

## BOARD STUDY SESSION MEETING MINUTES

August 8, 2023

### **Call to Order**

President Cohen called the Study Session of the Shoreline Board of Directors to order via Zoom at 4:00 p.m. on August 8, 2023. The meeting was also streamed in the Board Room at the Shoreline Center.

### **Roll Call**

Present: Sarah Cohen, President; Sara Betnel, Director; and Meghan Jernigan, Director.

Not present: Emily Williams, Vice President and Rebeca Rivera, Director.

The following topic was discussed:

### **Superintendent Evaluation Process and 2023-2024 Board/Superintendent Goals and Objectives**

*Dr. Susana Reyes, Superintendent, presented.*

The purpose of this meeting was to:

- Prioritize, consider and recommend Board-Superintendent goals/objectives for 2023-2024
- Establish Superintendent evaluation based on selected goals/objectives which will be brought forward for approval at the August 22 regular board meeting

A number of superintendent evaluation resources, e.g. WSSDA, etc. had been shared with the Board prior to this meeting.

Superintendent Reyes reviewed the current work that is happening in the District:

- Equitable literacy
- Equitable grading
- Ethnic Studies Resolution
- Anti-Racism Resolution
- Expanding student voice
- Special Education Visioning Work
  - Multi-Tiered Systems of Support
- District budget

Director Jernigan highlighted the work around School Improvement Plans (SIP) in terms of the focus on specific targets as well as the wide range of feedback/input requested from all stakeholders. She asked if that might be a good basis for anchoring the superintendent evaluation process. President Cohen and Director Betnel agreed that it made sense to connect those processes, as well as the Instructional Strategic Plan, in terms of measuring growth. There was consensus around the desire to have specific measurements of growth and a more detailed framework on which to evaluate the superintendent. The evaluation could also include a path for next steps in addition to the measurements of growth.

Regarding the CEE survey which provides a qualitative picture of the District but which has been put on pause due to budgetary concerns, Director Betnel asked if there would be anything similar that would provide that feedback from students, staff and community. Superintendent Reyes responded that there were ongoing discussions on that topic.

President Cohen initiated a discussion about the evaluation resources that had been shared with the Board by Superintendent Reyes. She expressed a preference for the goal-attainment rubric as a framework for the Board. Director Jernigan agreed and stated that it was one that could be used in the absence of a District Strategic Plan. There was concern among the board members that there wasn't enough time during this study session and it wasn't feasible to schedule another meeting before August 22 to establish a set of goals to be brought forward for approval. President Cohen asked Superintendent Reyes for thoughts on how this might proceed. Superintendent Reyes responded that she could take the information from slide 4 (current district work) and place it into the goal-attainment rubric.

In commenting on the various resources that had been shared, Director Jernigan expressed concern about using the superintendent evaluation process as a substitute for a strategic plan that we don't have in place.

If the goal-attainment rubric is the chosen form, Director Jernigan suggested adding a column that says something like "needed investments to sustain impact," e.g. deepening a partnership with a community organization if that was helpful to attaining a specific goal. This would assist the Board in moving forward through the years. That part could be filled in by the superintendent and used by the Board in preparing future evaluation criteria.

President Cohen stated that for this round of evaluation, she would like to see a simple framework for the evidence of growth, possibly one or two indicators of success, e.g. this number of staff trained in this particular practice. Director Betnel responded that was exactly what she was thinking, as opposed to a "full blown deep data dive."

President Cohen commented on the fact that the District Strategic Plan was not on the list of current district work in the presentation. She would like to make sure that it is included so that we don't lose sight of it. It should be a goal with indicators of progress towards meeting that goal.

President Cohen stated that given the short timeline, she would like to do some work offline in creating some specific goals within the current work initiatives that could be shared back with board members prior to the next board meeting. Superintendent Reyes stated that she could meet with individual board members to take input.

Director Jernigan reported that she had questions for each of the items listed on slide 4 (current district work). She thought the best course would be to send those to the superintendent so that she could compile and share back with the board members. She shared an example of her questions:

- Expanding student voice - are we setting a goal for continued expansion of student voice and does this include student reps moving to an advisory vote?

Director Betnel added that she would like to include items that weren't on the list of current district work--strategic planning, board requested discussions that have not yet been scheduled, and board committee work such as policy review. She offered to send her thoughts and questions via email to Superintendent Reyes.

Superintendent Reyes confirmed with President Cohen that she would use the goal-attainment rubric to compile the input received from board members. It would be brought back for approval on the consent agenda at the August 22 regular meeting.

*Study Session Minutes --- August 8, 2023*

Adjournment: 5:15 p.m.

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Dr. Sarah Cohen, School Board President

Attest: September 12, 2023

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Dr. Susana Reyes, Secretary  
Shoreline Board of Directors

**All documents referenced in the minutes may be viewed in the Superintendent's Office during normal business hours.**