



Business Meeting & Committee of the Whole Meeting Minutes

Central Administration Building
601 South 8th Street – Tacoma, WA
4th Floor Auditorium
Thursday, December 5, 2019 06:00 PM

1. EXECUTIVE SESSION

The Board of Directors met in Executive Session at 5:00pm with Legal Counsel. This meeting will last approximately 40 minutes and was to discuss legal matters. No action was taken within the meeting.

2. CALL TO ORDER

The Board met on Thursday, December 5, 2019 in the fourth floor auditorium of the Central Administration Building located at 601 South 8th Street in Tacoma, Washington.

Board President Heinze called the meeting to order at 6:05 PM.

3. FLAG SALUTE

President Heinze led the Pledge of Allegiance.

4. ROLL CALL

Directors Heinze, Winskill, Leon, Bonbright and Cobb were present.

5. BOARD ACTION ITEM

5.1 APPOINTING MEMBERS TO THE "FOR" AND "AGAINST" COMMITTEES FOR THE NEIGHBORHOOD SCHOOL IMPROVEMENTS AND SAFETY UPGRADES BOND ON THE FEB. 11, 2020 BALLOT

Director Winskill moved that the Board of Directors appoint Mayor Victoria Woodards, CEO of the Tacoma-Pierce County Chamber of Commerce Tom Pierson and Educator Emeritus Willie Stewart to the "For" Committee and Robert Hill to the "Against" Committee for the Neighborhood School Improvements and Safety Upgrades bond on the Feb. 11, 2020, ballot. Director Cobb seconded the motion. A voice vote was called and the chair declared the motion carried with a vote of 5 years.

6. COMMITTEE OF THE WHOLE

6.1 HEALTH AND SAFETY OF STUDENTS AND STAFF POLICY AND STRATEGY

Board members discussed their individual strategic priorities within the main priority of Health and Safety of Students & Staff.

Director Leon submitted the following:

PRIORITY 1- Bullying

Data points- number of bully referrals / reports

Benchmarks- 20 % drop in 2 yrs

Action steps and timeline

1. Ask principals for strategies- 1-2 months
2. Professional development- All staff- 1 year
3. Health curriculum , full implementation- 1 year
4. Counselor/ psych address most egregious- immediate
5. SEL curriculum, full implementation- 2 years

6. Regional partners, like Comprehensive Mental Health= counsel more severely affected kids- 2 months

PRIORITY 2 - Mental Health

Priority- Suicide, Anxiety, depression, social emotional concern

Data points

1. Student Attendance
2. Discipline referrals
3. Healthy youth survey
4. Health dept, survey- Same kids long term and compare same grade kids over time.

Benchmarks-

- 15% drop in days missed in 2 years
- decrease depression and anxiety severity and total incidence
- increase school engagement (difficult to measure-attendance, number of members of clubs/ groups/ teams. Total number of kids in activities.
- healthy youth survey

Proposed Action Steps-

- Delay high school start times to 9 am- 1.5 yrs 2021-2022 year implementation.
- Awareness campaign- To parents, kids by robocalls, e-mails, text, website- 2 months
- School health centers with doctors and nurse practitioners- 1 yr
- Parents register all childhood chronic illness, (Anxiety, depression, diabetes type 1 and 2, asthma, adhd, seizures, ect) – next school registration
- Peer counselor.- 6 months training
- Increase counselor fte- 1 yr
- Increase partner agency support- like Greater Lakes/ Comprehensive mental Health.

PRIORITY 3 - Physical health

Priority- Obesity, diabetes, nutrition

Data points-

- Healthy kids survey
- School BMI measures
- Nutrition
- number kids eating meals
- % of meals being eaten(taste)
- rating nutrition quality
- Diabetes type 1 and 2

Benchmarks

- 5% drop in diabetes type 2 in 2 yrs
- 10 % drop in BMI (body mass index) over 25
- 10% increase meals sold
- 10% increase in meals eaten

Action steps and timelines

Principals/ nurses/ counselors/ nutritionist- ask for strategies- 2 months

Public education – on obesity/ nutrition, with website, robocalls, email, text- 2 months

School based health center in more high schools- 1 yr.

Delayed high school start times- in 2021 year

Health curriculum fully implemented. – 1 yr.

