



Hillsboro School District 1J

August 5, 2020

Board Meeting

Board of Directors

Lisa Allen • Martin Granum • See Eun Kim • Erika Lopez • Yadira Martinez • Jaci Spross • Mark Watson

Student Representatives to the Board of Directors

Ilhaam Ikramullah • Devlin Knill • Mya Smith

HILLSBORO SCHOOL DISTRICT 1J BOARD OF DIRECTORS
Virtual Meeting

Board Meeting Agenda
August 5, 2020
8:00 AM

Please note that in light of current public health concerns related to COVID-19, this meeting will be a virtual meeting. Additional information regarding meeting access is available on www.hsd.k12.or.us. The estimated times listed below for specific agenda items are subject to change.

1. 8:00 AM - Board Retreat

A. **Work Session**

Time: 8:00 AM

1. Team-Building Activity 1

Presenter: Mike Scott

Time: 8:00 AM, 10 minutes

2. Calendar Update

SAMPLE MOTION: *I move that the Board of Directors adopt the revised 2020-21 calendar*

Presenter: Kona Lew-Williams

Time: 8:10 AM, 10 minutes

5

3. Extended Cabinet Overview

Presenter: Mike Scott

Time: 8:20 AM, 10 minutes

4. Budget Update

Presenter: Michelle Morrison

Time: 8:30 AM, 30 minutes

5. Fall 2020 Update

Presenter: Mike Scott

Time: 9:00 AM, 30 minutes

6. Recess Meeting

Time: 9:30 AM

7. Break

Time: 9:30 AM, 10 minutes

8. Reconvene Meeting

Time: 9:40 AM

9. Team-Building Activity 2

Presenter: Mike Scott

Time: 9:40 AM, 10 minutes

10. Equity Plans 2020-21

Presenter: Mike Scott

Time: 9:50 AM, 30 minutes

11. SRO Discussion and Review of Data

Presenter: Mike Scott

Time: 10:20 AM, 60 minutes

12. Recess Meeting
Time: 11:20 AM
13. Break
Time: 11:20 AM, 10 minutes
14. Reconvene Meeting
Time: 11:30 AM
15. Team-Building Activity 3
Presenter: Mike Scott
Time: 11:30 AM, 10 minutes
16. Facilities Naming Process
Review of Current Policy and Next Steps
Presenter: Mike Scott
Time: 11:40 AM, 20 minutes
17. Board Policy Review Process
Presenter: Mike Scott
Time: 12:00 PM, 15 minutes
18. Board Discussion – Goals and Priorities
Presenter: Mike Scott
Time: 12:15 PM, 15 minutes
19. Board Meeting Planning Document Review
Presenter: Mike Scott
Time: 12:30 PM, 10 minutes
20. Board Professional Development Discussion
 - a. Review of Board Budget
Presenter: Michelle Morrison
Time: 12:40 PM, 10 minutes
 - 1) Review of Expenditures
 - 2) Planning
 - b. Committee Opportunities
Presenter: Mike Scott
Time: 12:50 PM, 10 minutes
 - c. CUBE professional development
Presenter: Mike Scott
21. Recess Meeting
Time: 1:00 PM
22. Lunch Break
Time: 1:00 PM, 30 minutes
23. Reconvene Meeting
Time: 1:30 PM
24. Team-Building Activity 4
Presenter: Mike Scott
Time: 1:30 PM, 10 minutes
25. Introduction of New Administrators
Presenter: Mike Scott
Time: 1:40 PM, 5 minutes

