



MINUTES

Full Board of Directors Meeting

March 18, 2023

6:15 pm

The meeting was held virtually via Zoom using this [link](#)

MISSION: We exist to foster a diverse and equitable community of youth and adults striving together for academic, personal and civic excellence.

VISION: Inclusive excellence in public education.

The Board uses a series of qualifiers, where appropriate, to help clarify the nature of each presentation/report.

1. The decision has been made and updates are provided (Inform)
2. Input is needed to assist the board to make the best decision (Discussion/Input)
3. Brainstorming is needed to help identify all options (Brainstorm)
4. Input and/or decision is assigned to a Special Committee (Small Group)
5. The decision is ready for vote (Vote)

ATTENDANCE

Board Executive Committee:

Joe Whitfield, Chair
Stephanie Grossman, Vice Chair
Annie Bielecki, Secretary
Drew Goltermann, Co-Treasurer
Marc Fulton, Co-Treasurer

Board Members:

Grace Nailing, Board Member
Ambar Suero, Board Member
Nikea Bland, Board Member
Katherine Casey, Board Member
Kaylee Hart, Board Member
Kenny Smith, Board Member
Meg Ramey, Board Member

Highline Ex-Officio Members:

Chris Ferris, Highline Academy Executive Director
Sarah Verni-Lau, Highline Academy Southeast Principal
Vanessa Rodriguez, Highline Academy Northeast Principal
Manda Troutman, Outreach and Communications Manager
Alex Bowdoin, Outreach and Communication
Erika Paulino, HASE Front Office Manager
Nora Clark, HASE Flex Teacher
Maya Balakier, HANE Assistant Principal
Abby Arriaga, HANE Assistant Principal

Other:

Heather Tramutulo
Heather Miles
Cortney Fry
Lora Martinez

Absent:

Kamrin Coffey, Board Member

<i>Topic</i>	<i>Presenter</i>	<i>Goals</i>	<i>Outcome</i>
Call to Order – Joe Whitfield – Call to Order (6:15 pm) Quorum Establish A quorum of the Board was established. The agenda was adopted with no changes. Mission Moment Ambar read aloud the mission and vision statement. She spoke about incorporating the community voice at all times and in all spaces.			
Consent Agenda – Joe Whitfield – Governance – Vote (6:18 pm) Minutes from the February meeting A motion was made by Joe and seconded by Stephanie to approve the February 2024 meeting minutes. The motion passed unanimously.			
See BOD Packet for: - Minutes from February - Budget to actuals - Results of the staff survey 24-25 Budgets - HASE and HANE - Anti-Racist Practices Slides			
Public Comment (6:21 pm) - Manda framed the public comment. - No public comment			
E.D. Update - Chris Ferris - Inform (6:23 pm) Start of Strategic Plan: Review of Pillar 2 Becoming an Anti-Racist School- board members pair share: Is this still a pillar? Would you change it in some way? If so, how? - Chris broke the board into breakout rooms to discuss this. ROOM 1 NOTES - Joe framed the discussion of how Highline decided in 2020 to integrate an anti-racist curriculum into our schools. Annie suggested that the anti-racist curriculum needs to be recommitted to, as she hasn't seen enough of it as she would like. Katherine questions what this means from an educational perspective and how this should work. Annie would like to see Highline recommit to DEI training. Joe would like an update on how this plays out at the classroom level. Stephanie shared that her group focused on parent involvement, educating them on the myths of CRT, and discussing cultural liaisons. Drew shared that his group discussed the idea of framing it as everyone growing together, and would like to see it continue to be at the forefront because it helps with our goal of equity. Staff Engagement Survey: (See board packet for a full survey) High scores for the fact that teachers know how they will be evaluated. Lowest scores revolved around Professional Development and follow through (HASE), and accepting teacher feedback (HANE). HANE identified 3 priorities: - Communication and follow-through - Behavioral expectations and support - Staff appreciation and collaboration. HASE identified 4 priorities: - A staff position for PD oversight - Reworking the Content lead role - Trauma-informed training for staff - Development of a PBIS guidebook - Greater Collaboration with SEL team.			

