

High School Growth Mitigation Planning Committee (HSGMPC)

Wednesday, October 24, 2018

HSGMPC Meeting #1

Everett Public School Community Resource Center

6:00 pm – 8:00 pm

Meeting Minutes

The following list represents all the High School Mitigation Planning Committee Members. The committee list is comprised of community members, parents, students, and Everett Public Schools Administrators. Everett Public Schools Support Staff assist the committee as needed. Highlighted names were in attendance.

Planning Committee Facilitator

Jim Dugan (253.278.8105)

Email Address

jdugan@parametrix.com

HS Growth Mitigation Planning Committee Members

Parent, Student, & Community Members

Christa Bickett

Savannah Bishop

William Chang

Jeff Colon

Alisha Crawley-Davis

Emily Dagg

Melanie Hannasch

Nicole Henry

Jen Hirman

Andrea Ide

Meggan Jacks

Harrison Jenkins

Ethel McNeal

Sandra Mejia

Jeff Melnick

Jennifer Neeleman

Joshua Platte

Heber Redd

Jeff Russell

Dylan Spires

Nichole Stevenson-Bonilla

Brooke Yule

Everett Public Schools Administrator Members

Kevin Allen

Linda Butler
Mitch Entler
Eric Jennings
Dave Peters
Laura Phillips
Michelle Waddel
Cathy Woods

Everett Public School Support Staff

Larry Fleckenstein
Mike Gunn
Darcy Walker
Chuck Booth
Gerard Holzman
Peter Scott
Dana Riley Black
John Pike

Overview

The High School Growth Mitigation Planning Committee was established in response to a resolution from the EPS Board to develop a plan to temporarily mitigate the effects of high school growth. The committee is to represent the entire district and make decisions while considering all points of view. They will use a data driven process in a team work environment to evaluate and analyze potential solutions. The Committee is to develop a recommendation as a team that best reflects the guiding principles and submit the recommendation to the Superintendent for consideration in March 2019.

The committee is made up of 30 members including community members representing the district's three comprehensive high schools and five middle schools, and principals or assistant principals from each high school and middle school.

The committee will be facilitated by Mr. Jim Dugan from Parametrix, Inc. Additionally, the committee is supported by the following ESD departments and individuals:

Facilities and Planning: Mike Gunn, Darcy Walker, Gerard Holzman, Chuck Booth
Curriculum, Assessment & Special Programs: Peter Scott, Dana Riley-Black, Catherine Matthews
Teaching & Learning: Larry Fleckenstein
Business Services: Jeff Moore, Ruth Floyd
Transportation: John Pike, Nancy Brown
Learning and IT Services: Pete Dronzek, Senja Yakoleff, LauriBeth Hull
Communications: Kathy Reeves, Diane Bradford, Linda Carbajal

The Committee is expected to work over the next five months. The Committee meetings are held on Wednesday evenings between 6:00 PM and 8:00 PM. High School Growth Mitigation Committee

Meetings (HSGMCM) that are complete are noted in yellow below. Future Committee meetings are noted in green below.

<u>Meeting</u>	<u>Date</u>	<u>Location</u>
HSGMCM #1	October 24, 2018	Everett Public Schools Community Resource Center
HSGMCM #2	November 7, 2018	Everett Public Schools Community Resource Center
HSGMCM #3	November 14, 2018	Everett Public Schools Community Resource Center
HSGMCM #4	December 12, 2018	Everett Public Schools Community Resource Center
HSGMCM #5	January 16, 2019	Everett Public Schools Community Resource Center
HSGMCM #6	February 13, 2019	Everett Public Schools Community Resource Center
HSGMCM #7	February 27, 2019	Everett Public Schools Community Resource Center
HSGMCM #8	March 6, 2019	Everett Public Schools Community Resource Center

In addition to the HSGMCM meetings described above, Everett Public Schools is planning two Community Forums which will be held at all three high schools. Dates are tentatively scheduled as follows:

<u>Meeting</u>	<u>Date</u>	<u>Location</u>
Community Forums	November 27-29, 2018	Each high school (one per evening)
Community Forums	Late Jan/ early Feb	TBD dates and locations

The first Community Forum will share the Committee work to date, the challenges and complexities of the work and the goals. The Community Forums will capture any/all feedback for further consideration. Subsequent Community Forums will share the direction and final recommendations under consideration by the Committee.

The committees work is only to recommend. The Superintendent followed by the Board of Directors will make all final decisions regarding revisions to high school enrollment boundaries.

High School Growth Mitigation Planning Committee – Guiding Principles

High School Growth Mitigation Planning Committee

Guiding Principles

Everett Public Schools

The Everett Public Schools Capital Facilities Advisory Committee developed and ranked the following High School Growth Mitigation Planning Committee Guiding Principles. The guiding principles come from the Everett School District 2016-2021 Capital Facilities Plan.

