

THE BOARD OF EDUCATION OF SALT LAKE CITY SCHOOL DISTRICT

Board Study Session
and Closed Executive Session

September 15, 2015

The Board of Education of Salt Lake City School District met in a Board Study Session and Closed Executive Session at 6:07 p.m. on Tuesday, September 15, 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, Rosemary Emery, Melissa Ford, Katherine Kennedy, and Kristi Swett.

Members Excused: J. Michael Clára and Cristian Cortes, Student Member.

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; Barbara Kuehl, Executive Director, Academic Services/Professional Development; Kathleen Christy, Educational Equity and Advocacy; Kenneth Grover, Director Career & Technology Education and Principal, Innovations Early College High School; Christine Marriott, Director of Assessment and Evaluation; Misty Suarez, Director of Student Services; Michael Williams, Director of Development and External Relations; Kim Knettles, Interim Title I Director/Family and School Collaboration; Ann Cook, Supervisor, Early Childhood; Julie Atwood, Director of Educational Technology and Elementary School Leadership Support; Brian Conley, Lead Director, School Leadership Support; Larry Madden, Secondary School Leadership Support; James Martin, Elementary School Leadership Support; Rebecca Pittam, Elementary School Leadership Support; Joann Price, Elementary School Leadership Support; Susan McFarland, President, Salt Lake Education Association; Cindy Mills, representing the Salt Lake Educational Office Personnel Association; Jason Olsen, Public Information Officer; Allison Sisam, Business Administration Office; and others in the audience.

In accordance with the agenda prepared for the Board Study Session of September 15, 2015, three 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 6:07 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.

** (Sandberg and Swett)

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, Kristina Kindl, and Flo Vincent, board legal counsel from Prince, Yeates and Geldzahler (leaving at 6:10 p.m.).

VOTE RECORD	AYE	NAY	ABSENT
BENNETT	X		
CLÁRA			X
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 6:12 p.m.

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

At 6:12 p.m. a motion was made:

*(2) That the board meet in Closed Executive Session to consider character, professional competence, or physical or mental health of an individual.

** (Sandberg and Swett)

Present for Closed Session for character, professional competence, or physical or mental health of an individual were Heather Bennett, Tiffany Sandberg, Rosemary Emery, Melissa Ford, Katherine Kennedy, Kristi Swett, McKell Withers, Janet Roberts, Patrick Garcia, Kristina Kindl, and Flo Vincent, board legal counsel from Prince, Yeates and Geldzahler (returning at 6:15 p.m.).

Board members adjourned from the Closed Executive Session for character, professional competence, or physical or mental health of an individual at 6:35 p.m. and returned to the Board Business Meeting at 6:37 p.m.

2. BOARD STUDY SESSION

- President Bennett welcomed everyone to the Board Study Session. She outlined the purpose of the study session and recognized the presence of Susan McFarland, President, Salt Lake Education Association, and Cindy Mills, representing the Salt Lake Educational Office Personnel Association.

- Larry Madden led the audience in reciting the Pledge of Allegiance to the Flag.
- Limited Consent Agenda

*(3) A motion was made that the board approve the one item included in the Limited Consent Agenda. This item is listed below.

** (Kennedy and Sandberg)

- a. The Purchasing Report dated September 15, 2015, included a breakdown of items costing over and under \$50,000, and increases to existing purchase orders.

A. STUDY TOPICS

1. Student Achievement Plan. Patrick Garcia said the purpose of the discussion was to provide board members with an update on the working draft of the District Pathway to Success Indicators, and to obtain the board's input. He said the document reflects efforts to identify key markers the district will use to hold itself accountable for the success of district students. He said the draft document would be shared with administrators and the Salt Lake Education Association (SLEA), and feedback will also be obtained from them. He said they have started to identify baseline data and possible goals for the board's consideration as well. He said a preliminary draft of goals and action steps for each of the Essentials will also be presented to the board for feedback.