26. Student Wellness
 - Social and Emotional Learning for Fall 2020
 - Suicide Prevention
 - Presenter: Brooke Nova
 - Time: 1:45 PM, 20 minutes
 27. Teamwork / Communication
 - a. Review Working Agreements
 - Presenter: Mike Scott
 - Time: 2:05 PM, 30 minutes
 - b. Political Involvement Criteria
 - Presenter: Mike Scott / Erika Lopez
 - Time: 2:35 PM, 10 minutes
 - c. Communication
 - Board / Superintendent
 - Board / Cabinet
 - Board Emails
 - Presenter: Mike Scott
 - Time: 2:45 PM, 10 minutes
 28. Recess Meeting
 - Time: 2:55 PM
 29. Break
 - Time: 2:55 PM, 10 minutes
 30. Reconvene Meeting
 - Time: 3:05 PM
 31. Team-Building Activity 5
 - Presenter: Mike Scott
 - Time: 3:05 PM, 10 minutes
 32. Evaluations
 - Presenter: Erika Lopez
 - a. Superintendent Evaluation Letter
 - Presenter: Erika Lopez
 - Time: 3:15 PM, 10 minutes
 - b. Board Evaluation Results and Discussion
 - Time: 3:25 PM, 20 minutes
 33. Bond Update
 - Presenter: Adam Stewart
 - Time: 3:45 PM, 15 minutes
- B. Adjourn Meeting
 - Time: 4:00 PM
2. Next Meetings of the Board of Directors:
 - September 8, 2020 - Work Session
 - September 22, 2020 - Regular Session

**HILLSBORO SCHOOL DISTRICT 1J
August 5, 2020
2020-2021 CALENDAR DISCUSSION**

SITUATION

Due to the implementation of the Comprehensive Distance Learning (CDL) plan, we will have a discussion regarding the start of the school year for the 2020-2021 calendar.

RECOMMENDATION


The Superintendent recommends that the Board of Directors listen to the information, ask any questions they may have, and approve the revised 2020-21 calendar.

I move that the Board of Directors adopt the revised 2020-21 calendar.

2020-2021 Calendar
DRAFT (Comprehensive
Distance Learning)

First Day/Last Day/End of Quarter/Semester for Students
 No School
 Elementary Only
 Early Release

TOTAL STUDENT DAYS:
 Sem. 1 = 84 ES/85 MS/HS
 Sem. 2 = 90 All students
 HSD exceeds ODE seat requirements.
 Click [HERE](#) for more information.

	JULY 2020	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>Th</th><th>F</th><th>S</th></tr> <tr><td></td><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td></tr> <tr><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td></tr> <tr><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td></tr> <tr><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td></tr> <tr><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td><td></td></tr> </table>	S	M	T	W	Th	F	S				1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31		<p>1 – NO SCHOOL Licensed Non-Contract Day (Winter Break)</p> <p>18 – NO SCHOOL Licensed Non-Contract Day, Martin Luther King Jr. Day</p> <p>28 – End of 1st Semester</p> <p>29 – NO SCHOOL Teacher Grade Prep</p>	JANUARY 2021 18	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>Th</th><th>F</th><th>S</th></tr> <tr><td></td><td></td><td></td><td></td><td></td><td>1</td><td>2</td></tr> <tr><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td></tr> <tr><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td></tr> <tr><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td></tr> <tr><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td></tr> <tr><td>31</td><td></td><td></td><td></td><td></td><td></td><td></td></tr> </table>	S	M	T	W	Th	F	S						1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31						
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<p>5 – End of 1st Quarter 6 – NO SCHOOL Elementary – Work Day and Family Conference Prep Secondary – Grade Prep 11 – NO SCHOOL Holiday – Veterans Day 12 – NO SCHOOL for ELEMENTARY ONLY Family Conferences K-6 13 – NO SCHOOL Family Conferences K-12 26 – NO SCHOOL Holiday – Thanksgiving Day 27 – NO SCHOOL Licensed Non-Contract Day</p>	NOVEMBER 2020 15/16S	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>Th</th><th>F</th><th>S</th></tr> <tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td></tr> <tr><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td></tr> <tr><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td></tr> <tr><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td></tr> <tr><td>29</td><td>30</td><td></td><td></td><td></td><td></td><td></td></tr> </table>	S	M	T	W	Th	F	S	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30						<p>31 – NO SCHOOL Holiday – Memorial Day</p>	MAY 2021 20	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>Th</th><th>F</th><th>S</th></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>1</td></tr> <tr><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td></tr> <tr><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td></tr> <tr><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td></tr> <tr><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td></tr> <tr><td>30</td><td>31</td><td></td><td></td><td></td><td></td><td></td></tr> </table>	S	M	T	W	Th	F	S							1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31					
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HILLSBORO SCHOOL DISTRICT
August 5, 2020
FACILITIES NAMING PROCESS (ES28)

