

MINUTES
of the Special Meeting of the Board of Directors
of the ENUMCLAW SCHOOL DISTRICT #216
6:30 p.m.
May 2, 2017

I – PRELIMINARY

A. Call to Order:

The meeting of the Board of Directors was called to order by Bryan Stanwood, Vice-President of the Board of Directors, at 6:30 p.m. at Southwood Elementary.

B. Roll Call:

All board members were present except Mrs. Schroeder, Brooke Humphreys, and Peyton Brueher who were excused. Mr. Gamblin would arrive later in the meeting.

II – WORK BOARD STUDY SESSION

A. Southwood Elementary Presentation:

Principal Andy Means was introduced. Mr. Means shared in his first year as principal, he has enjoyed partnering with the dedicated Southwood staff. He was also excited to share the Southwood news. His initial vision is in building relationships in his school: taking time with people, being visible, and connecting with Southwood families. Mr. Means enjoys having opportunities to affirm and encourage.

Regarding teaching and learning, Mr. Means has promoted shared leadership. The PLC work has focused on improving knowledge that impacts student learning and develop a common vision of quality teaching and learning through the 5D inquiry cycle using the four questions. Mr. Means invited several leaders in the building to share.

Carole Hughes represented the math leadership team and shared how their work is impacting student learning: interventions, collective understanding of best practices, user friendly strategies, and cohesion across Southwood. PLC time has been balanced between math and literacy. Data is used to discern common threads and adjust teaching.

The literacy leadership team was represented by Julie Wierenga. Every student needs to be solidly grounded in literacy. This past summer, all first graders were hand delivered books to read over vacation. These were purchased with grant money from the Enumclaw Schools Foundation. The literacy focus is on expertise and moving away from isolated practices. Discerning best practices and whether they are they research based. The goal was for all teachers K-5 to understand best practices and how to implement them. Quality instruction is critical. Staff has been using *Words Their Way* and looking at student data.

Jody Emerson and Kristin Haney represented the Climate, Culture, and Community (CCC) leadership team. Counselor Becca Bowen was also present. The team has done remarkable work. In order for staff to teach, kids need to feel safe and cared for. The goals were shared:

- Goal 1: Unity, belonging, celebration
- Goal 2: Systemic support of student behavior. Identifying this was critical. Clear ideas came from a staff survey and student expectations were created. Students are given the message that Panthers are safe, responsible and respectful. Collectively, staff is using this language. These behaviors are being acknowledged. They are also incorporating student voice.

Mr. Means shared last thoughts for the evening. One of the goals is to try to understand how staff knows when students are learning. The appropriate data is being gathered and they are working hard to figure out what it means. Teachers have access to the school-side database. There is not enough history for the data to be meaningful as a year cycle is needed to make comparisons. Mr. Means also shared that he admires the board and leadership for making equity a focus. Staff can maximize the learning for all students by making small adjustments.

The board was asked for their thoughts and questions.

Mrs. McGann asked if the Panther Cards had made an impact on behavior. Mrs. Emerson said students look for them every day and she has observed a change in behaviors. Ms. Bowen added that students are coming to her to share how they have solved problems. Mrs. Haney said they are moving from extrinsic motivation to intrinsic. Mrs. McGann said she thinks the CCC is a great idea that sets the tone and creates a wonderful environment. Mr. Stanwood commented that building a culture is fun and he commended the team for knowing to focus on a few “rocks”. He thanked Mr. Means and the staff for their work. Mr. Nelson encouraged Mr. Means to begin to record their shared leadership process for a book. Mrs. Merrill asked how the board could better support Southwood. Mr. Means said two questions have arisen regarding math intervention: what do you see as next steps and what kind of support do you need. There are needs around Multi-Tiered Systems of support. Mr. Means said the board could partner in that work and the conversation as there will be a financial impact ensuring equity in achievement. Mrs. Merrill also commended the Southwood team on their great work. Mr. Nelson thanked them for taking time away from their families to present.

B. Board Retreat Debrief:

Mr. Nelson shared a document with the board that showed how to connect the district vision to the mission. He also shared a hand-drawn document that connected the 4-Hs to the values gap (Habits), opportunity gap (Hands/Heart), and the achievement gap (Head). The themes for 2017-18 are: Refocus around Core Values and Data into Action (Literacy, Numeracy, Grade Rates up; achievement gap down). These plans are very student focused and will create opportunities tied to equity which directly correlates to the achievement gap. Themes will emerge with a strong refocus on core values in the coming days. This is a critical time for leadership as we move forward with new administrators.

Mr. Nelson asked the board for input. He shared a global picture of how the district is addressing the board goals. Monica Robbins is doing a great job addressing the drug and alcohol concerns in her position with the Wellness Foundation. Mrs. Marquand has led to a new level in this area.

Mrs. Merrill commented that she would be interested to know how the gaps effect families individually and get those families on board. After reviewing the chart, Mr. Stanwood commented it is a circular process and every one of these things will be evolving in an ongoing manner like the core values. The board's goals are coming to fruition. Enthusiasm will be generated by the work being done. Each of our schools has great practices that need to be shared. The vision is exceptional. Mr. Nelson agreed the cross-pollination is a good area to nudge. Our leaders have to lead through their own strengths and autonomy is important. Mr. Stanwood said he likes the cultural focus. Mrs. McGann shared this goes back to habits, culture and Enumclaw, community pride. A lot of people love our district and this builds on that sense of pride. Mr. Stanwood added the story keeps growing. The culture here is great and we continue to do good work. It is fun to be a part of it. Mrs. Merrill liked the idea of teams of people sharing new ideas in other buildings.

Mr. Nelson concluded that the cabinet would keep moving forward and the conversations will continue in June. He would like to send the vision with principals to reflect on over summer. Mrs. Merrill would like this to be shared with the community so they can see what we are doing. Mr. Nelson suggested Beau Chevassus come and video the process as strategies are developed for next year.

Mr. Nelson asked if Cabinet had anything to add. Mrs. Marquand likes that the strategic plan will be a one-page document when it goes to the public rather than a multi-page document. Cabinet will be working in two teams to continue with the plan.

Mr. Nelson and Mr. Fletcher will attend the Achievement Award ceremony Wednesday.

III – ADMINISTRATIVE/BUSINESS

A. Personnel Report

The personnel report was presented.

Mrs. McGann moved and Mrs. Merrill seconded to approve the personnel report as presented.

Motion carried.

Mr. Stanwood asked Mr. Nelson if an executive session was required. Mr. Nelson stated no executive session was necessary.

IV – EXECUTIVE SESSION

No executive session was necessary.

V — BOARD PROCESS DEBRIEF

The board debriefed the meeting.

Mrs. Merrill said she likes how the strategic plan fits in with evaluating our superintendent. Mr. Nelson said he appreciates the board’s openness in allowing him to share drafts. He is excited about opening the doors for learning for all students.

VI — ADJOURNMENT

This meeting adjourned at 7:41 p.m.

President, Board of Directors

Secretary, Board of Directors