



**OFFICIAL MINUTES OF THE REGULAR BOARD MEETING
AND STUDY SESSION (SINCE TIME IMMEMORIAL CURRICULUM)
BELLINGHAM SCHOOL DISTRICT BOARD OF DIRECTORS
April 20, 2022**

1.0 OPENING ITEMS

1.1 Meeting Date and Location:

April 20, 2022 – via remote Zoom meeting.

1.2 Call to Order/Roll Call:

Ms. Diaz Hackler called the meeting to order at 6:01 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 Douglas Benjamin, Camille Diaz Hackler (Vice President), Jenn Mason, Katie Rose, Superintendent Greg Baker and Sheri O’Day (recorder). Absent: Director Kelly Bashaw.

1.3 Audience:

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 Study Session – Since Time Immemorial Curriculum

It was suggested that the study session be conducted at this point in the meeting so staff participating in the presentation are not required to stay for the entire board meeting. Executive Director of Teaching and Learning Trina Hall facilitated a presentation to the board regarding hybrid learning. Contributing as panel members for the presentation were:

- Dr. Charisse Berner, director of teaching a learning
- Kirsten Jensen, instructional coach, Happy Valley Elementary School
- Robert Burgess, social studies teacher, Sehome High School

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

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

- There has been some interest over the past week regarding plans by a student group to host a “drag/talent” show after school at Whatcom Middle School. The district received a few inquiries from within the community, as well as a small number of responses from people who live outside of our community.
- The work required to prepare and present a proposed 2022-23 district budget continues. It is hoped that a draft budget will be brought to the board in June.

- District staff would like to expand Promise K (transitional kindergarten) to a full year for 2022-23. Assistant Superintendent of Teaching and Learning Dr. Kristi Dominguez talked about how fortunate the Bellingham community is to have high quality childcare. The state does not fund preschool the same way that it funds K-21, yet the district is legally required to provide a least restrictive environment to our students. District staff have been working closely with the Opportunity Council to create a robust, wraparound program for students who typically have been in developmental preschool, the GRADS program and programs in the middle. Dr. Dominguez and Trina Hall, executive director of teaching and learning, have been working on braiding funding from different sources to make the Promise K expansion possible. Dr. Dominguez responded to questions from board members.
- Dr. Baker shared a slideshow for the 2022 Promise Award recipients, yesterday's visit from Deputy Secretary of Education Cindy Marten and highlights from the March 19 BIPOC Job Fair.

2.0 CONSENT ITEMS:

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

- 2.1 Approval of Minutes of the March 16, 2022 Regular Meeting; March 30, 2022 Student Roundtable; and April 12, 2022 School Board Visit**
- 2.2 Approval of Expenditures and Payroll – March 2022**
- 2.3 Resolution 5-22, Unlimited Tax General Obligation Bonds, 2022**
- 2.4 Resolution 6-22, Transfer of Funds from Capital Projects Fund to General Fund**
- 2.5 Resolution 7-22, Acceptance of Shuksan Middle School Auxiliary Gym**
- 2.6 Award of Bid for Squalicum Reglazing Project**
- 2.7 Award of Bid for Transportation Office Remodel Project**
- 2.8 Authorization to Call for Bids – New District Office**
- 2.9 Policy 4200 (update) – Parent Access and Safe and Orderly Learning Environment**
- 2.10 Policy 6210 (update) – Purchasing: Authorization and Control**
- 2.11 Policy 6957 (update) – Construction Change Orders**
- 2.12 EL-6 Monitoring Report: Academic Standards and Practices**
- 2.13 EL-8: District Calendar**
- 2.14 Washington State School for the Blind Service Agreement (#2122-099)**
- 2.15 Xiologix Vendor Agreement (#2122-148)**
- 2.16 Ednetics, Inc. Vendor Agreements (#2122-149, #2122-150)**
- 2.17 RMC Architects Agreement – Portable Moves (#2122-151)**
- 2.18 Brent Planning Solutions, LLC Agreement – Gordon Carter Environmental Learning Center (#2122-153)**
- 2.19 Zervas Group Architects Agreement – SQHS Culinary Room Expansion (#2122-157)**
- 2.20 KCDA, Northwest Playground Equipment, Inc. Agreement (#2122-166)**
- 2.21 Whatcom Discovery Program Interlocal Cooperative Agreement (#2223-002)**
- 2.22 Jennifer Rix Addendum to Agreement for Services (#010-2122-A)**
- 2.23 Peak Sustainability Group Agreement for Services (#013-2122)**
- 2.24 Personnel Recommendations**

2.25 Personal Services Contracts

Unanimous affirmative vote.

3.0 BOARD RESPONSE TO MONITORING

3.1 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 A](#)). Ms. Bashaw will provide a final summary version of this document which will be submitted for approval at the May 18, 2022 regular meeting.

3.2 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. Bashaw. Following discussion, Ms. Mason made a **motion** to approve the monitoring response document ([Attachment B](#)). Unanimous affirmative vote.

3.3 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. Bashaw. Following discussion, Mr. Benjamin made a **motion** to approve the monitoring response document ([Attachment C](#)). Unanimous affirmative vote.

