

THE BOARD OF EDUCATION OF SALT LAKE CITY SCHOOL DISTRICT

Board Study Session
and Closed Executive Session

March 17, 2015

The Board of Education of Salt Lake City School District met in a Board Study Session and Closed Executive Session at 6:08 p.m. on Tuesday, March 17, 2015, in the Board Room of the Administration Building, 440 East 100 South, Salt Lake City, Utah.

ROLL CALL

Members Present: President Heather Bennett, Vice President Tiffany Sandberg (leaving at 7:25 p.m.), J. Michael Clára (arriving at 6:34 p.m.), Rosemary Emery, Melissa Ford, Katherine Kennedy, Kristi Swett, and Josh Whisenant, Student Member (leaving at 8:05 p.m.).

Also Present: Superintendent McKell Withers; Janet Roberts, Business Administrator; Patrick Garcia, Associate Superintendent School Support; Kristina Kindl, Director of Policy and Legal Services; Craig Ruesch, Interim Executive Director, Human Resources; Christine Marriott, Interim Director of Assessment and Evaluation; Logan Hall, Administrator on Special Assignment, Human Resources; Chris Jenson, Interim Principal, Highland High School and President, Salt Lake Association of School Administrators; Principals Shelley Halverson, Highland Park Elementary School, Peggy Paterson, Lincoln Elementary School, and Rebecca Pittam, Washington Elementary School; Assistant Principals Pam Pedersen, West High School, and Monty Eyink, Hillside Middle School; Dessie Olson, Education Specialist; Susan McFarland, President, Salt Lake Teachers Association; Janet Clark, representing the Child Nutrition Employees Association; Cindy Mills, representing the Salt Lake Educational Office Personnel Association; Florence Vincent, board legal counsel from Van Cott, Bagley, Cornwall & McCarthy; Lorena Riffo-Jenson and Bob Fuehr, VOX Creative; Jason Olsen, Public Information Officer; Tina Hatch, Business Administration Office; and others in the audience.

In accordance with the agenda prepared for the Board Study Session of March 17, 2015, two motions were made. Items are reported as listed in the agenda and not necessarily in the order they were considered.

The meeting was called to order by President Bennett, who presided.

1. CLOSED EXECUTIVE SESSION

A. Litigation, Negotiations, and/or Property

At 6:08 p.m. a motion was made, after which members excused the audience and remained in the board room:

^(1) That the board meet in Closed Executive Session to consider litigation, negotiations, and/or property. The motion passed on a vote of 6 to 0, with Mr. Clára absent at the time of the vote.

** (Sandberg and Emery)

Present for Closed Session for litigation, negotiations, and/or property were Heather Bennett, Tiffany Sandberg, Rosemary Emery, Melissa Ford, Katherine Kennedy, Kristi Swett, McKell Withers, Janet Roberts, Patrick Garcia, and Kristina Kindl.

VOTE RECORD	AYE	NAY	ABSENT
BENNETT	X		
CLÁRA	2		1
EMERY	X		
FORD	X		
KENNEDY	X		
SANDBERG	X		
SWETT	X		
A Absent	Ab Abstention	F Failed	
N "No" Vote	NA No Action	T Tabled	
W Withdrawn	*Unanimous Approval		
**Members Making Motion			

Board members adjourned from the Closed Executive Session for litigation, negotiations, and/or property at 6:32 p.m. and returned to the Board Business Meeting at 6:37 p.m.

B. Character, Professional Competence, or Physical or Mental Health of an Individual

There was no closed session for Character, Professional Competence, or Physical or Mental Health of an Individual.

2. BOARD STUDY SESSION

- President Bennett welcomed everyone to the Board Study Session. She recognized the presence of Chris Jenson, President, Salt Lake Association of School Administrators; Susan McFarland, President, Salt Lake Teachers Association; Janet Clark, representing the Child Nutrition Employees Association; and Cindy Mills, representing the Salt Lake Educational Office Personnel Association.
- Shelley Halverson led the audience in reciting the Pledge of Allegiance to the Flag.
- Limited Consent Agenda

*(2) A motion was made that the board approve the two items included in the Limited Consent Agenda. These items are listed below.

** (Kennedy and Ford)

- The Purchasing Report dated March 17, 2015, included a breakdown of items costing over and under \$50,000.

- b. Fee Schedule Language included changes to the language of the 2015-16 Fee Schedule as requested at the March 3, 2015, Board Business Meeting.