Ms. Marriott went through the Pathway Markers. She briefly highlighted the various indicators, threshold of achievements, 2014 baseline data, 2015 results, and 2016 and 2021 goals. During the discussion, she told board members that some drops in the 2015 results could be due to different screenings used. She said the overall concept for Indicators is fairly large scale to facilitate reporting and maintaining data in a way that can be disaggregated to help better inform the district's decisions. She said in addition to the major Indicators, there will be supporting indicators. Board members asked to be provided with copies that include the supporting indicators. She said as students progress, monitoring systems need to be solidly in place. There needs to be quality opportunities for performance and projects based learning which helps connect kids to their schools. She said they are excited about these Indicators, but noted they will be harder to measure. She said they are anxious for board members to talk about the Pathways and provide feedback.

Board members said they would like to see good transition plans for students, from elementary to middle school and from middle school to high school, and strong communication between all teachers. It was voiced a smooth transition can result in retaining students. Mr. Garcia requested over the next couple of weeks board members send any additional thoughts, comments, or ideas they have to him or Ms. Marriott. He said based on the feedback, revisions will be made, and the Pathway Markers will be brought back to the board for further consideration in October.

Following the discussion on Pathway Markers, owners for each of the Student Achievement Plan Essentials provided an update. A copy of the presentation has been added to the official minutes.

Barbara Kuehl reviewed the Curriculum & Instruction Essential goals: 1) Provide teachers with the resources and skills that they need to instill a love of learning and to teach students the academic skills required for success in college, career, and life; 2) Expand opportunities for students to learn additional languages; and 3) Leverage the teacher evaluation process to promote professionalism and improve outcomes for students. She reviewed the objectives and action steps for each of the goals. She noted the adoption of the new Language Arts program with extensive professional development, efforts to expand professional development opportunities for English Language Development, and expanding opportunities for students to demonstrate their knowledge and skills in special projects and performances.

Christine Marriott reviewed the Assessment and Evaluation Essential goals: 1) Provide extensive support to teachers of kindergarten through grade 3 for using assessment to improve instruction; 2) Provide a system of high quality interim assessments to support teacher collaboration around instructional practices; and 3) Develop data collection, analysis, and reporting practices to support middle and high schools. These categories of indicators will include attendance, GPA, course taking, and other indicators that go beyond the summative test results. She reviewed the objectives and action steps for the goals. She said they are working to devise new ways to accurately and efficiently track multiple indicators for the board and other stakeholders. She said it is a big challenge, they are working with all stakeholders, and expressed appreciation for the amazing support they receive from the Information Technology Department.

Mike Williams and Jason Olsen reviewed the Communication and Community Engagement Essential goals: 1) Improve and increase communication with internal and external audiences; and 2) Develop programs and initiatives targeted at sustaining best communication practices. They reviewed the objectives and action steps for the goals. They distributed a handout that detailed the number of parent accounts in PowerSchool, and addressed the need to market more clearly and train parents on how they can access their student's information through PowerSchool. They reported they have two "fellows" from Google working with the district this year on a variety of projects.

Ann Cook, Robyn Giovacchini, and Audrey Powell reviewed the Early Childhood Essential goals: 1) Retain Early Childhood professional, pre-kindergarten instructors, reducing turnover, allowing for continuity of staff and advanced professional development; 2) Develop a solid transition for students from pre-kindergarten to kindergarten, and increase students' school readiness and school success; and 3) Partner with parents to discover their interests, concerns, and priorities by setting achievable goals that enhance student learning and family well-being. They reviewed the objectives and action steps. They noted the importance of retaining the teachers they have, and said if they could reduce turnover it would improve student outcomes. They restated their request for contracts for their pre-kindergarten instructors.

Kathleen Christy reviewed the Educational Equity and Advocacy Essential goals: 1) Improve the education for all students, 2) Students are successful and read and write on grade level; and 3) Engage communities and families so they can advocate for

their children. She reviewed the objectives and action steps for the goals. She noted some parents are not comfortable or knowledgeable about how schools work, and they plan to provide training to these parents to increase their participation in their students' schools.