SITUATION

A new elementary school, whose working name is “ES28,” is currently being constructed in the North Plains area, specifically in the new Sunset Ridge development. ES28 is expected to open to students in September 2021, joining the existing North Plains Elementary School in serving the city’s children and community. Determining the name of the school is an important task in its development, encompassing the community’s feedback. However, due to COVID-19-related disruptions that precluded physical meetings and distribution, the naming process for ES28 had to take on a compressed schedule of activities through primarily online means.

Process and Timeline

Suggestions for school names were requested from the community in May 2020. At the same time, members were recruited for the ES28 Naming Task Force to review these suggestions and ultimately recommend finalists to the Superintendent. This community outreach was implemented in English and Spanish (except for social media¹) through:

- The District’s *A Look Inside* May 2020 newsletter (bulk-mailed to every household in the District)
- *Hot News* e-newsletter (May 4, to nearly 28,500 family, staff and community contacts)
- Facebook, Twitter and District app postings (May 4)
- Postings to district, bond and North Plains Elementary websites’ photo rotators (May 4-31)

The community suggestions were submitted via a Google Form or by email to the Bond Marketing Specialist, and due by May 31.

On May 27, 2020, the ES28 Naming Task Force convened its first virtual meeting to review Policy FF related to facility naming and the implementation plan for forwarding name finalists to the Superintendent. The task force comprises the following members:

1. Casey Waletich, Chief Operations Officer, HSD Facilities (Task Force lead)
2. OJ Gulley, principal, Evergreen Middle School
3. Zach Keenan, teacher, North Plains Elementary
4. Cameron Martinez, alumna and parent, North Plains Elementary
5. Maribel Morales Mendoza, alumna of North Plains Elementary and staff member, HSD Facilities
6. Trista Papan, councilor, City of North Plains

¹ Facebook, Twitter and our District app have multilingual translation capabilities that, while not perfect, can be utilized on demand.

7. Adelyn Parr, student, North Plains Elementary
8. Jonna Phipps, teacher, North Plains Elementary
9. Renee Ramey, parent, North Plains Elementary
10. Joyce Reynolds, director, North Plains Historical Society
11. Alejandro Rincón Ramirez, student, North Plains Elementary
12. Becky Rios, principal, North Plains Elementary
13. Elise Rodemack, SPED assistant, North Plains Elementary

The first round of community outreach in May produced 25 names from 43 submissions (many were duplicates and one was eliminated because the name, Jackson, already existed in the district). For its next meeting on June 24, 2020, members of the task force reviewed the suggestions, distributed points to their preferences, and discussed their reasoning, resulting in the narrowing down of the names to nine.

Appendix 1 lists the community suggestions, with the top nine point-getters from the task force highlighted.

These nine names were presented back to the community for round 2 of feedback in July 2020 to assess the public's preferences. This was implemented via an online Google Form survey as well as a physical, paper survey/flyer in both English and Spanish. Information about the names was obtained from the original submissions, with veracity checked and corrections or clarifications made as needed. The survey was promoted through these communication channels in English and Spanish (except social media):

- Postings to Facebook, Twitter (July 8)
- Phone calls, emails and text messages to North Plains Elementary families via the District's automated messaging system (July 8)
- District, bond, North Plains Elementary and City of North Plains websites (July 8-26)
- Direct phone calls to select families by some task force members to ensure diverse representation from the community
- Hits the Spot Café in North Plains for the paper survey

The ES28 Naming Task Force received 892 responses to the survey (44 of which were paper responses). The results are summarized in Appendix 2.

