call for various incidents and who to report what to, and that they be clearly displayed and followed in every building.
- Director Hampson: Regarding 9th grade graduation Diane, can we look at including piloting in schools where we have a African American students in high schools where they are more isolated within majority white schools. Dr. Williams worked hard to include in her initial programming and I worry about the 50% of African American students that are in white dominant schools and the differing issues and pressures they face.

Adjourn

Director DeWolf adjourned the meeting at 1:53 p.m.

Minutes submitted by:

School Board Office staff