

Meeting Notes
Weighted Staffing Standards (WSS)/ School Funding Workgroup
2022-23 School Year WSS Development

Meeting Date: Nov 18, 2021, 2:00 – 4:00 PM

Meeting via “Teams”

Workgroup Members:

JoLynn Berge, Ashley Davies, Linda Sebring, Sara Bonneville,
Treena Sterk, Michael Stone, Eric Anderson, Laura Davis Brown, Anthony Ruby, Concie Pedroza,
Dedy Fauntleroy, Rina Geoghagan, Gerrit Kischner, Keven Wynkoop, Shannon Conner,
Rainey Hartford Swan, Jennifer Matter

Attendees: JoLynn Berge, Ashley Davies, Linda Sebring, Sara Bonneville

Eric Anderson, Shannon Conner, Laura Davis-Brown, Dedy Fauntleroy, Gerrit Kischner, Jennifer
Matter, Concie Pedroza, Anthony Ruby, Treena Sterk, Michael Stone, Rainey Swan, Ricardo
Torres, Mia Williams

Agenda:

1. Equity tiering methodology for next school year

(1) Equity tiering methodology for next school year

JoLynn introduced topic for the agenda, talk about equity tiers. Discussions over the summer about why schools end up in the different tiers, specific example of West Seattle Elementary. Talking about where district stands on assessments, measurements, current philosophies. Will continue to communicate budget process with the principals.

Dr. Anderson shared slides, review of initial content (as reviewed in September) on equity tiers. Review of other factors, not just poverty. 6 groups, 3 looks at (measurements of) each group: Count of students, Percent of students, Percent of students meeting standards.

Questions about the 18 (6 x 3) measurements. Achievement measure. Explanation of how the Tiering is used (or not used) in funding schools. Does not actually impact WSS formula (except for Elem Counselors). Is generally used to determine schools that are protected from cuts or schools that are first in line for restorations of funding. Has not been a study to look how any application of Equity Tiering compares with student outcomes. What does “Targeted Universalism” mean. What resources do “those students” (e.g., the six groups measured for tiering) have in the schools. Still same kids present in all schools (Tier 1 to Tier 4). Mia Williams responded on this topic. How do we create access to resources across the whole district? Reminder of Equity \$ allocation that is based on poverty (FRL students) only and could be distributed to schools on a broader interpretation of “Equity Needs”.

Dr. Anderson continues review of current Tiering. Tiers were not intended to be “equal” quarters, and majority of schools are in Tier 4. Reflects probability of school receiving

consideration (for protection from cuts), Tier 1 probably, Tier 4 probably not. Changes over the years have included addition of African-American Males as one of the groups.

Slide 12 begins new material based on discussions. Topic of Student Achievement, and should SBA results be weighted less or dropped from the calculations. Should we consider other measures? Want it (the measurements) to reflect our [district] values. Changing the measurements is likely impractical for this year. Are we weighting African-American Males enough in the current formula? Should Multi-racial AAM students be included? Mia W contributed to the discussion about the high numbers of multi-racial students, whose experience is no different from students identified as African American males.

Dr. Anderson showed different weighting [ed. - each group is 3/18 or 1/6 of the tiering weights currently) weighting % for AAM students more, weighting for Achievement per SBA measures less. Showed results for schools that moved up-or-down in the Tiers as a result of the different weighting scenarios, with minor adjustments to cut-points. Not a lot of changes in scenarios with 10% and 20% weighting on AAM populations. Different when 0% weighting given to Achievement (SBA). Questions about West Seattle in Tier 3, almost a Tier 4 under the current measurement. Reviewed a scenario with only AAM as the only group, and dropping the "achievement" measurement, it changes the tiers significantly.

Discussion, take the two points separately. How do we feel about the SBA (achievement) and how do we feel about African American Males group, weighting it more heavily than the other five groups? More discussion. Two members expressed support for eliminating Achievement as a measure for Tiering. Discussion on purpose of Achievement as a measure.

Question asked about how to give extra support for schools with students not achieving, without including achievement on the Tiering. Discussions and questions continue. What does "furthest from educational justice" mean? Historically underserved. LAP and Title funds work like Tiering, with funding going to schools, not to students, and schools decides what to do to help those students individual needs. [ed. – note that LAP and Title use only poverty counts to distribute funding to schools). Does a student-furthest-from-educational-justice stop being a student-furthest-from-educational-justice just because they are doing well on SBA tests?

Dr. Anderson noted that, regarding West Seattle Elem, if we drop the SBA testing measure, they move from Tier 3 to Tier 2. Continued discussion. Question about dividing Tiering by Grade-levels (Elem, MS and HS, etc.) to address how the larger schools dominate with the measurement of absolute numbers of these six groups.

Asst Supt. Berge summarized: On the table – idea that SBA measure goes from 30% to 0% and increasing weight of AAM measurement. Comments on how other resources can be complemented by tiering. Additional comments about principals needing to write grant applications to get additional resources, and how we need to be mindful and thoughtful. Over saturation in on schools is an issue. How do we provide support for schools with needs, but not large numbers of specific students? (Solution) needs to be an "and" and not an "or". More comments about grant writing, and how it hurts when schools do not receive the grant for which they have applied. "[We're] on gas fumes trying to get the kids what they need." "It hurts not to be able to get the kids what they need that were making the difference."

