



**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 (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 the Since Time Immemorial curriculum. Contributing as panel members for the presentation were:

- Dr. Charisse Berner, director of teaching and learning

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**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** 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 . It was probably the most interactive school visit since students have been back in person. report card recently and was very impressed with how much robust information it contained about her daughter 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 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.





- 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.
- 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*





*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"> <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.

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

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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.

ATTACHMENT D  
*4/20/22 board meeting minutes*

*Monitoring Response Document*

Policy Monitored: Ends 2.1, Part 1, Student Competence

Date Report Submitted: 2/15/2022

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.