REQUIRED GUIDING PRINCIPLES

1. **CARE:** *The potential impacts, both positive and negative, of any boundary change shall be carefully considered.*
2. **INCLUSION:** *Appropriate opportunities for input from affected parties should be provided prior to making boundary changes.*
3. **SOLUTIONS:** *Boundary changes should be made in the context of long term solutions, short term solutions not addressing long term issues should be avoided.*
4. **PREPARATION:** *Boundary changes should be approved with enough lead time to allow families to plan and prepare for implementation of the changes.*
5. **NEIGHBORHOODS:** *Students should be able to attend schools located within close proximity to their own neighborhood, and if possible, all students living in a neighborhood should attend the same schools.*
6. **BARRIERS:** *Natural or manmade barriers to safe and efficient transportation routes should be taken into consideration, including pedestrian and vehicular transportation.*
7. **INEQUITY:** *Boundary changes should be made only after considering where inequities might lie in current boundaries and potential boundary changes; changes that create new or perpetuate existing inequities should be avoided.*
8. **CONTINUITY:** *Consideration should be given to maintaining consistent elementary school to middle school to high school feeder patterns – where possible.*
9. **EFFICIENCY:** *Transportation routes should be as efficient and reliable as possible while minimizing the amount of time a student spends in transit to and from school.*

HSGMP Committee Meeting #1 Agenda

Welcome and Thank You

- *HSGMPC Overview*

Work of the Committee

- *Setting the Context*
- *School Board Resolution*
- *Committee and Staff Support*
- *Timeline*

Guiding Principles - Discussion

Community Feedback - Presentation

- *Dominant Themes Overview*

Community Feedback - Discussion

- *Q&A for Clarification and Understanding*
- *Application of Community Responses to Work of Committee*
- *Review of Board Resolution*

HSGMPC Schedule and Deliverable

Next Meeting: November 7, 2018

Homework

Closing Comments

Welcome

Mr. Dugan thanked the committee members for their participation in this important work and the District's appreciation for the committee's commitment to the process.

Mr. Dugan asked the committee to approach the work with care, kindness and a commitment to listening. He reiterated that this will be an emotional process and that is okay. The committee will work as a group to get out of the "me" and into the "we". They will work to establish themes and to find common denominators.

Work of the Committee

- **Setting the Context**
Mr. Gunn reviewed the circumstances that led to the formation of this committee which was the growth and over-crowding at Jackson HS. Jackson HS is over-capacity by approximately 450 students. He reviewed the District's bond campaigns and the failures of various bond measures that included a new high school. He reviewed the enrollment projections and the continuing trends toward growth in the south end of the district.
- **School Board Resolution**
Mr. Gunn shared and reviewed the key points in the Board Motion from July 3, 2018 and the Board Resolution from August 28, 2018 that provided for the formation of this committee.

Board motion approved on July 3, 2018

"The board of directors directs the superintendent to bring a proposal to the August 28, 2018 board meeting for its approval defining a committee process, guiding principles, participants, and timeline to develop a plan to temporarily mitigate the effects of high school growth. The committee is to recommend revisions to high school enrollment boundaries beginning fall 2020 to reduce enrollment at Jackson HS; and complimentary and practical program changes, portable classrooms, and minor schedule changes."

Board resolution approved on Aug. 28, 2018

- Establish a High School Growth Mitigation Planning Committee to develop a recommendation to the superintendent by March 31, 2019 that is responsive to the board's **July 3, 2018 motion**.
 - Changes to high school boundaries are to go into effect in fall 2020, although changes to portables, programs or schedules may take longer to implement.
 - The committee is to carefully consider the **guiding principles** developed for this process in its recommendation.
 - The committee is to consider in some manner the **key themes raised by the community** over the last several months in its recommendation.
 - The superintendent will bring recommendation to the board, accompanied by his advice as to adoption, amendment and adoption, or rejection.
- **Committee and Staff Support**
Mr. Gunn introduced the EPS support staff that were in attendance and reiterated their commitment to supporting this effort. The names of the EPS support staff for the committee is listed above under the Overview section of these notes.
 - **Timeline**
Mr. Gunn reviewed the timeline for the committee's work. The committee will meet 7-8 times between now and March of 2019. The committee will complete their recommendation to the Superintendent no later than March 31, 2019.

Guiding Principles Discussion

Mr. Dugan presented the Guiding Principles for the committee. These are listed above and will remain a part of the minutes for continual reference by the committee members.

Mr. Dugan reminded the members that they are not choosing between good and bad, they are choosing between good and less good. It will be important to give people time to adjust to any recommended changes. Work to try and keep people near the schools where they live, if possible. The committee will consider large amounts of data including future planned housing, inequities, transportation, technology, and economics. People want to be in the District, so the committee will need to determine how to handle the enrollment.

Mr. Dugan acknowledged how difficult this work would be and asked the committee to consider that they may end up with a recommendation that is the most liked solution of a dislikable option. Be prepared for that.

Community Feedback – Presentation

Dr. Gerard Holzman presented the dominant themes from the on-line community feedback and discussed how the themes were to be incorporated for consideration into the committee's

work. Dr. Holzman reviewed how the community feedback was specifically referenced in the Board Resolution.

