



**OFFICIAL MINUTES OF THE REGULAR BOARD MEETING  
BELLINGHAM SCHOOL DISTRICT BOARD OF DIRECTORS  
March 10, 2021**

**1.0 OPENING ITEMS**

**1.1 Meeting Date and Location:**

March 10, 2021 – via remote Zoom meeting.

**1.2 Call to Order/Roll Call:**

Ms. Mason called the meeting to order at 6:00 p.m. She acknowledged that this meeting, while attended from various locations, is being held on the ancestral homelands of the Coast Salish people. Present: Directors Kelly Bashaw, Douglas Benjamin, Camille Diaz Hackler, Jenn Mason (President), Katie Rose, Superintendent Greg Baker and Sheri O'Day (recorder).

**1.3 Audience:**

Ms. Mason noted that, because of our current emergency status due to COVID-19, public participation is limited to written submissions only, and all written comments received will be shared with the school board directors. Each board member has seen all messages received.

**1.5 Superintendent's Announcements and Report:** Summary of Dr. Baker's comments:

- Dr. Baker shared an update on budget planning for the 2021-22 school year. Now that the U.S. House of Representatives has passed the economic stimulus plan, the president is expected to sign it. Most districts in our state have lost funding due to decreased enrollment and loss of transportation funding. Federal stimulus funds will help districts stabilize and prevent a number of reductions in force (RIF) notices. There are still many unknowns about enrollment projections.
- Dr. Baker shared photos of facilities that are being renovated and built, including Alderwood and Parkview elementary schools, Shuksan's auxiliary gym and Bellingham High School's fields. The design for the new district office is being refined, and community input is being gathered.
- Students in grades 4-8 have now begun a hybrid model, and this week we are welcoming back students in grades 9 and 10. Staff has been excited to see and welcome the students back.
- One week ago, the president mandated that educators be given access to COVID-19 vaccines, and this was validated by Washington's governor. The district hosted a vaccine clinic last weekend, vaccinating 500-600 staff members, and on Monday an additional 300 staff members were vaccinated at a clinic at Sehome High School. Dr. Baker shared photos from the two events. Every district employee, including community partners and substitutes, has now had the opportunity to receive their first vaccine. Safety precautions

will still be in effect due to students not being vaccinated. Dr. Baker responded to questions from board members.

**2.0 CONSENT ITEMS:**

Mr. Benjamin made a **motion** to approve the following consent agenda items:

- 2.1 Approval of Minutes of the Feb. 10, 2021 Regular Meeting and Feb. 26, 2021 Special Meeting**
- 2.2 Approval of Expenditures and Payroll – February 2021**
- 2.3 Resolution 6-21, Request to Transfer Funds from the Capital Projects Fund to the General Fund**
- 2.4 Approve Guaranteed Maximum Price Amendment – Sunnyland Elementary School**
- 2.5 Authorize Negotiations Architectural Services for Bellingham School District Elementary Field Assessments**
- 2.6 YMCA Before and After School Program Facilities Use Agreement - Amendment (#2021-108A)**
- 2.7 MHR Technologies Service Agreement (#2021-112)**
- 2.8 Washington State Auditors Office (#2021-114)**
- 2.9 Salish Sea Deaf School Contract (#2021-117)**
- 2.10 Mount Baker School District Agreement for Interdistrict Cooperative Educational Services-Physical Therapy (#2021-118)**
- 2.11 Washington Center for Deaf and Hard of Hearing Youth – Consulting Service Agreement (#2021-119)**
- 2.12 NWESD 189 Interlocal Whatcom County Detention Center Agreement (#2022-001)**
- 2.13 Personnel Recommendations**

Unanimous affirmative vote.

**3.0 POLICY GOVERNANCE REVIEW**

**3.1 Monitoring Report Ends 2.1 (Part 2) – Student Competence**

Dr. Mike Copland, deputy superintendent, and Brian Rick, director of research and assessment, discussed the [report](#) and [data set](#) and answered questions from the board.

**4.0 BOARD RESPONSE TO MONITORING**

**4.1 Board Response to Monitoring – EL-3, Treatment and Communication with Public, Parents and Students**

There was discussion regarding the summary of the board responses to the EL-3 report that was prepared by Ms. Mason. Following discussion, Mr. Benjamin made a **motion**, seconded by Ms. Bashaw, to approve the monitoring response document (Attachment A). Unanimous affirmative vote.

**4.2 Board Response to Monitoring – EL-10, Race and Equity**

There was discussion regarding the summary of the board responses to the EL-10 report that was prepared by Ms. Mason. Following discussion, Ms. Bashaw made a **motion**, seconded by Mr. Benjamin, to approve the monitoring response document (Attachment B). Unanimous affirmative vote.

