

Board Special Meeting

Executive Committee

December 11, 2019 8:00 am – 10:00 am

Board Office Conference Room, John Stanford Center

2445 3rd Avenue South, Seattle, WA 98134



Minutes

I. Call to Order

1. Roll Call

Director Harris called the meeting to order at 8:00 a.m. Directors Harris, Hersey, DeWolf, and Rivera-Smith were present.

Staff present were Superintendent Denise Juneau; Erinn Bennett, Executive Director of Government Relations and Strategic Initiatives; Greg Narver, Chief Legal Counsel; Ellie Wilson-Jones, Director of Policy and Board Relations; Tina Loeffelmann, Board Office Administrator; Sherri Kokx, Senior Advisor to the Superintendent; Carri Campbell, Chief of Public Affairs; JoLynn Berge, Chief Financial Officer; Tom Poulos, Director Labor Relations; Misa Garmoe, Director of Employee & Labor Relations; Pauline Amell Nash, Senior Webmaster User Experience and Content Strategy; and Amy Markishtum, Senior District Webmaster.

2. Approval of agenda

Director DeWolf noted a question posed to Fred Podesta during the November 13 Executive Committee meeting regarding vehicles.

Director Hersey moved to approve the agenda. Director DeWolf seconded. This motion passed unanimously.

3. Approval of November 13, 2019 Executive Committee meeting minutes

Director Harris requested that additional detail be added in the minutes for Special Attention Item number three, Information Technology Advisory Committee Charge. She asked that Board Office staff include a summary of the biographical information provided by Executive Director of the Department of Technology Services Carlos Del Valle. Mr. Narver confirmed that this information could be included in the finalized minutes.

Director DeWolf moved to approve the November 13, 2019 Executive Committee minutes as amended to include the additional biographical information regarding Mr. Del Valle. Director Hersey seconded. This motion passed unanimously.

II. Board Action Items

1. Approval of the 2019-2022 Collective Bargaining Agreement between Seattle Public Schools (“the District”) and Pacific Northwest Regional Council of Carpenters (“the Carpenters”) (10 minutes)

Mr. Polous noted updates in the Collective Bargaining Agreement and the total cost of the contract, which effects 16 staff.

Director DeWolf moved this item forward with a recommendation for approval. Director Hersey seconded. This motion passed unanimously.

III. Review of the January 8 legislative session agenda

Director Harris requested an update regarding potential revisions to the public testimony policy and procedure. Mr. Narver confirmed that additional information would be provided to the Board. Ms. Wilson-Jones clarified that Board Policy No. 1430 and Board Procedure 1430BP, Audience Participation, would not be revised prior to the January 8 meeting.

Ms. Wilson-Jones reviewed the draft January 8 agenda.

Ms. Berge noted that the Board Action Report being considered during the December 18, 2019 Executive Committee of the Whole meeting (Approval of a Joint Operating Agreement (JOA) between Seattle Public Schools (SPS) and Technology Access Foundation (TAF), Partial Waiver of Board Policy No. 2190 with respect to Washington Middle School, and Amendment to the Student Assignment Transition Plan for 2020-21) had not been included on the draft January 8 agenda.

Director Harris asked that the January 8 agenda be amended to include the potential Board Action Report regarding TAF, as introduction item number one pending the results of the December 18 Executive Committee of the Whole meeting.

Directors discussed moving action item one on the draft agenda (Approval of amendments to add cycling and pedestrian safety education for sixth, seventh, and eighth grades to the Seattle Department of Transportation (SDOT) Let's Go Bike and Pedestrian Safety Education Program) to the consent agenda.

Director DeWolf moved to approve the January 8 agenda as amended to include the TAF BAR and to move action item one to the consent agenda. Director Hersey seconded. This motion passed unanimously.

IV. Special Attention Items

1. Labor Partner: Principals' Association of Seattle Schools

This item was moved to later in the meeting

2. 2020 Board Goals

Ms. Wilson-Jones noted that the Board would be discussing 2020 Board goals during the December retreat and that the Board would designate a Director to develop draft Board goals for consideration by the Executive Committee and then adoption by the Board.

Director Harris noted that she hopes the Board moves more expeditiously to adopt goals for 2020. Director Rivera-Smith asked about the timeline.

1. Labor Partner: Principals' Association of Seattle Schools

This item was taken out of order on the agenda.

Rainey Hartford Swan, representing of the Principals' Association of Seattle Schools, joined the meeting. Directors and staff provided introductions.

