

SCC MEETING MINUTES FOR THE ADDITIONAL MEETING

April 2, 2019

1: Principal's Report– LISA ENDO (5-10 mins)

I missed this entirely. I apologize, but have no notes.

2: Tier 2 Reading Specialist Position Follow Up – LISA ENDO (20 mins)

Brian Conley: Explained that seniority plays a role in who gets hired for a position that is hired by the school. Priority goes to existing staff. Seniority wins out the majority of the time when a position is being competed for. More important than endorsements.

Missy: Could the SCC be a part of the hiring team?

Brian: That's up to Lisa. Could be parents on a hiring committee with Lisa and a teacher.

Deb: Traditionally, there hasn't been parent involvement

Ms. Okabi: Kay Strayer talked about taking over Sue's job earlier in the year, but there was supposedly no money for the position? No one was talked to about Sue's departure. She is concerned this was planned beforehand.

Brian: Mentioned that he talked to Lisa about options that existed. He feels that Ms Okabi implied intent related to Sue vs. Kay Strayer and that this was premeditated and he doesn't feel that way.

Ms. Okabi: has Sue ever been consulted with about what she would like to do?

Sue: No.

Adrienne: the claim exists that Kay Strayer was discussed as taking over Sue's job.

Ms Endo: Not accurate.

Whitney: We know we aren't supposed to discuss specific personnel, but we are involved and there are faculty that are upset with the administration over this. Can there be a different forum offered to discuss these major concerns?

Brian: This is more complicated than it needs to be. Positions are being reduced so what needs to be done? The discussion of specific personnel is not part of this meeting.

Adrienne: But the process didn't go the way it has in the past. Why did it happen this way? FTE is what happens all the time. What happened?

Sheryl: SIC voted and this is what ended up happening. Faculty voted one way. Administration went another. It went to the district and a third option was proposed.

Adrienne: The third option was not discussed or voted on?

Missy: Input was not received. Input was given by the teachers, but was ignored.

Brian: Dr. Cunningham has set up a meeting with the SIC to discuss this.

Misty: Do you have any idea what the consequences are with losing the K teacher and how that will impact school population.

Brian: Yes. We lost students.

Missy: Is there a way to know how many students would be lost?

Deb: Yes.

Misty: If we understood more about why the decision was made, instead of hearing what wasn't done after getting input from the teachers - It would be helpful to hear the reasoning.

Dawnell: teachers have a good idea of what is going on.

Ms. Endo: Enrollment was the major consideration. How can we maintain staffing now and how do we make sure we don't lose anyone?

Brian: Discussion of how kindergarten was administered was determined to be the best decision.. when faculty and administration do not agree, how do you compromise?

Whitney: that's why the third option that wasn't considered should not have been put into play.

Brian: The superintendent makes the final call.

Missy: Because this hasn't happened before it has left a bad feeling in the community.

Ms. Okabi: We never discussed sue. If we had been able to discuss it it wouldn't have turned out this way. Ms Endo said she would put it on hold and decide later, but a decision was made.

Ms Endo: Said she would look into it, but the district had made its decision.

Ms Okabi: I know we aren't supposed to talk about specific teachers here, but the reason why we are is because it is important and quality reading results are partially because of Sue.

Brian: The population was the reason.

Whitney: We could have discussed letting 12 kids in and that could have given the budget the boost it needed to keep her.

Deb: Not all of the applicants would have come because they only have certain kindergarten times available. They have to respond to availability and if they don't... Won't get FTE from more permit kids.

Misty: the FTE money is allocated a year in advance. It's not for this calendar year.

Whitney: if the district knows population is going down, there should be something proactive going on to maintain status quo.

Emily: Seems like we could allocate land trust money to discuss what to do... Why not do that?

Brian: Said this could work going forward, but did not answer directly whether SCC funds could have been used to keep Sue.

Emily: could this be a place where we could determine things – rather than discussing things that don't matter as much, why can't we decide that?

Brian: if it had happened earlier, that could be possible.

Addrienne: Process didn't happen.

Lisa: It did happen.

Teacher: didn't get discussed.

Adrienne: Let's hope that the discussion with Dr. Cunningham gets to the bottom of the process. Want to make sure that a great feeling exists going forward. That is being lost in this process.

Brian: I don't know if this describes the overall feeling at the school.

Adrienne: disagrees.

Brian: Some more training is due.

Whitney: Proposes a Bonneville leadership committee. Can't be led by one leader alone. There is too much discretion to one leader and a lack of trust

2 members of the SCC, 2 members of the Sic and the principal should be on a hiring committee. Needs to be a joint decision. Where our kids are involved, we need to make decisions as a committee.

Jenn Kaias: what is the process for getting input from parents? We are supposed to be collecting input from parents as much as possible.

Missy and Whitney: Need to to a better job.

Natasia Curtis: Last few meetings have been bombarded by a few other parents to discuss frustrations. Need to move on. Call another meeting. Need to vote on calendars and get to other agenda items.

Let's discuss how to change going forward.

Missy: Is there a way to go back and discuss this disagreement and try again?

Brian: SIC is going to discuss it with Dr. Cunningham.

Missy: what money is paying for Strayer?

Endo: not SCC funds. Different funds.

3. School Improvement Plan Draft and EEP Priorities Draft – WHITNEY FOLEY (10-15 mins)

- Adjust the EEP to reflect the discussions we've had at our meetings

- Review latest data from 2018/19 SIP and EEP to discuss effectiveness
- Present and Identify Ideas for 2019/20 Land Trust Funds allocations (may consult the SCC Teacher Survey)
- Reference previous year's formal documentation for framework and ideas
- TSSA Funds – additional money for the school, which is directed by the principal with feedback from the SCC and faculty.

Trustlands budget discussion

Whitney: Would like more goals and more specific.

Misty: What does Tier 2 mean?

Teacher: Teir 2 are not making adequate progress. Differentiation should be added. Make a distinction between high achievers and those needing more help.

Misty: SLSD is going down in number of students. When will we know if we are losing another FTE?

Brian: Late February.

Lisa: Can't carry over last year's funds.

Whitney: Hard to vote with current info. Delay the vote after SIC meeting with Cunningham?

Whitney wants job posting as be able to provide input. Can we allocate SCC funds to this position?

Lisa: Faculty agreed upon the plan presented.

End of the week Lisa will get info to us on faculty requests for SCC funds.

4. Calendar Options – Whitney Foley (5-10 mins)

- Discuss feedback from school community (faculty and parents)

- Vote

Voting was a little scattered due to time overrun, but appeared to be unanimous in favor of Option 1 for all 3 years proposed with additional notes to the school board as follows: We request to reinstate Fall Break (UEA). We share concerns with the West High SCC on violations of shared governance, not gathering input from all stakeholders and providing a very short time to make the decision.

5: SIC Update - ELISE MAXWELL/SHERYL BURTON (3 mins)

6: PTA Update – LISA DYER/NATASIA CURTIS (3 mins)

7. School Safety – TOM HENRIOD (3 mins)

8. Shared Governance Training – District HR (25 mins)