Principal Update - Sarah Verni-Lau & Vanessa Rodriguez - Inform (6:52 pm)

- **Staffing for 24-25:** Vanessa shared that large classes have been a challenge. Proposed an internal shift within K-2 to create 4 home rooms allowing for 20 to 25 students per class. There will be a qualified interventionist in each grade level. HANE will keep a comprehensive wellness team for next year. Sarah shared that building expansion will be done next year and they are enrolling and staffing as if it will continue on as scheduled. HASE is reworking its daily schedule and will base its staffing model on this schedule. Sarah wants to provide personalized instruction to all students. They will be restructuring their intervention schedule. HASE will be creating a Newcomer block for the middle school. Want to schedule according to support for GT students as well. Staffing shifts - k-2 interventionist, and then content-specific interventionists in 3-8. Middle School will have dedicated content teachers to offer tiered support. HASE is looking for MS science and SPED teachers. They will be having a Principal Residency and they are looking for a new Assistant Principal.

Finance Committee - Drew Goltermann - Vote (7:02 pm)

- Budget to actuals - SPED funding is less than anticipated at HASE, ESSR will be a bit more. Shortfall at HASE, surplus at HANE.
- Budgets for 24-25 HASE and HANE were presented and explained
- A motion was made by Marc and seconded by Annie to approve the 2024-2025 Budgets. The motion passed unanimously.

Building Corporation - Chris Ferris - Inform (7:15 pm)

- A couple of leak issues, but they are finishing the roof this week so all is well. Windows will go in during spring break. Chris shared that the staff has been very accommodating during the construction. The contingency budget still has funds available as well and hopes to finish some of the old building updates that were started last summer.

REACH Out Committee - Manda Troutman - Inform (7:17 pm)

- **The Reach Mosaic:** Manda shared the link to the flier and the website for buying a plaque. She encouraged all board members to donate as soon as possible.

Reach In Committee - Stephanie Grossman - Inform (7:22 pm)

- Board self-eval going out this week- Stephanie would like to have them back by March 31. Candidate interviews - a few candidates have fallen through the cracks. Stephanie will be calling someone tomorrow to discuss more potential candidates and shared that PWP members might be great to have on the board. Kaylee asked (at the end of the meeting) what particular people we might be looking for on the board- HANE parents specifically was the answer, as well as community members with fundraising experience. Officer nominations announcements- Ambar Suero for President, Catherine Kasey for Vice Pres, Annie for Secretary, Kaylee Hart for Treasurer.

DEI Committee - Grace Nailing/Ambar Suero - Inform (7:26 pm)

- Update on the Black Excellence Plan - (see Board Packet for details) DEI committee meets monthly to take a look at black student development and progress. We want to be intentional about it. HASE Goals were to increase GT representation for Black students, Development of SEL, and to decrease % of black students in SRD to 14% or less. In January 16% of black students out of 79 in GT, 30 black students identified as having in need of SEL support, 13% in 2-8 in SRD. Next steps- Parent workshops, teacher training on recognizing GT behaviors, additional outreach to families of students identified by BESS as high-risk. HANE - 45% above grade levels in reading, 30% above in math, 50% above in early literacy. In January, 46.5% above for reading, 25.3% above for math, 35.8% for Early Literacy. Ambar shared that these numbers are happening district-wide as well. Next steps for HANE - reading teachers will continue to use data to guide instruction, math teachers are reducing their students' use of Zearn, Parent workshops about racism, staff engagement survey scheduled for January to gauge retention. DEI committee will continue to monitor schools progress.

Old Business - Chris Ferris - Inform (7:39 pm)

- Add “religion” and “gender expression” to our non-discrimination statement. See the current statement [here](#). Annie mentioned non-religion, and Chris suggested the phrasing “religious views” instead of religion.
- A motion was made by Joe and seconded Annie to approve adding “religious views” and “gender expression” to the Highline non-discrimination statement. The motion passed unanimously.

Reminders/Announcements – Annie Bielecki – Inform (7:45 pm)

- Next BOD meeting: Monday, April 29 8:30-10:00 am at HASE.
- HANE Culture Night - April 19

Adjournment – Joe Whitfield – Adjourn Meeting – Vote (7:48 pm)

With no further business up for discussion, a motion was made by Joe and seconded by Grace to adjourn the meeting. The motion passed unanimously.