



Board Retreat Meeting Minutes

Willard Early Learning Center
3201 South D Street
Tacoma, WA 98418
Tuesday, December 14, 2021 05:30 PM

1. WELCOME / AGENDA REVIEW

The Board of Directors of Tacoma School District No. 10 met in a Board/Superintendent Retreat on Tuesday, December 14, 2021 at the Willard Early Learning Center. Directors Bonbright, Keating, Leon, McElroy and Strozier, as well as Superintendent Garcia and Superintendent on Special Assignment Santorno were present. Beth Boggs, Executive Director from the American Leadership Forum of Tacoma/Pierce County, attended as a facilitator.

President Bonbright reviewed the agenda.

Superintendent Garcia gave a brief overview of the district's focus on Early Learning Centers and Willard Early Learning Center's (ELCs) history as the first in the district. Since its creation, TPS has created several other ELCs and has hopes for more in the future. There are RFPs for community partners to use ELC spaces, especially those serving low-income students. They may also be used for professional development.

2. INDIVIDUAL MEMBERS AS PART OF A COLLECTIVE TEAM

Director Strozier led the group in a team building exercise entitled "Know Your Personnel," where each attendee shared 1 personal strength, 1 weakness or blind spot, and their "Why" that motivates them in their work for the district.

3. BOARD GOALS

Board members reviewed the Board Goals that were carried over from 2020-21 to 2021-22. Directors feel that because of the chaos brought about by the pandemic, they would like to dig deeper on the goals set:

- o Racial Justice/Equity
- o Social/Emotional Well-being and Mental Health
- o Family and Student Engagement

4. PROFESSIONAL DEVELOPMENT - UNDERSTANDING CHANGE METHODOLOGIES

Beth Boggs led participants through an Adaptive Change Model exercise.

The process includes one member putting forth a question or problem that's not easily solved in what's called "Going to the Balcony." The question used for this exercise was: "What is the role of student voice in policy making?"

They then have 5 minutes (without interruption) to give any background information, share what's been done already, what are the stakes, both personally and for the Board, and any other issues or barriers that they are concerned about, etcetera: basically anything they feel is relevant for the others to consider. After the five minutes, each of the other participants is allowed 10 minutes to ask clarifying questions. After that, the "person on the balcony" is put in front of the room with their back turned to the audience. The next action step is for the other participants to begin brainstorming based on all the information that has been shared. The person on the balcony is not allowed to talk at that point but just listens to the responses.

This exercise is a great way for all voices in the room to be able to share thoughts or opinions that may be helpful to finding the solution without interruption. The process may also lead to more questions and/or more ideas for solving the issue.

After completing the exercise, the person from the balcony rejoins the group and shares what the experience was like from where they sat and what they took away from it. The group discussed their takeaways from the exercise and how this method can be helpful for their work on the Board.

5. ADJOURN

Board President Bonbright adjourned the meeting at 8:21PM.