On July 29, 2020, the task force met virtually to review the survey summary results and metrics. They discussed the pros and cons of the names, including whether or not to use people's names for the school, while considering the community's feedback. Then, each member presented their top choices to identify and narrow down the list to three finalists. These names have been recommended to the Superintendent for presentation to the Board on August 5, 2020.

Name Recommendations

Considering the criteria set by the Board, public input and comments, and task force review, the ES28 Naming Task Force recommends the following names for consideration, in alphabetical order.

Atfalati Ridge²

This name honors the Atfalati (ah-TFAH-lah-tee) people, as they referred to themselves, a northernmost band of the Kalapuya Native Americans living along the Tualatin River in present-day Washington County. The North Plains/Helvetia area was a significant hunting, gathering and trading area for them. Oral pronunciation guide: <https://bit.ly/3jTmfG7>

Sunset Ridge

This name represents the development and neighborhood adjacent to the school.

Sunset View

This represents the view to the west from the “city to the sunset,” as North Plains calls itself.

The task force will move forward with developing potential mascots and school colors for these finalists in order to provide ES28’s architect with necessary, final school branding for the building as soon as possible after the Board’s final vote.

RECOMMENDATION

The Superintendent recommends the Board of Directors review the recommended names, ask questions of the ES28 Naming Task Force members as needed, and place selected names on 30-day review at its September 22, 2020, Board meeting, with the aim of a final vote on the name at its October 27, 2020, meeting.

² Staff has consulted with the Confederated Tribes of the Grand Ronde to confirm acceptability of the use of this name for ES28, if selected. The audio file also was provided by Grand Ronde to ensure correct pronunciation.

APPENDIX 1
Community Suggestions and Task Force Point Assignments

Task force members were asked to distribute 10 points to at least three names suggested by the community. Higher point assignments indicated a higher preference. The final tally of names and points was then sorted in descending order of total points received. The top nine names are highlighted; these were presented back to the community in a Google Form survey to assess the public's preferences (see Appendix 2).

Suggested Name	Member Points										TOTAL
	A	B	C	D	E	F	G	H	I	J	
Atfalati Ridge			7	4	7				5		23
Sunset Ridge		3		3			5	1		8	20
Ridgeview	8				2		1	1			12
Sunset		4				4	2				10
Jessie Mays				2		4				1	7
César Chávez								6			6
Joseph L. Meek	1	3		1							5
Sunset View	1					2	2				5
Farmflats Valley									4		4
Millie Provis			2								2
Boeckli			1								1
Crimson									1		1
McKay or McKay Creek										1	1
McKay Ridge					1						1
North Park								1			1
Sacagawea								1			1
Carl E. Sagan											
DH Elementary											
Flatfields											
Grace Hopper											
Helen Keller											
Mason Hill											
Sunshine Meadows											
Tualatin Mountain											
Windy Flats											