Director Bonbright submitted the following:

PRIORITY 1

Area: Mental & Physical

Priority: Suicide Prevention, Anxiety, Depression, Social-Emotional Concerns

Data Points:

- Student attendance
- # of incidents of self-harm actions or attempted self-harm actions noted/reported
- # of parent requests for social-emotional assistance/intervention to assist their child
- Healthy Youth Survey
- Other relevant youth surveys conducted by community partners
- Documentation of engagement in school-based activities by at-risk students

Benchmark (measurement):

- Significant reduction in reported suicides and suicide attempts

- Significant reduction in incidents of self-harm or anxiety attacks
- Documented improvement in related Healthy Youth Survey data
- Increased engagement in school-based activities, clubs, extracurricular programs, athletics

Proposed Action Steps:

Seek input from principals, teachers, counselors, psychologists, nurses and other relevant professionals to define the scope of the problem and provide viable strategies for successfully addressing the root causes within the school environment (3-4 months)

Engage community partners to design and build a mental health “safety net” around each and every school

Collaborate with local and state government, business and other community partners to develop and implement a public awareness campaign about the insidious underpinnings of anxiety, depression and other factors that can lead to addiction and suicide

Change the bell times to enable teenagers to start later, which will, ideally, enable teenagers to get more sleep aligned with their evolving Circadian rhythms

PRIORITY 2

Area: Mental & Safety

Priority: Bullying

Data Points:

- # of bullying incidents reported
- # of student aggressors
- # of student victims/survivors
- Age/grade level of aggressors & survivors
- # and type of intervention/discipline actions

Benchmark (measurement):

- 100% of school personnel interacting directly with students complete an enhanced, comprehensive district anti-bullying training (see below)
- 25% reduction in bullying incidents reported over 2 years
- 50% reduction in bullying incidents reported over 3 years

Proposed Action Steps:

Seek input from principals, teachers, counselors, psychologists and other specialists on viable strategies to address bullying (1-3 months)

Find or create a comprehensive districtwide, culturally-sensitive and age-appropriate bullying identification and anti-bullying strategy training (2-4 months)

Implement above training for all staff who interact with students (2 years)

Find or develop a parent/family engagement strategy to help families address their children’s bullying behavior aligned with the TPS district strategy training (4 months to find/develop. Ongoing implementation)

PRIORITY 3

Area: Physical

Priority: Student Physical Health

Data Points:

- Healthy Youth Survey
- # of students who are obese... by age, grade, school and other demographic categories
- # of students who are dangerously underweight by age, grade, school and other demographic categories
- # of students suffering from asthma
- # of students with diabetes
- # of students eligible for free/reduced breakfast & lunch who are accessing those meals
- Community data on nutrition access deficits (fresh food deserts) by school geography

Benchmark (measurement):

- 100% participation by students in some form of daily exercise
- Significant reduction in overall obesity levels across the district
- Significant increases in the number of eligible students receiving (and actually eating) their breakfasts and lunches provided by Tacoma Public Schools.

Proposed Action Steps:

Seek input from medical personnel, dietary specialists, nutritionists, family therapists and other appropriate professionals to develop and implement culturally-appropriate strategies for schools and families to reverse the trend toward obesity and diabetes.

Targeted obesity reduction campaigns at schools with high levels of obesity

Provide appropriate professional development for teachers, principals, nurses, physical education staff and other school personnel to ensure that children falling outside of the weight norms (high or low) do not go unattended.

Operationalize the innovative nutritional revisions to TPS food services to improve the taste, visual display and overall consumption of the meals provided on school sites

Implement revision to bell times to provide extra sleep for pre-teens and teenagers.

Encourage secondary school students to walk or bike to school

Expand partnerships with community partners (like Metro Parks) to enhance the number and diversity of options available for children and youth to participate in physical activities before and after school and during school breaks & summer – free of charge or for a nominal fee.

Encourage schools with high rates of obesity and/or diabetes to design and implement a “get active” challenge to model and encourage physical movement and healthy eating. This effort must include a community (parent & family) engagement component

PRIORITY 4

Area: Mental + Physical + Safety

Priority: Classroom & Building Climate

Data Points:

- # of teacher requests for assistance managing unruly students
- # of discipline referrals (classroom based versus other)
- # of students by category (age, grade, classroom, school, SpEd, McKinney-Vento, racial, etc) who reportedly disrupt their classrooms or programs.