Prior to voting on the motion, the board discussed concerns about the exclusion of school sponsored optional camps in the 'Additional Required Activity Fees Cap' column. Ms. Kindl explained the law in relation to voluntary, rather than mandatory, participation in an activity. She also discussed the guidelines in Board Policy S-10, Student Fees, Fee Waivers, and Fines.

A. STUDY TOPICS

1. Joint Educator Evaluation Committee (JEEC). Logan Hall thanked the board for the opportunity to provide information on the Joint Educator Evaluation Committee. He invited JEEC members Craig Ruesch, Christine Marriott, Aimee Horman, Chrissy Paulos, Dessie Olson, Diane Pulver, Katie Hipple, Melissa Ford, Monty Eyink, Pam Pedersen, Peggy Paterson, Sherri Hutten, and Susan McFarland to join him.

Mr. Hall distributed a handout listing talking points for his presentation. He explained the JEEC was created to ensure educator evaluation policy and procedures are implemented correctly and in accordance with the law. He detailed the work that has been done over the last five years. He outlined the current status of the JEEC, and listed their goals. He also noted changes to the State standards. A copy of the handout has been included in the official minutes.

Mr. Hall described the four level rating system used for evaluations, and shared examples of the forms used to give teachers real, helpful feedback. He noted all forms are available on the district's Web site. He also discussed the Student Learning Objectives (SLOs) used for teachers who do not have SAGE information available for their evaluations, and explained SLO information can be used in addition to SAGE scores for teachers of core courses. He said the SLO Technical Assistance Team (STAT) is in place to develop, oversee, and implement SLOs.

Mr. Hall discussed the Stakeholder Input Pilot, a program that will begin in seven district schools in April of 2015. He said teachers will be evaluated using a survey of parents and students, but rather than give a score from the survey, administrators will respond to specifics from the survey, and will score after they meet with the teacher. He noted full implementation of the Comprehensive Evaluation System (CES) will occur in the 2015-16 year, and will include all three components: professional performance, student growth, and stakeholder input. He said he is waiting for further information from the State regarding the percentage that will be attached to each component. He also described the training necessary for teachers and administrators for the CES system.

The board thanked Mr. Hall and the committee members for their hard work. Superintendent Withers thanked the board for allowing the district to pilot the JEEC program.

2. Peer Assistance and Review Program (PAR). Logan Hall thanked the board for the opportunity to present information about the Peer Assistance and Review program.

He introduced Susan McFarland, Craig Ruesch, and Patrick Garcia, PAR Steering Members; Becky Pittam, Shelley Halverson, and Chris Jenson, PAR Administrative Panel Members; Ann Syphus, Gena Cox, and Cathy Johnson, PAR Teacher Panel Members; and Pat Draper, Laura Wheeler, and Sue Tice, PAR Consulting Teachers.

Mr. Hall talked about the members of PAR, and noted the PAR Panel was designed to ensure equality by including three teachers and three administrators. He talked about the role of Consulting Teachers to mentor novice teachers, and to provide guidance to struggling teachers. He also outlined the role of the PAR team in recommending novice teachers to be retained, as well as determining the correct course of action for struggling teachers who choose PAR over the regular remediation process. He said the Consulting Teachers are not able to reach out to all novice teachers or all struggling teachers at this point in time, but the PAR Committee hopes the program is expanded to reach the entire district.

Ms. Cox, a teacher at West High School, and Mr. Jenson, Interim Principal of Highland High School, described the benefits of the PAR program from a teacher's and an administrator's standpoint. Ms. Cox explained the impact of a support network when she started teaching, and said the Consulting Teachers will provide lifelong benefits to the teachers they assist. Mr. Jenson also spoke of the benefits of having a mentor, and added the PAR Committee provides a level of objectivity that an administrator alone could not have. He noted the importance of retaining talented teachers.

Mr. Hall noted an 85% retention rate for the novice teachers who have worked with PAR. He said the national trend is 50%. He said struggling teachers are open to working with Consulting Teachers to determine whether they will remain in the classroom. He also noted the letter that voiced support for the PAR program from the Salt Lake Association of School Administrators and the Salt Lake Teachers Association that was included in Exhibit A2.