3.4 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. Bashaw. Following discussion, Mr. Benjamin made a **motion** to approve the monitoring response document ([Attachment D](#)). Unanimous affirmative vote.

4.0 INFORMATIONAL ITEMS

4.1 School Board Directors' Reports. Highlights of comments:

- Ms. Mason loved the Promise Award coverage. She also enjoyed the board visit to Happy Valley Elementary School last week. It was brave of the students and teachers to let the board members go into the classroom and be asked about the projects they're working on. It was probably the most interactive school visit since students have been back in person. She received her daughter's report card recently and was very impressed with how much robust information it contained about her daughter's progress.
- Mr. Benjamin appreciated the Happy Valley school visit and the March 30 student roundtable at Alderwood. He attended the National School Board Association (NSBA) conference in San Diego. Most of the sessions he attended focused on mental health and student voice, which he found inspirational. The highlight was a reception that was on board the USS Midway. He noted that Kennedy vs. Bremerton School District, a first amendment case, will be going to the Supreme Court soon. Mr. Benjamin was recently appointed to WSSDA's Equity Committee and would be happy to share more information if requested. He expressed support for the GSA (Gender Sexuality Alliance) and drag show at Whatcom Middle School and appreciates how Dr. Baker has handled the situation.

- Ms. Rose thanked Executive Director of Technology Kurt Gazow for his technical assistance with Zoom this evening, as well as to the technology department for help when her son lost a stylus. She loved the Happy Valley visit and thought the audio recordings of students were impressive. She has a student at Whatcom Middle School this year, and one of the things she has heard from her middle schooler is appreciation for letting the students lead the way, with the district and the superintendent behind them. She attended a “Yeti book picking” party last night, where her fifth-grade student was able to help select books to go into the school library for future students.
- Ms. Diaz Hackler spoke about an extremely intelligent and social third-grade student that she met at the Alderwood student roundtable. She also found the kindergarten students to be amazing at the Happy Valley visit.

4.2 GP-7.2 – 2021-22 Annual Board Agenda, Revised – general review.

5.0 NEW BUSINESS

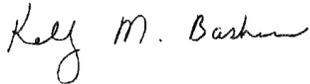
5.1 n/a

6.0 CLOSING ITEMS

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

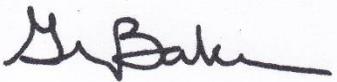
6.2 Adjournment: The meeting adjourned at 7:30 p.m.

Approved:



Kelly Bashaw, Board President

Attest:



Greg Baker, Secretary to the Board

Minutes approved: May 18, 2022

Monitoring Response Document – INITIAL COMPILATION

Policy Monitored: Ends 2.1, Part 2 – Student Competence

Date Report Submitted: 3/16/22

Date of Board’s Monitoring Response: 4/20/22

Below are my responses in connection with the report:

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

2. Please note commendable progress over the last year.

KB:

- 89% of our students graduated compared to 2010 with only 78.8% of our students graduating.
- The 7-year graduation rate reached 93%.
- 76% of BPS graduates from the class of 2020 are engaged either in employment, higher education or training programs compared to 50% of those that did not graduate.
- Students involved in CTE had a 90% graduation rate. The difference between low income and non-low-income students who are in the Asian and Hispanic/Latinx group vary greatly at 98% above their low income peers.

DB:

- There is evidence that overall graduation rates continue to improve, the impact of the pandemic notwithstanding. Greater progress has been made with Latinx, free and reduced lunch and IEP students.
- The data shows evidence of solid growth in students participating in dual credit and CTE activities over the past few years.
- It is encouraging to see the rate of students with an IEP engage in post-secondary opportunities, particularly compared to others across the State.

JM:

- Continued decreasing dropout rate for students with IEPs.
- Despite being a small cohort, 100% of Black/African American students graduated from the class of 2020.

- Improvement in 7-year graduation rates for most groups.
- Above State average for dual credit enrollment.
- 4-year college enrollment rate increasing.
- Students with IEPs who have graduated have high levels of post-grad engagement.
- Demonstrated positive impact of CTE classes.

3. Please note areas for additional improvement.

KB:

- Continued growth in our graduation rates. BPS still has lower graduation rates than Bellevue, Shoreline and Olympia (comparable districts). Continue to work with our partners to increase FAFSA/WASFA completion rates.

DB:

- As noted in the report, we still have more to accomplish in compensating for the impacts of race, language and socio-economic factors on graduation.

JM:

- Continued improvement to close gaps in graduation rates, particularly for students with low incomes, while also recognizing the significant work that has happened in this area, with success.

4. Comments on the report itself.

KB:

- Appreciation to all of the work that goes into these Ends reports. The use of graphs and charts really help to tell the story.

DB:

- The report has a remarkable depth of data, clearly a great deal of work has gone into the analysis.
- Appreciated seeing the individual student comments, this gives a nuance statistical data cannot.

JM:

- Appreciate the quotes from graduates who have been part of CTE programs.
- COVID has had such an impact, in ways we don't completely understand yet; appreciate pointing out where looks to be a trend vs. acute shift.