Kim Knettles reviewed the Family and School Collaboration Essential goal: 1) District infrastructure is conducive to building strong family/school collaboration and engagement. She highlighted the objectives and action steps. She spoke briefly about the need for a director who would be responsible for Family and School Collaboration and the importance of bringing the efforts together under one umbrella in order to maximize resources. She noted the need for specialists in the schools who could be full time, and who would have the longevity needed to form relationships. She spoke about the data available for schools, and the importance of working with families to build their skills so they are able to access information they need in order to know how best to support their students.

Misty Suarez reviewed the School Success Essential goals: 1) Build relationships and make connections with every student; 2) Ensure students feel safe and valued; and 3) Ensure graduation credit is earned in order to be college and career ready. She highlighted the objectives and action steps. She spoke of the importance of supporting students as they make connections with the school and build relationships with adults. She stressed the importance of students knowing the rules, ensuring they are enforced fairly and equally, and that students feel safe at school. She spoke about the importance of students and parents understanding the SEOP process and that every student have a customized plan based on their interests and talents that match their schedule.

Mr. Garcia thanked the board for the opportunity to provide the update. He asked board members to provide feedback on whether goals, objectives, and action steps appear to be on track, if there are missing items, or some that could be deleted. He asked they send their feedback either to himself or the owners of the Essentials. They will take the input back to their groups, make any revisions, and come back for additional discussion. President Bennett asked the board be provided with information on the financial aspects for each Essential, including what could be repurposed, redistributed, and reprioritized, and what is still needed.

2. 2014-2015 School Improvement Plan Outcomes and 2015-2016 Plan Adjustments. School Leadership Support Team Members Brian Conley, Julie Atwood, Larry Madden, James Martin, Rebecca Pittam, and Joann Price provided an update on the 2014-15 School Improvement Plan Outcomes and 2015-16 Plan Adjustments. Mr. Conley led the update. He said this step is new this year, and the 2014-15 outcomes are accessible electronically for all schools. He said they feel this is a benefit for schools because they have the opportunity to look at their results, see what things they should continue to do, and identify what might need modifying. He said nearly all schools changed their proficiency baseline and whether their goals were met to reflect accurate data that was not available last spring. He distributed a handout entitled '2014 to 2015 SAGE Data Comparison by School'. A copy has been added to the official minutes. He told board members the exhibit in the agenda includes revisions from several schools proposing changes that will be taken to their School

Community Councils. He noted most School Community Councils have not met yet this year, and said it is their goal to have the revisions to the board in October or November at the latest, so the board can review them and approve the amended plans.

Board members expressed their appreciation to the School Leadership Support Team for all their efforts, the attention to detail they provide to the schools, and the great things they do to support the schools.

B. SUPERINTENDENT'S REPORT

1. Miscellaneous Updates:

UCAS, Governor's PACE Reports, and School Grades. Superintendent Withers said the reports were released today and links are available. He will include the links to the reports in the Friday mailing. He said the UCAS report is blended with the PACE report from the Governor's office. PACE Reports are about five pages per school, and School Grades about one page.

Superintendent Withers reported that Utah Children's 2015 Budget Report released last week says the state is still not back to the 2008 Funding Level for children in schools. He said the Education First advocates are trying to get information to the public that most of the funding given to education last year was to fund growth, not additional resources. He said it is good to know there are some strong education advocates.

Superintendent Withers said he received a call from Pamela Atkinson. She had spoken with the mail carrier in Sandy who had received a request from a child on his route asking for any extra junk mail so he would have something to read. The request had gone viral, and the family had received so many books they wanted to pass some on to others in need. He said those books are now being distributed to some of our district students.

2. Other Reports. In response to questions from board members, it was noted the 'AP, IB, ACT, SAT Report' would be on the October Board Business Meeting agenda, and 'High School Start Time' on the November Study Session agenda.

C. ADJOURNMENT

The Board Study Session was adjourned at 9:30 p.m.

Janet M. Roberts
Business Administrator

aps

**Salt Lake City School District
Addition to the Minutes of the Board Business Meeting 09/15/2015**

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):

Student Achievement Plan – Essentials Action Steps
Salt Lake City School District
Parent Accounts in PowerSchool
2014 to 2015 SAGE Data Comparison by School

[Agenda Item 2A1a](#)

[Agenda Item 2A1b](#)

[Agenda Item 2A2a](#)