“[It] is ridiculous to rely on PTA (grants) for basic needs.” More in the general vein of increasing resources to schools.

Asst Supt Berge: Seem to have reached consensus on 1st idea (change weighting for SBA scores). What are thoughts on 2nd idea, increasing weighting on AAM? Wait until we see what results are for removing SBA achievement. It was voiced that workgroup would like to see what increase to AAM weight would look like in addition to removing SBA measurement.

Topics (materials) for next month:

- Have Eric go back and run with discussed weighting (remove the SBA)
- Separate by school grade level
- Additional data if SBA is -0-, what do other scenarios look like for increasing weight of AAM

Final Comments: Why AAFTE is still being adjusted for student participation in special programs, so affects the number of teachers allocated (“adjusted AAFTE on which Secondary Schools are funded). Middle Schools are fully inclusion. Also question about average salaries and can MS and HS classes of employees be combined into one “Secondary xxx” average salary.

One more scheduled meeting for this year: Dec 9.

Meeting adjourned 3:40 PM

Notes and comments from "chat":

[2:07 PM] Davies, Ashley E

Just a reminder of our norms:

- Be prepared and come ready to engage.
- Separate your own personal feelings from what's best for the organization and our commitment to students of color further from educational justice.
- Balance your participation - speak and listen.
- Be open to feedback and be willing to learn.
- Say it now, in the room. Avoid waiting until later to raise an issue.
- Look ahead to positive action and solutions.

[2:21 PM] Davis Brown, Laura

Is it possible to get a copy of the document or PPT.?

[2:22 PM] Berge, JoLynn D

Yes, we will send it out, but it will be embargoed. When it gets sent out without context there are a lot of misunderstandings that happen.

[2:23 PM] Berge, JoLynn D

Once this group decides on any changes we will share detail out at that time.

[2:23 PM] Davis Brown, Laura

Not going to share just for my own learning.

[2:27 PM] Torres, Ricardo A

This convo. is making me think of our multilingual learners as well and potentially how their assessment and progress data may potentially be included or considered at some point in the future

[2:44 PM] Jennifer Matter [WA]

Can we go back to the slide with the 6 criteria again?

[2:47 PM] Williams, Mia T

2019 SBA, the students are in middle school now

[2:50 PM] Berge, JoLynn D

I wonder whether we need to have a replacement measure now, or whether that becomes more clear in future years?

[3:07 PM] Williams, Mia T

Shannon, please make sure your Kings sign-up for Kingmakers of Seattle Extended. I know Steven-AAMA FSW came over to connect with a King too

[3:09 PM] Jennifer Matter [WA]

@Mia that's what I hope we do on this committee

[3:13 PM] Sterk, Treena K

Personal wish - I wish we could prioritize the large majority of funds to schools as Equity \$\$ BUT still have some of the funds follow individual students who are not at these schools. Students FFEJ who are at schools w/out Title 1; Equity Tiers etc. often do not have funding following them and this is a large # of kids - I am good to hear other opinions on that too.:)

(SLB clarification ... currently, the Equity Tiers have nothing to do with the allocation of Equity Dollars. Schools are allocated Equity Dollars based on the number of poverty students, as measured by students enrolled in the Free & Reduced Lunch (FRL) program. So, Equity Dollars are going out to ALL SCHOOLS, or at least those schools with at least 1 student enrolled in FRL.)

[3:19 PM] Jennifer Matter [WA]

I think a big part of what is not being spoken - our schools are not adequately funded. I think we all can envision what we know the schools funding should be. But instead of that conversation, we're talking about how we stretch the insufficient amount of dollars.

[3:22 PM] Jennifer Matter [WA]

Or we create hybrid remote/in-person schools so that FTE can be more easily shared.

[3:23 PM] Williams, Mia T

High Schools – 11

Ballard High School	26/1748	0-
The Center School	1/249	0
Nathan Hale High School	82/1132	0
Ingraham High School	77/1468	0
Roosevelt High School	37/1700	0
West Seattle High School	33/1133	0
Interagency	78/349	0
Open Doors	6/61	
Middle College High School	11/83	0
Nova High School	10/225	0
Seattle World School	29/281	0
Alan T. Sugiyama High School	9/48	0

Middle School- 9

Aki	105/719
Denny	99/877
Mercer	122/1169
Eckstein	36/1110
Hamilton	17/1032
Madison	29/1020
Meany	83/479

Washington 90/608

Whitman 13/653

[3:24 PM] Williams, Mia T

Cleveland High School	111/923
Franklin High School	153/1238
Lincoln High School	15/972
Rainier Beach High School	181/781
Chief Sealth International High School	116/1155
Garfield High School	212/1731
Jane Addams	44/1004
Robert Eagle Staff	26/772
McClure	15/479

[3:28 PM] Pedroza, Concepcion
BELIEFs !

[3:37 PM] Jennifer Matter [WA]
Virtual/hybrid model

[3:40 PM] Conner, Shannon
Thank you Jolynn and Team WSS!!

[3:40 PM] Davis Brown, Laura
Not on my calendar