Ms. Hartford Swan and Directors discussed the Climate Review Committee process as a mechanism for providing feedback to principals and discussed challenges with votes of no confidence being taken. Director Harris asked Ms. Hartford Swan to speak to her role with respect to Loyal Heights Elementary. Ms. Hartford Swann described meetings held with the Loyal Heights community and assistance provided.

Superintendent Juneau noted discussion with SEA regarding the CRC process and spoke to the intended purpose of the CRC process. Ms. Kokx noted data about those who have received CRC actions. Director Harris noted that Directors do not always have full information and requested Ms. Hartford Swan consider ways of updating the Board. Director Harris noted ongoing conversations regarding how the Board can be kept informed.

Director DeWolf and Ms. Hartford Swan discussed key takeaways to consider in future situations, including that people need to be listened to and acknowledged, knowing who the first responders are, and working collaboratively with the media to ensure they can provide effectively researched information. Ms. Rainey spoke to collaboration with staff in the central office.

Director Hersey noted his experience as an educator and spoke to climate surveys and catching issues early. Ms. Hartford Swan spoke to surveys and having an active dialog with teachers. Ms. Kokx spoke to regular surveys and response rates. Director Hersey requested additional information regarding surveys. Superintendent Juneau spoke to using survey information. Director Harris noted the Board's fiduciary and oversight duties and requested Mr. Narver's assistance regarding information being provided to Directors. Mr. Narver stated that he could work to support the Board in providing oversight.

Director DeWolf asked how the Board could provide support and be partners and collaborators with PASS over the next year. Ms. Garmoe spoke to the central office's role with respect to providing support in response to complaints. Director Hersey asked about the timeline for responding to complaints. Ms. Hartford Swan spoke to moving promptly to listen to early warning signs of concerns.

Director DeWolf asked about support that PASS and SPS provide to new principals. Ms. Hartford Swan stated there has been efforts to collaborate consistently and noted opportunities to improve onboarding. Superintendent Juneau spoke to ongoing discussions about what the onboarding could look like going forward.

Director Harris spoke to overcoming past history and people feeling disrespect or ignored. Director Harris stated that she is concerned about losing talented assistant principals to other districts. She stated that she wants to know why assistant principals have left. Ms. Hartford Swan stated that it is an area of focus for PASS.

3. Committee Policy Process

Ms. Wilson-Jones noted prior Director requests to have a discussion regarding the process by which Board policies are placed onto committee work plans and then vetted by those committees for review by

the Board. She stated that she met with the chairs and lead staff for each committee and shared themes from those conversations.

Director DeWolf asked about the Executive Committee's role with respect to work plan development. Ms. Wilson-Jones shared that Directors Geary and Mack had each recommended a heightened role for the Executive Committee with respect to reviewing the policy work to be done in each committee.

Director Harris spoke to the need to chart out key work of the district and spoke to challenges with developing committee work plans on a calendar year rather than school year.

Director DeWolf noted the upcoming Board retreat and asked whether there would be an opportunity to continue the conversation. Director Harris stated that the topic should be discussed during the Board goals agenda item.

Superintendent Juneau suggested a deeper conversation with the Executive Committee about its role.

V. Board Policies and Procedures

VI. Standing Agenda Items

1. Community Engagement

Ms. Kokx provided updates on meetings regarding a potential partnership with the Technology Access Foundation to implement the STEMbyTAF academic model at Washington Middle School. Director Hersey asked about the meeting at John Muir. Ms. Kokx spoke to the meeting and noted that some families had indicated a wish that their current WMS students could have an opportunity to take part in TAF. Director Hersey asked whether those anecdotes will be shared during the Executive Committee of the Whole. Ms. Kokx noted information will be provided in the community engagement section of the Board Action Report.

Director Hersey asked about discussion with Seattle Education Association (SEA) partners. Ms. Kokx noted that a meeting had been held with SEA. She stated there was acknowledgement by central office staff of confusion regarding the Creative Approach process and an apology for that confusion. She stated that there was discussion about data regarding student performance for general education and highly capable cohort students. Ms. Kokx stated that SEA asked that there be a commitment to the success. She stated that central office wants to support the school and to have the staff succeed and feel good about the place they work. Director Harris requested school climate data and asked that information be provided to Directors about how TAF has met the needs of HC students. Ms. Kokx spoke to providing information to the Board including for the Executive Committee of the Whole meeting. Director DeWolf asked that the information that is shared include challenges and not be presented in a solely positive light.

Director Hersey stated that it would be helpful for a representative from TAF to attend the Executive Committee of the Whole meeting to provide information about TAF data, including comparisons to the rest of Federal Way. Director Hersey underscored the need for context.

Ms. Kokx noted the focus on African American males and need to review data that is disaggregated.