Superintendent Withers thanked the team for their efforts. He noted the creation of the PAR pilot program was in conjunction with Legislators and the State Office of Education, and said the Legislature funded PAR going forward. He said he believes the investment in PAR will help build more effective teachers, and noted the district's PAR team will help train other districts in the future.

The board thanked the PAR team for their efforts.

3. Student Achievement Plan.

- a. School Choice Essential. Patrick Garcia thanked the board for the opportunity to discuss the School Choice Essential, with a focus on dual language opportunities in the district. Dessie Olson was invited to join the discussion. Dr. Garcia described the Dual Immersion programs at Emerson, Jackson, Parkview, and Mountain View Elementary Schools, noting they follow the State model. He spoke about the successes and challenges in each of the programs. He said Bryant Middle School is preparing to implement the State model. The board

discussed the need to continue the dual immersion pathway through high school, and Dr. Garcia said the district is looking at the completion of the pathway. Ms. Olson outlined the courses that would be necessary to complete the pathway, and said if completed, students would nearly earn a college minor in their chosen language before high school graduation.

Dr. Garcia said a Dual Language Committee has been established. He said the district has support from the State Office of Education, which includes a half-time employee. There was discussion about which languages could be offered in a Dual Immersion setting. Dr. Garcia said the goals for the School Choice Essential would be determined as the Student Achievement Plan is developed. The board thanked Dr. Garcia and Ms. Olson for the report.

- b. 2016-2021 Student Achievement Plan Development (SAP). Patrick Garcia discussed the development of the Mission and Vision Statements for the 2016-2021 Student Achievement Plan. He asked the board for input on the statements that have been developed to this point. Board members noted parts of the statements they felt could be improved. Ms. Kennedy accepted an assignment to work on the language in the Mission and Vision Statements. The board will discuss the statements at a future meeting.
4. Official Board Communications. President Bennett distributed a copy of page 7 of the *Board of Education Handbook*. She reviewed the appropriate uses of Board of Education letterhead when acting on behalf of the Board. She also said she feels it is appropriate to use the letterhead when clarifying the position of the Board to other entities.

Board members discussed recent use of the letterhead, and clarified their ability to speak on behalf of their constituents without representing the entire board. Mr. Clára distributed copies of two letters referring to his stance on the use of Board of Education letterhead. Copies of all handouts have been included in the official minutes.

B. SUPERINTENDENT'S REPORT

1. Miscellaneous Updates:

New Laws. Superintendent Withers highlighted some of the laws that were passed during the Legislative session, including Beverly Taylor Sorenson funding and Peer Assistance and Review funding. He noted several concerns, and said he will continue to research the new laws, and will update board members with information about legislation that will impact the district.

Budget Development. Superintendent Withers distributed a spreadsheet titled 'Public Education: Charter School Local Replacement – Formula Change Scenario Estimates'. He highlighted the impact to taxpayers in the district of redistribution of funding for charter schools. Board members discussed options available to offset the loss of funding. A copy of the handout has been included in the official minutes.

2. Other Reports.

There were no other reports.

C. ADJOURNMENT

The Board Study Session was adjourned at 8:54 p.m.

Janet M. Roberts
Business Administrator

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Salt Lake City School District

OFFICIAL EXHIBITS OF BOARD MEETING

Official exhibits provided to the board and made available to the public as part of the meeting agenda can be found [here](#).

ADDITION TO THE MINUTES

The Board of Education of Salt Lake City School District acts by vote of a majority of the board members in an open and public meeting. Statements by individual board members, in or out of board meetings, written, oral or in social media, do not necessarily represent the views of the majority of the board or any other board member.

Nevertheless, out of respect to the elected office that each board member holds and consistent with state law and board policy, the board allows its members to attach to board meeting minutes any other information that any member requests. When the board votes to approve minutes, that vote signifies that the minutes are a correct record of what occurred and what was asked to be included in the minutes. It does not signify any individual board member's agreement with the substance of the content.

The following information was distributed in the public meeting of the board, and has been included in the minutes at the request of the board member(s):

- JEEC-Talking Points - distributed as part of a presentation [Agenda Item A1](#)
- Page 7 of Board Handbook – distributed as part of a presentation [Agenda Item A4](#)
- Letter with attachments – distributed by Mr. Clára [Agenda Item A4](#)
- Letter with attachments – distributed by Mr. Clára [Agenda Item A4](#)
- Public Education: Charter School Local Replacement – Distributed as part of the Superintendent's Report [Agenda Item B1](#)