**4.3 Board Response to Monitoring – EL-4, Staff Treatment, Compensation and Evaluation**

The board discussed the feedback contained in the combined monitoring responses for EL-4 (Attachment C). Ms. Mason will provide a final summary version of this document which will be submitted for approval at the April 14, 2021 regular meeting.

**4.4 Board Response to Monitoring – Ends 2.1 (Part 1) – Student Competence**

The board discussed the feedback contained in the combined monitoring responses for Ends 2.1, Part 1 (Attachment D). Ms. Mason will provide a final summary version of this document which will be submitted for approval at the April 14, 2021 regular meeting.

**5.0 INFORMATIONAL ITEMS**

**5.1 School Board Directors’ Reports. Highlights of comments:**

- Mr. Benjamin noted that vaccines are a game-changer, and he’s hopeful that the board can soon become more active in the school community. He also hopes that the economic stimulus plan will benefit children in poverty.
- Ms. Rose shared that having her children back in school has been great. She admired how the vaccine was rolled out over the weekend, with such a large amount of people being vaccinated in a short amount of time on short notice. It demonstrated how important it was for staff to be vaccinated.
- Ms. Bashaw is appreciative that, on top of everything else that staff has been doing, they were able to coordinate 900 people being vaccinated in two days.
- Ms. Diaz Hackler agrees with the comments regarding vaccines, and congratulated Dr. Baker and his team for this accomplishment.
- Ms. Mason shared that she is so grateful to get to this moment of celebrating and talking about vaccines, and she thanked Dr. Baker and his staff for the work that it took to get to this point. She is excited to visit Birchwood Elementary with Dr. Baker next week.

**5.2 GP-7.2 – 2020-21 Annual Board Agenda, Revised – General review.**

**5.3 Annual Report on Asset Preservation Program – no action needed.**

**6.0 NEW BUSINESS**

n/a

**7.0 CLOSING ITEMS**

**7.1 Board Assessment of Meeting:** Ms. Diaz Hackler assessed the meeting, with an overall rating of 4 (*commendable*).

**7.2 Adjournment:** The meeting adjourned at 7:05 p.m.

**Approved:**



Jennifer I. Mason, Board President

**Attest:**

A handwritten signature in black ink, appearing to read "G. Baker", is written over a light gray rectangular background.

Greg Baker, Secretary to the Board

*Minutes approved:* April 14, 2021

*Monitoring Response Document*

Policy Monitored: EL-3, Treatment and Communication with Public, Parents and Students

Date Report Submitted: 1/13//2021

Date of Board’s Monitoring Response: 2/10/2021

The Board has received and reviewed the Superintendent’s Monitoring Report referenced above. Following the Board’s review and discussions with the Superintendent and his representatives, the Board makes the following conclusions:

<u>Ends Reports:</u>	<u>Executive Limitations Reports</u>
<p>1. The Board finds that the Superintendent:</p> <ul style="list-style-type: none"> <li>a. has achieved the goals established in the policy.</li> <li>b. is making reasonable progress towards achieving the goals.</li> <li>c. is making reasonable progress towards achieving the goals, but a greater degree of progress is expected in some areas.*</li> <li>d. is <b>not</b> making reasonable progress in achieving the goals established. *</li> <li>e. cannot be determined*</li> </ul>	<p>1. The Board finds that the Superintendent:</p> <ul style="list-style-type: none"> <li><b>a. is in compliance.</b></li> <li>b. is in compliance, except for items(s) noted.*</li> <li>c. is making reasonable progress toward compliance.*</li> <li>d. is <b>not</b> in compliance <b>or</b> is <b>not</b> making reasonable progress toward compliance.*</li> <li>e. cannot be determined*</li> </ul>
<p><i>*see comments below (No. 3)</i></p>	

2. Please note commendable progress over the last year.

During the reporting period, the district as a whole dealt with multiple, highly impactful situations, including social justice/police in schools and closures due to the pandemic. Despite having to move all communications almost solely to online, communication remained comprehensive, timely, and nimble. The Board is impressed with the work to gather intentional feedback through Qualtrics, the shift to online graduations, personal replies to emails and dispersing information that provided district information and superintendent perspective. The district and superintendent made commendable efforts to communicate with staff and families, providing leadership, transparency, intention and thoughtfulness during extremely challenging times.

3. Please note areas for additional improvement.

Continuing efforts to reach the broadest stakeholder audience possible, including those traditionally underserved in education settings.

*Monitoring Response Document*

Policy Monitored: EL-3, Treatment and Communication with Public, Parents and Students

Date Report Submitted: 1/13//2021

Date of Board's Monitoring Response: 2/10/2021

4. Comments on the report itself.

The Board would like to see more evidence of two-way communication strategies (both to and from stakeholders) as well as the demographics of communication recipients, including website traffic and social media audiences.