The dominant themes were reviewed as follows:

- 1) Boundary change concerns:
 - a. Safety of young drivers
 - b. Time (rather than distance) students will be on the buses
 - c. Interference with sports and extracurricular activities
 - d. Moving far south end of district to Cascade HS
 - e. Keep communities together
 - f. Allow walking students to remain walkers
- 2) Maintain current boundaries for current students:
 - a. Eliminate current variances at Jackson HS and Cascade HS
 - b. Start any boundary move with incoming freshmen
 - c. Keep siblings together
 - d. Add needed portables
 - e. Keep families that live inside Mill Creek city boundaries at Jackson HS
 - f. Or, do not move any juniors or seniors away from Jackson HS
- 3) Rerun the bond for a new high school only:
 - a. Use media to communicate overcrowding
 - b. Use grants and crowd funding to assist
 - c. Improve marketing of needs to community
 - d. Find out why more than 40% voted no
- 4) Use alternate schedules:
 - a. Use late/staggered starts
 - b. Use structures that will make schools feel smaller such as small schools within schools
 - c. Reconfigure school grade levels to K-6, 7-9, 10-12; less support for double shift alternatives
- 5) Create magnet programs that will attract students:
 - a. With math/science emphasis
 - b. Make efficient use of Running Start: online classes, and technology
 - c. Include technical skill programs like EvCC and Sno-Isle
 - d. Utilize all existing high school seats at all times before adding more portable classrooms
- 6) Select a committee that is representative of the community's different perspectives:
 - a. Include north/central/south families
 - b. Working and stay at home parents
 - c. Diverse socioeconomic backgrounds
 - d. High school students
 - e. Members from areas impacted
 - f. Communicate why boundary/program/schedule decisions were made or not made
- 7) Advocate for infrastructure changes:
 - a. Address impact fee program with developers and county
 - b. Physically redesign current school buildings
 - c. Use funds and resources wisely
- 8) Boundary changes:

- a. The quickest way to fix the problem
- 9) The district's three high schools are not perceived as being equal:
 - a. In education programs
 - b. In school culture
 - c. In school ratings
- 10) Move certain groups:
 - a. Move renters no home owners
 - b. Move new developments (post 2013) out of Jackson HS
 - c. Consider moving families that would eventually move to a new high school
- 11) Share student with Northshore and Snohomish High Schools:
 - a. Divide district into two districts – north and south

Community Feedback – Discussion

Mr. Dugan led the group in questions and answers with the following key points established as guidelines for communications and outcomes going forward:

- This is a 5-year solution, but it needs to be harmonious with 10-15-year solution.
- Establish trust, present a solution that makes sense, don't uproot people too often.
- Nobody wakes up and tries to do the wrong thing.
- Everyone wants to do their best.
- Be kind.
- Be careful of the words you use. Frame your comments in the form of a question.
- Be conscious of perceptions and how they can be construed.
- Data driven decision making will help with mythologies and perceptions.
- Cut through beliefs and answer it with data.
- Answer the angry with facts.
- Be kind.
- Do no harm. You can change things without doing harm, choose wisely.
- To the extent possible leave things better than you found them.
- Use patience.
- Work the answer.

HSGMPC Schedule and Deliverable

Mr. Dugan reviewed the meeting schedule (listed above for easy reference). He indicated the work would be done in small groups and then each group will report out to the larger group. The committee will move forward each meeting. Consensus will be slow to build, but it will come. Be patient with yourselves. Honor different ways of processing and communicating.

Homework

Mr. Dugan asked each committee member to read all the on-line public comments before the next meeting. Also, as an optional activity, members could take home a district map to help familiarize themselves with the current boundaries.

Closing Comments

Mr. Dugan left the committee with the following considerations to ponder before the next meeting:

- Is it only a boundary change?
- Is it only a portable solution?

- Is there a solution that supports no change to boundaries or portables?

HSCMPC #1 Parking Lot

The following Parking lot questions (Q) /comments (C) not answered at HSCMPC #1 are answered below:

1. ***Q: What is the number of empty seats at Sequoia?***

A: The October 2018 enrollment at Sequoia HS was...166

Capacity and Empty seats:

- Sequoia's capacity is currently calculated the same as all other high schools. On that basis, SEQ's capacity is... 384. Empty seats = 219
- Based on program, and their operating model, the capacity is lower - somewhere around 235. Empty seats = 69
- Port Gardner Parent Partnership uses 4 or 5 rooms at Sequoia. Capacity is 96.

2. ***Q: Can we get a list of the programs offered at each high school? IE: band, athletics, drama, etc.***

A: A few hard copies of the high school catalogue will be available at the next meeting. The online version can be found at: the Students tab of the district website under the link to Graduation or by following this link [High School Course Catalog](#)

Notes are as transcribed via live attendance at meeting by Nicole Brown, Parametrix, Inc. Please forward any corrections, additions or deletions by 11/7/2018 to nbrown@parametrix.com and gholzman@everettsd.org . If no comments or corrections are received, these will become the official meeting record.