Director Harris stated that the proposed action would mean that there is not an HC Cohort in the Southeast portion of the District. Director Harris stated that she has requested analysis regarding how funding would be impacted if HCC were dispersed, and Director Harris stated that the chief financial officer reported that the analysis has not been conducted. Director Harris stated that parents and community members are right that the district does not have a fleshed-out plan. Director DeWolf noted that Director Harris' comments are in reference to broader policy changes for HCC rather than the specific issue of bringing TAF to Washington Middle School. Director Harris stated her disagreement and noted that a policy decision and TAF decision are interrelated.

Director Harris asked about the format for community meetings and whether parents are separated into general education and HCC. Ms. Kokx noted that the suggestion has been discussed and the process has not yet been determined. She noted the focus on implementing the strategic plan and on inclusive and authentic community engagement and families that are furthest from educational justice. Director DeWolf noted similar discussions during his recent community meeting.

Director Hersey asked about conversations about setting norms. Ms. Kokx confirmed that norms were being discussed.

Director Harris noted that an invitation has been extended to Directors to tour TAF.

2. Public Affairs

Ms. Campbell introduced Pauline Amell Nash and Amy Markishtum of the Web Services Team.

Ms. Markishtum spoke to her work as the district webmaster and to supporting ADA accessibility. She stated that the district is in a Request for Proposals process for a new Content Management System for the district website. She stated that the district last changed its system in 2010. She spoke to work to engage with district web editors and the public. She stated that feedback has focused on the need for usability. Ms. Markishtum spoke to the shift to a content management system and the ways in which it increased equity by ensuring all schools would have access to create a school website. She spoke to the relationship between the content management system and development and access to curriculums, including Ethnic Studies. Director Harris asked about lessons learned from the creation of Ethnic Studies resources. Ms. Markishtum stated that it has provided an opportunity to learn about needs that are not being met and to ensure that the website can meet those needs going forward.

Ms. Amell Nash spoke to her work, which focuses on user experience and content management. She spoke to data about the use of the district website and highlighted that it is the largest communication tool that the district has. She spoke to alignment between the website and district strategic plan, including consistent and predictable operations and inclusive community engagement. She spoke to the current model of web editing, with over 500 district staff and volunteers maintaining district departmental and school websites. She spoke to the need for functionality but also for ease of use. She spoke to engagement focused on 13 focus schools as well as broader and ongoing engagement. Ms. Amell Nash spoke to the timeline and the posting of the RFP in January, selection in April or May, and then implementation beginning with MySPS over the summer. She stated that the launch for the public-facing website is planned for mid-winter break of 2021.

Ms. Campbell spoke to prework by the web team using a tool for finding broken links and other website issues.

Director Harris asked about communities without access to the internet at home. Ms. Amell Nash spoke to engagement planned for students and families. She discussed the district app and the analysis of data about the devices people are using to access the website.

Director DeWolf left the meeting at approximately 9:47 a.m.

Director Rivera-Smith asked about the need for increased staff for the implementation of the CMS system. Ms. Markishtum spoke to work in the past and the role of additional hourly assistance.

Director Harris asked Mr. Narver about whether or not there is opportunity for reevaluation of the ADA requirements of the website. Mr. Narver stated that the district is no longer under the consent degree but takes the district's obligations under the ADA seriously. Superintendent Juneau noted that the Web Services Team are national leaders on ADA accessibility. Ms. Campbell spoke to work underway to develop templates for providing information in an ADA-compliant manner. She stated that there is also research being done into an external ADA accessibility vendor.

Superintendent Juneau thanked the web team for their work.

3. Government Relations Update

Ms. Bennett noted that the legislative session begins in January. She spoke to bills pre-filed by legislators. She stated that the Board-approved legislative agenda has been posted to the Government Relations website. She spoke to Sen. Patty Murray's roundtable meeting.

Ms. Bennett stated that she will be working with the legislative liaison once appointed to evaluate whether the District can weigh in in favor of the AHEAD Act.

She noted that Washington Sen. Jamie Pedersen is touring schools.

4. Strategic Plan Update

Superintendent Juneau noted that work is ongoing to develop the new Operations Dashboard and that a preview is planned for the March retreat. She stated that workstreams will be discussed during the December 14 Board retreat.

Ms. Kokx stated that information can also be shared during the Superintendent's evaluation check in.

5. Board Calendar/Work Plan

This item was not discussed.

6. Executive Committee Work Plan

This item was not discussed.

7. Annual Reports Status List

Director Harris asked that policy spreadsheet be provided to the Board.

Adjourn

Director Harris adjourned the meeting at 9:58 a.m.