



Board of Directors Retreat Meeting Minutes

The Board Retreat will not be recorded.

OBJECTIVES

WE WILL ESTABLISH:

- A team connection for our shared work;
- Clarity around our purpose;
- Draft Board Goals for 2023-2024

Wednesday, August 30, 2023 05:30 PM

1. WELCOME & TOUR OF FAWCETT ELEMENTARY

Superintendent Garcia welcomed the Board. Deputy Superintendent Nolan gave a brief tour of the new Fawcett Elementary School.

2. AGENDA REVIEW

The Board of Directors of Tacoma School District No. 10 met in a Board/Superintendent Retreat on Thursday, August 30, 2023, at Fawcett Elementary School, 126 E. 60th St., Tacoma, WA, 98404.

Directors Bonbright, Keating, Leon, Mcelroy, and Strozier, as well as Superintendent Garcia, Deputy Superintendent Nolan, and General Counsel Gbenro were present.

3. TEAM BUILDING

Vice President Strozier led the group in a Team Building activity. Each person present was asked to share their "walk out" song (i.e., if you were walking on-stage to give a presentation), what "hype" music would you choose and why?

4. WSSDA BOARD SELF-ASSESSMENT REVIEW

President Bonbright led a discussion about the WSSDA Self-Assessment Survey results. Each year, the Board of Directors completes this survey which is facilitated by the Washington State School Directors Association (WSSDA).

Discussion points included:

- This is the 2nd year with having all the same directors completing the survey, which was informative when compared to last year's results. Board members felt the Board has made great strides in moving forward collectively, and we have a great support team with the district administration.
- There was some conversation about whether or not there is value in completing this. This next year we can use it as a foundational piece to help as we formulate our goals, or to use it as a tool to identify areas where directors may need more information. President Bonbright reminded board directors that they are not just elected officials who are elected to represent the community, but they ARE the community.
- The self-assessment tool is a framework, not an accountability tool on the effectiveness of the board; it helps give a place to start conversations about things that we may want to focus on. This tool is used across the state for districts of all shapes and size, so not all questions are relevant to all districts. General consensus is that it is beneficial for the Board to continue completing this tool each year, for a variety of reasons.

5. STRETCH BREAK

With so much to discuss, the stretch break was skipped.

6. FORMULATING OUR BOARD GOALS FOR 2023-2024

Before beginning the discussion, President Bonbright reminded everyone that Board Retreats are not a place where decisions can be made and that we can only share ideas. President Bonbright and Vice President Strozier will compile the thoughts shared tonight and follow-up with 1-on-1 conversations. They will then identify and send out a set of potential goals for directors to review before the next business meeting when we will vote to adopt the goals. The intent of Board Annual Goals is to focus on continual improvement.

The Board reviewed last year's goals and the actions they took, which included:

- o Racial Justice/Equity, with a focus on environmental equity. The action was a Policy Gap study on our environmental policies.
- o Social, Emotional Well-being and Mental Health, with a focus on mental health. The action was discussing a sustainability plan for after ESSER funding ended and to partner with government entities and private industry to address mental health supports for students. We made great progress with this, but there is always more to do.
- o Family and Student Engagement with a focus on connecting in new and expanded ways. The action was hosting several family listening sessions to discuss students' mental health. We also did the listening sessions with students to discuss grading and mental health, which led us to updating the grading policy.

Ideas for the 2023-2024 school year goals included:

- o Continue working on racial justice/equity, as the topic and needs are so deep
- o Continue with social/emotional well-being, but with a different focus
- o Continue with family and student engagement
- o Emotional wellbeing and mental/physical health for students and staff. Mental health and physical health go hand-in-hand.
- o Fiscal responsibility, knowing that there are going to be hard decisions needing to be made with the ending of ESSER funding and the issue of declining enrollments. In addition to declining enrollments, costs continue to climb and revenues decline.
- o Several ideas could cross over into several of these buckets, such as an Electric bus study
- o In the social/emotional well-being bucket, we could use a study of late start times as a tool/tactic for helping students' well-being. It was shared that having late start times will create unintended consequences. A deeper dive into this topic could be done in a study session.

The Board agreed to decide upon specific deliverables for their 2023-2024 board goals business meeting on September 14, 2023.

7. BOARD INPUT ON SUPERINTENDENT GOALS 2023-2024

Vice President Strozier talked briefly about the Superintendent's Goals that are used for his annual evaluation by the Board. Directors were given the opportunity to share things that they would like to see changed or added for the Superintendent's Goals. For example, some goals are hard to measure as the data is not there. We need to figure out what should replace that so that the district continues to work towards continuous growth. Superintendent Garcia asked cabinet members to share goals they would like to work on for the next year, without repeating the same goals they've had recently. He encouraged them to dive deeper into certain portions of their programs.

8. POLICY REVIEW SCHEDULE

General Counsel Gbenro led a discussion about present and prospective policy work being done by staff and potentially on the horizon for the Board to consider. This discussion included updates on policy opportunities raised by both the staff and Board, which may require implementation during the academic year 2023-2024.

9. CLOSING COMMENTS

Everyone shared that they appreciated the open, honest, and respectful discussions as we work to do what's best for students and staff.

10. ADJOURNMENT

Board President Bonbright adjourned the meeting at 9:10PM.