5. Possible changes to the policy.

No changes identified.

*Monitoring Response Document*

Policy Monitored: EL-10, Race and Equity  
 Date Report Submitted: 1/13/2021  
 Date of Board’s Monitoring Response: 2/10/2021

The Board has received and reviewed the Superintendent’s Monitoring Report referenced above. Following the Board’s review and discussions with the Superintendent and his representatives, the Board makes the following conclusions:

<p style="text-align: center;"><b><u>Ends Reports:</u></b></p> <p>1. The Board finds that the Superintendent:</p> <ul style="list-style-type: none"> <li>a. has achieved the goals established in the policy.</li> <li>b. is making reasonable progress towards achieving the goals.</li> <li>c. is making reasonable progress towards achieving the goals, but a greater degree of progress is expected in some areas.*</li> <li>d. is <b>not</b> making reasonable progress in achieving the goals established. *</li> <li>e. cannot be determined*</li> </ul>	<p style="text-align: center;"><b><u>Executive Limitations Reports</u></b></p> <p>1. The Board finds that the Superintendent:</p> <ul style="list-style-type: none"> <li><b>a. is in compliance.</b></li> <li>b. is in compliance, except for items(s) noted.*</li> <li>c. is making reasonable progress toward compliance.*</li> <li>d. is <b>not</b> in compliance <b>or</b> is <b>not</b> making reasonable progress toward compliance.*</li> <li>e. cannot be determined*</li> </ul>
<p><i>*see comments below (No. 3)</i></p>	

2. Please note commendable progress over the last year.

The Board recognizes excellent steps forward in creating new positions around mental health and EDI work and through hiring of Dr. Janis Velasquez Farmer as Director of Equity, Diversity and Inclusion, and Dr. Chris Cochran, new Mental Health Coordinator. The Board also appreciates continued partnerships with WWU in ethnic studies and BSD acting as a community partner with Lighthouse and the City of Bellingham to provide shelter to vulnerable community members due to the pandemic. Equity is a major issue in the pandemic and this report highlights the many ways that the district continued work to identify and interrupt inequities during this time, including beginning affinity groups for staff members who are people of color, the printing of publications in more languages and ensuring remote access for all families.

3. Please note areas for additional improvement.

Continuing to apply an equity lens to the district’s initiatives.

4. Comments on the report itself.

Appreciated all of the examples and links. Interested in seeing more references to the district’s work around high-impact current events related to race and equity.

*Monitoring Response Document*

Policy Monitored: EL-10, Race and Equity

Date Report Submitted: 1/13/2021

Date of Board's Monitoring Response: 2/10/2021

5. Possible changes to the policy.

No changes identified.



## Monitoring Response Document – INITIAL COMPILATION

Policy Monitored: EL-4, Staff Treatment, Compensation and Evaluation

Date Report Submitted: 2/10/21

Date of Board’s Monitoring Response: 3/10/21

Below are my responses in connection with the report:

<u>Ends Reports:</u>	<u>Executive Limitations Reports</u>
<p>1. The Board finds that the Superintendent:</p> <ul style="list-style-type: none"> <li>a. has achieved the goals established in the policy.</li> <li>b. is making reasonable progress towards achieving the goals.</li> <li>c. is making reasonable progress towards achieving the goals, but a greater degree of progress is expected in some areas.*</li> <li>d. is <i>not</i> making reasonable progress in achieving the goals established. *</li> <li>e. cannot be determined*</li> </ul>	<p>1. The Board finds that the Superintendent:</p> <ul style="list-style-type: none"> <li>a. is in compliance. <b>KB DB CDH JM</b></li> <li>b. is in compliance, except for items(s) noted.*</li> <li>c. is making reasonable progress toward compliance.*</li> <li>d. is <i>not</i> in compliance <b>or</b> is <i>not</i> making reasonable progress toward compliance.*</li> <li>e. cannot be determined*</li> </ul>
<p><i>*see comments below (No. 3)</i></p>	

2. Please note commendable progress over the last year.

**KB:**

- The stakeholder team continues to study the State Standards for Beginning Educator Induction as well as feedback from new teachers to set goals and focus their work.
- The district and BEA agreed to a three-year contract (2020-2023).
- The district and BAO agreed to a two-year contract (2020-2022).
- This past spring, the district hired our new Equity, Diversity and Inclusion Director.

**DB:**

- Appreciate the efforts to streamline and reduce paper/storage; and resulting environmental/financial impacts.
- Remarkable ability to pivot from the many in-person HR activities to remote alternatives, with little warning or precedence. The same could be said for reorganizing and shifting staff as the demands created by the pandemic kept shifting and changing.
- Notable continued reduction in staff absences.
- Again, great creativity pivoting from in-person recognitions to virtual or alternative mechanisms.
- It seems the efforts to provide professional development opportunities continues to grow and be robust year after year. The focus on remote learning this past year has been excellent.

