



**OFFICIAL MINUTES OF THE REGULAR BOARD MEETING  
AND STUDY SESSION (HYBRID LEARNING)  
BELLINGHAM SCHOOL DISTRICT BOARD OF DIRECTORS  
April 14, 2021**

**1.0 OPENING ITEMS**

**1.1 Meeting Date and Location:**

April 14, 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), Superintendent Greg Baker and Sheri O’Day (recorder). Director Katie Rose was unable to attend.

**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.

**1.4 Superintendent’s Announcements and Report:** Summary of Dr. Baker’s comments:

- The study session portion of the meeting will be moved up in the agenda, following the superintendent’s report.
- There are nine weeks of the school year remaining. The state superintendent and the Office of the Superintendent of Public Instruction (OSPI) are working with the federal government on state testing, and it was announced today that the Smarter Balanced Assessment test (SBAC) will not be given this spring.
- Executive Director of Operations Jessica Sankey gave an update on vaccines. More BPS staff have been vaccinated and all have been given the opportunity to get the COVID-19 vaccine. Beginning tomorrow, 16 and older are eligible for vaccinations. We are working with local health providers to help facilitate opportunities to get eligible students the Pfizer vaccine if they are interested. At this point, there is not a requirement for students to get vaccinated to attend school; those decisions are usually made at the state level by public health officials. Dr. Baker and Ms. Sankey responded to questions from board members.
- All students are now eligible to be back for in-person learning, and it is anticipated that there will be an announcement soon regarding increased in-person time for students within the health parameters that have been given. We expect some families will continue with remote learning. This should be the last schedule adjustment for the 2020-21 school year.

- Dr. Baker also shared photos of some of our current construction/facility projects and of students and staff teaching and learning in our schools and then responded to questions from board members.

## **2.0 SCHOOL BOARD STUDY SESSION**

### **2.1 Study Session – Hybrid Learning**

Deputy Superintendent Mike Copland facilitated a presentation to the board regarding hybrid learning. Contributing as panel members for the presentation were:

- Dr. Bill Palmer, director of teaching and learning
- Tom Gresham, principal of Roosevelt Elementary School
- Lynelle Larson, educational technology coach

Following the presentation, the panel answered questions from the school board members.

### **3.0 CONSENT ITEMS:**

Ms. Diaz Hackler indicated that an immediate family member is employed by Construction Supply Co., and agenda item 3.2 contains an invoice from Construction Supply Co. To avoid a conflict of interest per RCW 42.23.030, Ms. Diaz Hackler will recuse herself from voting on item 3.2 (Approval of Expenditures and Payroll). Mr. Benjamin made a motion to vote on item 3.2 separately. Ms. Bashaw seconded the motion. Unanimous affirmative vote.

Mr. Benjamin made a **motion**, seconded by Ms. Bashaw, to approve the following consent agenda items:

- 3.1 Approval of Minutes of the March 10, 2021 Regular Meeting**
- 3.3 Approval of Donation**
- 3.4 Resolution 7-21, Request to Transfer Funds from the Capital Projects Fund to the General Fund**
- 3.5 Resolution 8-21, Emergency Waiver of High School Graduation Credits**
- 3.6 Resolution 9-21, Declaring Special Market Conditions and Waiving Competitive Bidding Requirements**
- 3.7 Hire Appraiser for Property Appraisal**
- 3.8 Hire Appraiser for Potential Property Purchase**
- 3.9 Authorization to Call for Request for Proposals (RFP) Security Enhancements Phase 1 – Installation of Cameras in Middle and High Schools**
- 3.10 EL-6 Monitoring Report – Academic Standards and Provisions**
- 3.11 EL-8 Monitoring Report – District Calendar**
- 3.12 Whatcom Health Department Behavioral Contract Amendment (#2021-005C)**
- 3.13 Sendan Center Agreement for Services (#2021-008)**
- 3.14 YMCA Before and After School Care Agreement Amendment (#2021-108B)**
- 3.15 Tyler Technologies License and Services Agreement (#2021-122)**
- 3.16 Whatcom Discovery Program Interlocal Cooperative Agreement (#2022-003)**
- 3.17 Ednetics, Inc. Service Agreement (#2022-004)**

- 3.18 **Xiologix Renewal (#2022-006)**
- 3.19 **Personnel Recommendations**
- 3.20 **Personal Services Contracts**

Unanimous affirmative vote.

Mr. Benjamin made a motion, seconded by Ms. Bashaw, to approve the following consent agenda item:

### **3.2 Approval of Expenditures and Payroll – March 2021**

Affirmative votes: Ms. Bashaw, Mr. Benjamin, Ms. Mason.  
Abstention: Ms. Diaz Hackler.

## **4.0 BOARD RESPONSE TO MONITORING**

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

There was discussion regarding the summary of the board responses to the EL-4 report that was prepared by Ms. Mason. Following discussion, Ms. Diaz Hackler made a **motion** to approve the monitoring response document ([Attachment A](#)). Unanimous affirmative vote.

### **4.2 Board Response to Monitoring – Ends 2.1 (Part 1), Student Competence**

There was discussion regarding the summary of the board responses to the Ends 2.1 (Part 1) report that was prepared by Ms. Mason. Following discussion, Mr. Benjamin made a **motion** to approve the monitoring response document ([Attachment B](#)). Unanimous affirmative vote.

### **4.3 Board Response to Monitoring – Ends 2.1 (Part 2) – Student Competence**

The board discussed the feedback contained in the combined monitoring responses for Ends 2.1, Part 2 ([Attachment C](#)). Ms. Mason will provide a final summary version of this document which will be submitted for approval at the May 12, 2021 regular meeting.