Benchmark (measurement):

- Staff interacting directly with students in classrooms or programs (including transportation) receive training on the strategies developed below

- 25% reduction in uncontrolled student outbursts/interruptions of classroom or programs (2 years)

- Reported reduction in anxiety levels of other children in classrooms using mitigating techniques to reduce outbursts by disruptive students

- Reported reduction in anxiety levels of staff in classrooms using mitigating techniques to reduce outbursts by disruptive students

Proposed Action Steps:

Seek input from teachers, principals, counselors, psychologists and other professionals on viable strategies to mitigate the number and intensity of classroom or program interruptions by student outbursts (3 months) Find or create a set of strategies that teachers, principals, nurses, and others working directly with students can use to reduce disruptive behavior in classrooms or programs through distraction, containment, or actual shifts in behavior

Timeline

Dec. 5th -- Initial Board Strategic Priority Discussion

Dec. 12th -- Board review & adopt strategic priorities for Health & Safety

Jan. 9, 2020 – Staff provides Board with input on proposed timeline for implementation of adopted Health & Safety priorities

Director Winskill submitted the following:

PRIORITY 1

Area: Mental + Physical + Safety

Priority: Classroom & Building Climate

Data Points:

- # of available counselors and psychologists
- # of staff turnovers in each school

Benchmarks-

Proposed Action Steps-

Seek input from principals, teachers, counselors, psychologists, nurses and other relevant professionals to define the scope of the problem and provide suggestions for successfully addressing the root causes within the school environment

Encourage more communication and participation amongst student body to foster inclusiveness

Offer incentives for student participation in clubs and school groups

Delay high school start times

Timeline-

PRIORITY 2

Area: Mental & Safety

Priority: Bullying

Data points

Benchmarks-

Proposed Action Steps-

Public Service Announcements on local media regarding typical age benchmarks and relevant issues facing students
Timeline-

PRIORITY 3

Priority- Mental & Safety

Data points-

- # of required drills
- # of optional drills
- Types of drills

Benchmarks-

- Are school safety drills having a negative impact on student emotional well-being

Proposed Action Steps-

Timeline-

Director Cobb submitted the following:

PRIORITY 1

Priority- Safety

Data points-

- Student Discipline data
- Climate Survey

Benchmarks-

- Equity in administration of student discipline
- Analyze gaps
- Do students feel safe and cared about
- Do students have good relationships with their peers

Proposed Action Steps-

Gather more rapid real-time data more frequently on climate above annual Climate Survey, such as poll survey

Reframe what school climate means and what elements are included

Engage students in structured conversation and focus groups for their feedback

Timeline-

PRIORITY 2 Mental, Physical Health & Safety

Priority- Student Discipline

Data points-

Benchmarks-

Proposed Action Steps-

Ensuring equitable application of discipline sanctions

Increased family engagement efforts in student behavior issues including discipline

Community and family education regarding discipline rules, guidelines and practices to inform expectations and realities

Full implementation of health curriculum and identifying any supplemental needs

Timeline-

Director Heinze submitted the following:

It's important to understand what are the district is doing strategically towards cultural competency and what the district is doing to engage with the various cultures of our student population, with regard to these priority issues. What are other districts doing?

PRIORITY 1 Mental & Physical Health

Priority- Suicide Prevention

Data points-

- Referrals to school counselors
- Identifying students who are in immediate crisis

Benchmarks-

- Establish baseline
- Reduce # of documented self-harm incidents

Proposed Action Steps-

Training for appropriate school staff to identify students who are in immediate crisis

Engaging mental health community partners to conduct immediate assessments and connecting families to resources

Hear from experts in mental health and related subject matter experts

Understanding issues for teachers dealing with mental health issues and/or dealing with students who are having mental health issues

Help for families with students who are having mental health issues

Timeline-

PRIORITY 2 Mental & Physical Health and Safety

Priority- Bullying

Data points-

- # of current bullying incidents

Benchmarks-

- Establish baseline
- Reduce # of bullying incidents

Proposed Action Steps-

Hear from subject matter experts

Mediated listening sessions around bullying including students and families who have been impacted

Invite Mayors Youth Commission to participate

Timeline-

PRIORITY 3 Physical Health

Priority- Nutrition

Data points-

Benchmarks-

Proposed Action Steps-

Improve quality of school meals while meeting USDA guidelines

Tap into innovative and creative ways to address student desires for thier meal choices

Partner with neighborhood food serivces businesses to meet student desires for meal choices

Work with local farmers, community gardens, and local vendors (field-to-fork)

Ask students what they want

Timeline-

The board will continue this topic at their January 16, 2020 Study Session.

Superintendent Santorno requested adequate time to process what the board is requesting.

The board discussed arranging individual listening sessions at the schools they are assigned as liaisons at.

District leadership will present high-level overviews on current efforts around Mental Health, including crisis identification and intervention, suicide prevention, bullying, partnerships, existing data and recommendations for improvement at the anuary 16, 2020 Study Session.

7. ADJOURNMENT

Board President Heinze moved to adjourn the meeting at 7:50pm.

Minutes approved by the Board on: _____

Signed by: _____

Superintendent Carla Santorno

By: _____

Board President, Scott Heinze