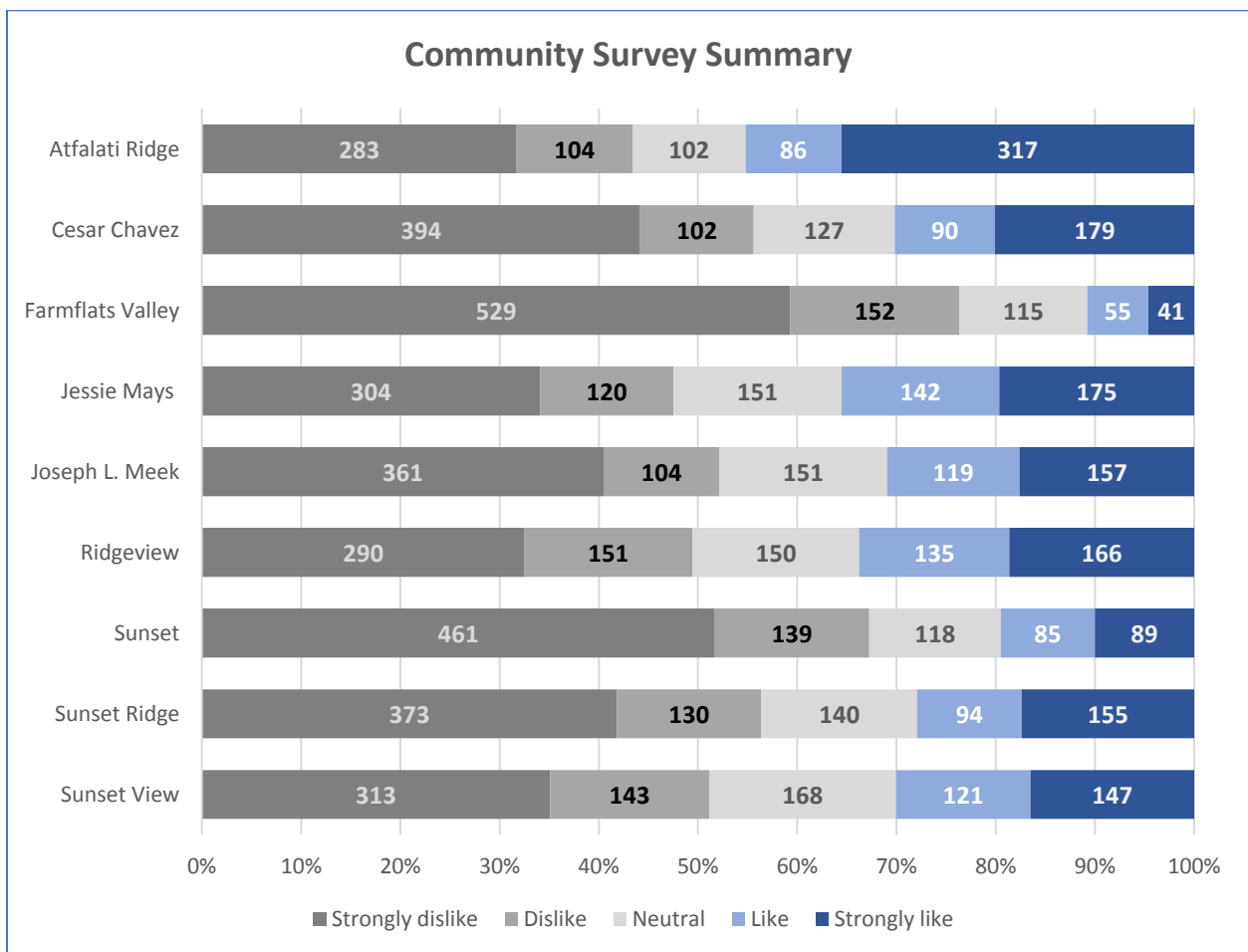
APPENDIX 2 Community Survey Results

Total responses: 892

Methodology

The survey was provided online as a Google Form survey as well as in a paper flyer. Name suggestions were randomly listed in the online survey to minimize ordering bias; names were alphabetically listed on the paper survey. Online respondents were required to enter a preference for each name. The 44 paper submissions were manually entered into the Google Form to compile all responses in one file; four of these surveys had names without a preference, which were assumed to be a response of “3” (neutral).

The survey was open to the entire community; however, North Plains Elementary families were the target of the direct phone, email and text messaging. Respondents were allowed to submit multiple responses, although, for the online survey, they were made to exit the survey and reload it to do so. Review of the data seems to show unique responses, with a couple exceptions.



Additional Metrics

The data were further summarized by applying two metrics to more clearly display the respondents’ relative preferences.

- **Like/dislike ratio** – for each name, the total counts of “strongly like” and “like” responses were divided by the total “strongly dislike” and “dislike” responses:

$$\frac{\text{Counts of (strongly like + like) responses}}{\text{Counts of (strongly dislike + dislike) responses}}$$

As an example, Farmflats Valley received 41 strongly like and 55 like responses, and 529 strongly dislike and 152 dislike responses. Using the calculation above, the like/dislike ratio is $(41 + 55) / (529 + 152) = 0.14$.