5. Possible changes to the policy.

KB:

- None.

DB:

- *"All students will succeed and grow regardless of ethnicity, socio-economic status, English language proficiency or disabilities."* In light of more recent EDI efforts and the broadening of inclusion, should this language be expanded to include other identified groups such as LGBTQ+ for example?
- Is there a grammatical problem with 4? Or a missing word?

JM:

- None.

Monitoring Response Document

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

Date Report Submitted: 2/15/2022

Date of Board’s Monitoring Response: 3/16/2022

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

2. Please note commendable progress over the last year.

It has been pointed out in previous EL-3 monitoring reports that the current superintendent’s performance in this area is not only outstanding but has been a model for other districts to emulate. This, remarkably, continued with the overwhelming challenges brought on by the pandemic, made particularly challenging in a continually shifting information environment. Notable highlights this period:

- Covid response
- Virtual methods
- Parent academy for Spanish speaking families
- Continued and expanded EDI efforts
- Robust BHS mascot change process
- Both print and electronic media continues to expand and improve, notably in professional quality and gathering of metrics

The board is impressed with the amount of care and thought put into all communications. We are particularly impressed with the launch of the Parent Academy for Spanish speaking parents.

This was a time when so much critical information needed to be communicated to our stakeholders with regards to COVID. While there were many perspectives, from both internal and external voices, Bellingham Public Schools communications remained level, well-informed and respectful.

Monitoring Response Document

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

Date Report Submitted: 2/15/2022

Date of Board's Monitoring Response: 3/16/2022

Responding to a significant increase in public records requests, which can often be a ton of work!

The family handbook is always such a beautiful and well-developed publication.

The playgrounds flier is a great example of making wonky concepts easy for people to understand; always appreciate that about the communications from Bellingham Public Schools.

The Community Engagement Team really is one of the gems of this district. This report really shows the importance of their work. We are a much better district because of this group of people and what they do for our families.

3. Please note areas for additional improvement.

No areas for additional improvement.

4. Comments on the report itself.

Once again, the board appreciates all the evidence supplied in the report to show that our superintendent is in compliance with EL-3. Dr. Baker once pointed out the importance of investing in Communications – you are either telling the story or playing catch-up and having to correct misinformation. I have seen firsthand when other organizations have not done this.

Thank you for the “live links”, as well as all the visuals.

It is hoped that more people in our community see pieces of this report; there is so much done behind the scenes that folks don't see!

5. Possible changes to the policy.

No changes to the policy.

Monitoring Response Document

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

Date Report Submitted: 2/15/2022

Date of Board’s Monitoring Response: 3/16/2022

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

2. Please note commendable progress over the last year.

The ability to pivot to remote hiring and creating new efficiencies during the pandemic is remarkable.

Remarkable job demonstrating comprehensive staff development across all levels of staff, particularly during the strain and demand of the pandemic.

The board supports all the work the superintendent has done for staff development. In particular, the body of work to support staff and student well-being is very impressive.

The virtual employee recognition and awards were a great way to continue highlighting our staff’s work during this time. The Promise Awards video was a particularly fun watch.

Appreciate the diversity represented in the #humansofBPS campaign. They’re always very interesting and represent the dedication of our staff.

Creando Connections was such an innovative and inspiring volunteer project. Appreciate the intensity of EDI work that happens at all levels and across positions.

Monitoring Response Document

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

Date Report Submitted: 2/15/2022

Date of Board's Monitoring Response: 3/16/2022

The work to mentor newer educators is so important to the current and future success of our district. Glad to see so much work going into mentorship and ongoing support.

3. Please note areas for additional improvement.

No areas for additional improvement.

4. Comments on the report itself.

Thank you for the bolding of new information – very helpful. The report is very detailed down to individual positions.

5. Possible changes to the policy.

No changes to the policy.

Monitoring Response Document

Policy Monitored: Ends 2.1, Part 1, Student Competence
Date Report Submitted: 2/15/2022
Date of Board’s Monitoring Response: 3/16/2022

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<i>*see comments below (No. 3)</i>	

- Please note commendable progress over the last year.

On the Measures of Academic Progress (MAP) test data, Bellingham Public Schools (BPS) students outperformed the state at every grade level except grade 11 math. We find it interesting that only Connecticut outperformed BPS and that they spend \$7,000.00 more per student.

This has certainly been unprecedented. Despite this, the board can see by this report that the superintendent and his team have thought about what can be done to overcome any obstacles. We appreciate all of the extra hard work and look forward to more improvements in the next couple of years.

While the goal is no achievement gaps at all, that the gaps did not grow is a testament to the district’s work in working connect with and serve *all* families during the pandemic.

- Please note areas for additional improvement.

The report identifies gaps that need continued efforts, such as students with an IEP.

- Comments on the report itself.

The report was really well done.

Monitoring Response Document

Policy Monitored: Ends 2.1, Part 1, Student Competence

Date Report Submitted: 2/15/2022

Date of Board's Monitoring Response: 3/16/2022

Thank you for the creativity in putting this data together as the typical test results were unavailable.

5. Possible changes to the policy.

No changes to the policy.