## **5.0 INFORMATIONAL ITEMS**

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

- Mr. Benjamin shared that there will be a WSSDA regional meeting on May 6, in case anyone is interested in attending (he is not able to attend).
- Ms. Diaz Hackler stated that she can attend the May 6 regional meeting.
- Ms. Mason visited Birchwood Elementary a few weeks ago for a mostly outdoors visit. Principal Nicole Talley shared with her that staff engagement with families has increased during the pandemic and that there have been other benefits to students during this unique time.

## **6.0 NEW BUSINESS**

### **6.1** n/a

**7.0 CLOSING ITEMS**

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

**7.2 Adjournment:** The meeting adjourned at 7:36 p.m.

**Approved:**



Jennifer I. Mason, Board President

**Attest:**



Greg Baker, Secretary to the Board

*Minutes approved: May 12, 2021*

*Monitoring Response Document*

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

Date Report Submitted: 2/10/2021

Date of Board’s Monitoring Response: 3/10/2021

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.

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. This includes pivoting HR activities to remote alternatives, providing online professional development, shifting the volunteer coordinator to meet food and internet needs, and managing staffing as families’ remote/in-person needs and preferences shifted over the school year. There was also commendable work done to avoid substitute shortages that affected many other districts in our state. The Board also recognizes excellent work to support newer educators and to gain agreements with the BEA and BAO for contracts. In hiring the new Equity, Diversity and Inclusion Director, the district also shows continued commitment to addressing equity issues.

3. Please note areas for additional improvement.

No areas identified.

4. Comments on the report itself.

The Board appreciates all of the examples and the comprehensive nature of this report and the examples showing how our superintendent is in compliance with EL-4.

*Monitoring Response Document*

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

Date Report Submitted: 2/10/2021

Date of Board's Monitoring Response: 3/10/2021

5. Possible changes to the policy.

No changes identified.

*Monitoring Response Document*

Policy Monitored: Ends 2.1 (Part 1), Student Competence

Date Report Submitted: 2/10/2021

Date of Board’s Monitoring Response: 3/10/2021

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>b. is making reasonable progress towards achieving the goals.</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 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>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><i>*see comments below (No. 3)</i></p>	

2. Please note commendable progress over the last year.

With widespread concern about learning loss due to the pandemic, this report shows the outstanding work done to engage students and mitigate this concern. The MAP data looks promising in terms of showing that significant learning loss did not occur in the early part of the pandemic—and shows that there may have even been gains. The Board appreciates the long list of activities initiated to address math scores.

3. Please note areas for additional improvement.

- Continued work to address the impact of issues affecting student subgroups that lead to achievement gaps.
- Continued improvement on lagging math scores.

4. Comments on the report itself.

The Board appreciates the many examples of strategies being used to address achievement gaps and engage in high-quality math instruction. The Board also appreciates the creativity in identifying new data measurements as other testing data was not available, due to the pandemic.

*Monitoring Response Document*

Policy Monitored: Ends 2.1 (Part 1), Student Competence

Date Report Submitted: 2/10/2021

Date of Board's Monitoring Response: 3/10/2021

5. Possible changes to the policy.

No changes identified.

## Monitoring Response Document – INITIAL COMPILATION

Policy Monitored: Ends 2.1, Part 2 – Student Competence

Date Report Submitted: 3/10/21

Date of Board’s Monitoring Response: 4/14/21

Below are my responses in connection with the report:

<b><u>Ends Reports</u></b>	<b><u>Executive Limitations Reports</u></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 CDH 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 <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>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 <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.

**KB:**

- BPS moved from near the state average in 2010 to above the state average in 2019.
- Dropout rate continued to decline.
- Five-year graduation rates for students eligible for free/reduced meals increased from 68% to 82%, while dropout rates fell from 29% to 11%.
- Graduates with IEPs enroll in higher education at rates higher than the state average.

**DB:**

- Notable that the 5-year graduation rate reached 90 percent.
- Noted continued decreasing trend in dropout rates.
- Clear progress with some subgroups, ELL, IEP, FR lunch (low income) and students of color.
- Noted the continuing trend of increasing enrollment in dual credit coursed by ELL, low income and students of color.

**CDH:**

- The board appreciates the work done to encourage and add opportunities for students to participate in dual credit courses.

**JM:**

- The overall 5-year graduation rates are part of an impressive long-term improvement since 2010.
- Record low number of students dropping out in the 5-year cohort.
- Continued upward graduation rate trend for Hispanic/Latinx students.

- Really positive work to improve 5-year graduation rates and decrease dropout rates for students with low incomes.
- Steady improvements in closing graduation gap for Hispanic/Latinx students and students with low incomes.
- Continuing positive trends for students earning dual enrollment credits.
- Significant increase in the number of students earning industry certificates.

3. Please note areas for additional improvement.

**KB:**

- Graduation rates for ELL students.

**DB:**

- As post high school options broaden beyond traditional post-secondary education (i.e., college), it might be useful to track where all students go. This may shed some light on the fluctuating numbers. The broadening of post-secondary options may also have future policy implications.

**CDH:**

- The board would like to see higher graduation rates among our students who receive free and reduced meals.

**JM:**

- Recognizing that it is a small group and the data is subject to fluctuation, continued improvement for graduation rates for ELL students.

4. Comments on the report itself.

**KB:**

- Appreciate the data and the graphs included in the report.

**DB:**

- It seems that year after year the breadth and “granularity” of the data for this report gets better and better. The board appreciates this effort, it helps deepen our understanding of graduation and post-graduation outcomes.

**CDH:**

- The superintendent and his team really do a great job tracking down data and materials to share with the board.

**JM:**

- Appreciate the contextual information regarding the analysis of why students have dropped out.
- Since it has come up in our meetings, it might be helpful to include information about the number of students/trends in Community Transitions.

5. Possible changes to the policy.

**DB:**

- See number 3 above.