The lower the result, the less the name is liked by respondents.

- **Average score** – for each name, the total of the respondents’ scaled points was divided by the total responses, with a scale of 1 = strongly dislike, 2 = dislike, 3 = neutral, 4 = like, 5 = strongly like.

Using Farmflats Valley again as an example, the total points received were $(41*5) + (55*4) + (115*3) + (152*2) + (529*1) = 1603$. Dividing this by the 892 total responses results in an average score of 1.80.

As with the like/dislike ratio, the lower the result, the less the name is preferred by respondents.

These metrics resulted in the following:

	Atfalati Ridge	Cesar Chavez	Farmflats Valley	Jessie Mays	Joseph L. Meek	Ridgeview	Sunset	Sunset Ridge	Sunset View
Like/Dislike Ratio	1.04	0.54	0.14	0.75	0.59	0.68	0.29	0.50	0.59
Average Score	3.06	2.50	1.80	2.74	2.56	2.70	2.11	2.47	2.60

Summary of Comments

Respondents were allowed to provide short text comments at the end of the online survey. The 234 comments received can be classified in these general categories:

- Appreciated the opportunity to provide feedback
- Honor the history of the area, whether it is for the indigenous people or early city residents (although there also were many comments against naming for white colonizers)
- Select a name that would bring the community together
- Embrace inclusiveness and honor diversity

- Avoid using the name of a person and/or early colonizers/settlers
- Avoid a name that's already used or too similar to other schools in the metro area

Also, several comments were related to keeping the North Plains Elementary name for the new school; these respondents were under the misconception that ES28 would replace the existing school.



BOARD OF DIRECTORS
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Hillsboro OR 97124-6008
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WEB: hsd.k12.or.us

August 5, 2020

Superintendent Mike Scott
Hillsboro School District 1J
3083 NE 49th Place
Hillsboro, OR 97214

Re: Annual Board of Directors' Evaluation of Performance

Dear Superintendent Scott,

The Hillsboro School District (HSD) Board of Directors has completed your evaluation for the 2019-20, Fiscal year, according to policy CBG: Evaluation of the Superintendent. This year's standards-based model included a pre-evaluation survey completed by individual Board members, your self-evaluation that examines your leadership, operational performance, and a new performance indicator for Equity & Cultural Responsiveness.

Your dedication to the HSD community is reflected in your every action and your commitment to serving our educational institution is demonstrated by your continuous improvement each subsequent year. Your 11 years of service has showed the stability we need in our community during this time. It is the pleasure of the Board to evaluate your performance on the following nine standards: 1) Leadership & Culture; 2) Policy & Governance; 3) Communication & Community Relations; 4) Organizational Management; 5) Facilities & Technology Management and Planning; 6) Instructional Leadership; 7) Human Resources Management; 8) Values & Ethics of Leadership; and 9) Equity and Cultural Responsiveness. The Board used a four-point scoring system with Exceeding, Proficient, Developing, and Does Not Meet as descriptors.

The comments and data contained in the following evaluation reflect that of a leader who brings integrity and a commitment to understand our community, along with a skillful approach to progress and advancing district initiatives.

1) Leadership & District Culture: As the HSD Superintendent, Mike exemplifies the kind of steadfast leadership that defines this role. Mike is able to lead an outstanding team of education professionals while contributing to a culture of service and collaboration. Mike cultivates relationships across all stakeholders, from students and community members, to City and State government leaders. While steering the organization through calm waters, Mike continues to seek out the areas of improvement and chart a course to higher success. But the true test of a leader comes during turbulent times and during a worldwide pandemic and a national moment of protest against racism, Mike's poise, vision, and connection to the needs of the community continues to lead the district through these challenging and transformative times.