**CDH:**

- There were so many changes and updates to policies due to the pandemic. The board recognizes all of the hard work and planning done by so many. These seem like good

improvements that can continue into the future, such as online training and electronic storage of documents.

**JM:**

- Managing staffing needs throughout the pandemic as families' needs and preferences shifted throughout the pandemic.
- Largely avoided substitute shortages that was a major issue across other districts.
- The virtual Promise Awards and the recap video that was sent out was a great example of continuing the importance practice of staff recognition even during this time of crisis.
- Shifting the volunteer coordinator to helping meet food and internet needs.
- Excellent work to support newer educators.

3. Please note areas for additional improvement.

**DB:**

- Question only: The section on Beginning Educator Support refers to "stakeholder goals." Who are the stakeholders referred to here?

**CDH:**

- I have just a question: do employees other than teachers receive training on racism and how to deal with it (such as school bus drivers)?

**JM:**

- None, but will be interested to hear more about the work around improving hiring and retention of under-represented staff that is being led by the EDI Director.

4. Comments on the report itself.

**KB:**

- Appreciate all the examples showing how our superintendent is in compliance with EL-4.

**DB:**

- Thorough and comprehensive. Easy to follow.

**CDH:**

- This is a great report. It must have been challenging due to all of the changes. Thank you.

5. Possible changes to the policy.

**Monitoring Response Document – INITIAL COMPILATION**

Policy Monitored: Ends 2.1, Part 1 – Student Competence

Date Report Submitted: 2/10/21

Date of Board’s Monitoring Response: 3/10/21

Below are my responses in connection with the report:

<b>Ends Reports</b>	<b>Executive Limitations Reports</b>
<p>1. The Board finds that the Superintendent:</p> <ul style="list-style-type: none"><li>a. has achieved the goals established in the policy.</li><li>b. is making reasonable progress towards achieving the goals. <b>KB DB JM</b></li><li>c. is making reasonable progress towards achieving the goals, but a greater degree of progress is expected in some areas.*</li><li>d. is <i>not</i> making reasonable progress in achieving the goals established. *</li><li>e. cannot be determined*</li></ul>	<p>1. The Board finds that the Superintendent:</p> <ul style="list-style-type: none"><li>a. is in compliance.</li><li>b. is in compliance, except for items(s) noted.*</li><li>c. is making reasonable progress toward compliance.*</li><li>d. is <i>not</i> in compliance <b>or</b> is <i>not</i> making reasonable progress toward compliance.*</li><li>e. cannot be determined*</li></ul>
<p style="text-align: center;"><i>*see comments below (No. 3)</i></p>	

2. Please note commendable progress over the last year.

**KB:**

- BPS noted that in this year-over-year comparison, all four subgroups scored at a slightly higher percentage on the fall 2020 test.
- Students do not seem to be losing ground because of the pandemic in year-over-year comparisons in reading. A similar trend was noted in math.
- The district looked for ways to continue to engage students such as Lexia for literacy and DreamBox for math.

**DB:**

- It appears, looking at the alternative data presented, that our students are making modest progress in the targeted areas of math and English, or at least holding their own. And, of course, due to the suspension of standardized testing, a comparison to similar high-performing peer districts can’t be made.
- Given the concerns noted last year, it is reassuring to see the long list of activities initiated to particularly address math scores. We look forward to seeing the outcomes of these efforts in the future.

**JM:**

- The MAP data looks promising in terms of showing that significant learning loss didn’t occur in the early part of the pandemic—and shows that there may have even been gains.

3. Please note areas for additional improvement.

**KB:**

- The report continues to point out the impact of socioeconomic factors and having an IEP and ties these to challenges as well as our ELL students needing to have the support so that they can achieve at high levels.

**JM:**

- Continued work to close achievement gaps.
- Continued improvement on lagging math scores.

4. Comments on the report itself.

**KB:**

- I appreciated examples of how the district had to get creative in how to engage students around literacy and math.
- The many examples of how teachers are engaging in high quality math instruction.
- This board member believes staff and the superintendent provided examples of how the district is trying to continue to figure out how to close the gap for all of our groups of learners.

**DB:**

- Last year it was noted how there has been a solid trend in getting more and more complex data/analysis for this report. Again, the creativity to look at new and different data to get a glimpse into student performance when the usual measures were unavailable (due to the pandemic) is much appreciated.

**JM:**

- Appreciate the use of different measurements, given that the SBA data isn't available this year.
- The information about how the math scores were being addressed was interesting. Appreciate having this in the report, even though it falls outside of "ends".

5. Possible changes to the policy.