2) Policy & Governance: Mike is a natural and effective communicator who understands the value of keeping the Board informed of legislative, fiscal, and pertinent general updates. He is open and flexible to changes that make the board's governance role simple and straight forward. The HSD-wide policy update that spanned two years concluded this year and will be of great service to not

only this board but those that follow. Due to the significant updates to many of our policies the board would like to see the impact and effectiveness of these policies. We will also need to develop a way to comb through our policies with an equity lens.

3) Communications & Community Relations: This is the highest rated standard for Mike. Our board unanimously agrees this is an area that Mike continues to perfect. Mike is a genuine listener, and has mastered the ability to listen to understand. We hope he continues to lead by example in this standard. His increased efforts over the years to ensure our most marginalized voices are elevated and included in the decision making process of our District is something this board encourages him to continue addressing. He effectively engages stakeholders and demonstrates a clear commitment to the community, the board, the District, and the District's partner agencies.

4) Organizational Management: The ability for Mike to lead the District through such dynamic times, while preserving the fiscal integrity of HSD is a reflection of a leader with solid decision making and an understanding of community priorities. Managing fiscal constraints while finding innovative solutions is a critical requirement in this role. Mike has been able to lead his team through some tough decisions, while aligning his decisions with the best understanding of the community and Board priorities.

5) Facilities & Technology Management and Planning: Future planning around facilities and technology management have been consistently increasing in their importance for school districts over past decades. Skills in this area were paramount with the passage HSD's latest bond. While facing a significant capital asset and technological project, Mike demonstrated his strategic decision making and agility in incorporating the nuances of a changing landscape. He found efficiencies and opportunities through community partnerships and made agile decisions for distributing technology, based on the needs of the community. One significant accomplishment was ensuring every student had access to computer equipment and internet access during our pandemic.

6) Instructional Leadership: This year more than any other, Mike's ability to develop a vision and mobilize his team towards achieving, while getting the support and advocacy of the Board was on full display in our community as we transitioned to distant learning. From the programs and initiatives that Mike leads, to the renewed Board's focus on equity, it is clear that he utilizes the community and the Board to help influence HSD's priorities. The District's record graduation rates are proof of Mike's success in leadership.

7) Human Resource Management: Mike's ability to cultivate a collaborative relationship with our unions over the years has proven to be essential at this time. The ability for HSD staff to be flexible and solution focused is due in large part to the culture in our district. Opportunities for professional development continue to be a priority to prepare our staff and deliver results to our students and families.

8) Values & Ethics of Leadership: This is the second standard in which our board unanimously scored Mike the highest. For our district to be effective, the values of our organization, community, and leader must align. Mike's brings his top tier conduct, reputation, and diplomatic nature to all decisions of his work. Mike consistently demonstrates the unwavering ethics and values that he we've come to expect from him.

9) Equity & Cultural Responsiveness: For an institution to truly move the needle of progress on equity and cultural responsiveness, it requires that organization's leader to not only share those values but to also be courageous. The commitment with which Mike met the Board's challenge to enhance HSD's efforts around equity is an example of that courage. Mike and his team are leading

the District on a path to become an anti-racist institution that not only stands up against racism but takes corrective action to abolish its lasting effects from our institution. This path is filled with much difficulty and uncomfortable conversations. Mike's willingness to engage in those conversations, as well as frame the problems our community is facing, in this light, allows for progress down this path to be made. We are encouraged by not only the work we see in public board meetings but by his personal journey and understanding in interrupting racisms where he encounters it.

Superintendent Scott, we want to celebrate your commitment and length of service as Superintendent at HSD. We acknowledge this year has been unlike any other and next year will also be filled with challenges but also opportunities. This pandemic has created opportunities for us to be innovative, resourceful and transformative. We entrust you with leading us forward as we continue together on our shared mission.

Gracias por todo tu arduo esfuerzo. Thank you for all you do that makes us all proud to be HSD.

Sincerely,

Erika Lopez, Board Chair
Martin Granum , Vice Chair
Lisa Allen
See Eun Kim
Yadira Martinez
Jaci Spross
Mark Watson