

**EVERETT PUBLIC SCHOOLS**  
**EVERETT, WASHINGTON**  
**Regular Meeting**

The Board of Directors of Everett Public Schools, Snohomish County, Washington, held a regular Board meeting on Tuesday, June 21, 2005, beginning at 4:30 p.m., in Conference Rooms C1 & C2 of the Educational Service Center, 4730 Colby Avenue, Everett, Washington. Those in attendance were Kristie Dutton, Karen Madsen, Sue Cooper and Roy Yates. Absent: Paul Roberts.

**ADOPTION OF AGENDA**

President Yates called for any recommended changes to the agenda. Superintendent Carol Whitehead indicated there would be a revised Personnel Report. With that, Sue Cooper moved for adoption of the revised agenda. Kristie Dutton seconded the motion and the motion carried unanimously.

**ADOPTION OF  
AGENDA**

**APPROVAL OF MINUTES**

Karen Madsen moved for approval of the minutes of the regular meeting of June 7, 2005. Kristie Dutton seconded the motion and the motion carried unanimously.

**APPROVAL OF  
MINUTES**

**SUPERINTENDENT'S COMMENTS**

Superintendent Whitehead called on the District's Director of Categorical Programs, Sue Dedrick, who reported that Madison, Lowell and Hawthorne Elementary Schools are the recipients of \$10,000 each from the state. A total of \$736,000 was awarded to 55 schools in Washington state. A requirement for qualifying to receive the award was that the school must have met adequate yearly progress (AYP) in two of the last three years and made significant gains in closing the achievement gap for at least one ethnicity group. In Hawthorne's case, the school saw an increase in reading for their Hispanic population. For Lowell, there was an increase in reading and writing for their Hispanic students, and Madison had an increase in reading and mathematics for its Hispanic students. The three principals spoke of their schools' excitement and pleasure at being recognized for their hard work. The staffs feel a tremendous sense of accomplishment. Dr. Whitehead said the students' academic growth is thrilling, and receiving the money is very special. The funds are to be used to continue efforts to improve academic achievement in reading, writing and/or mathematics. President Yates congratulated the schools on this very special honor.

**SUPT'S  
COMMENTS**

Next, Executive Director of Special Services Kris McDowell introduced Claudia Menard, who has been in education for 31 years, 11 of them in Everett. Claudia's newest assignment will be to serve as the Interim Director of Special Services, replacing Amy Jessee. Claudia said she is honored to be offered this opportunity and will do her very best.

Dr. Whitehead reported that today was the last day of school and tonight's is the last regular Board meeting of the school year. Sequoia High School held its graduation last Thursday. On Saturday, three graduation ceremonies were held at the Everett Events Center, which was the first time commencements were held consecutively and at the same location. It was an excellent day and everything went smoothly. The students were polite and seemed very confident as they walked across the stage. They shook hands with the dignitaries, made eye contact and said thank you. Graduation numbers were as follows: Everett High School—266; Cascade High School—298; Jackson High School—290; and Sequoia High School—21. There were two graduates from the Homeschool Alternatives program and they received their diplomas from Sequoia.

Terry Edwards, the Executive Director for Curriculum Alignment and Implementation, reported on the District's upcoming summer school program. There will be one Districtwide summer school for grades 9-12. It begins on Monday and will be held at Cascade High School. An extra effort has been made to inform students and parents about the availability of summer school as well as the importance of students getting caught up on credits. This year, the District lowered the price of summer school and supported it through the District office, thus making it possible to "buy down" some of the costs by exercising internal efficiencies and using grant dollars. An early registration discount was offered and scholarships were provided through the Everett Public Schools Foundation. In terms of enrollment, the numbers have more than doubled from last year when a total of 200 students registered for face-to-face and online courses. This year, 184 students registered for online summer school classes and 219 registered for face-to-face classes.

## **SUPT'S COMMENTS (cont'd.)**

Dr. Whitehead discussed the independent investigation at Everett High School. A press conference was held last Friday and all of the media were invited—most attended. One reason for holding the press conference was to release the report all at once, including responding to public information requests, sending the report to the Everett High School staff and placing it on the District website (in English and other languages). No changes were made to the report before its release; in fact, the District was required to publish it exactly as written by the consultant. Dr. Whitehead said the independent investigator is not an employee of Everett Public Schools, but has done this work for quite some time. Dr. Whitehead emphasized that the report represents the investigator's findings and recommendations, and is not an evaluation of District staff—District administrators evaluate District staff. The investigator found no overt discrimination or racism, although there were "disconnects" between and among student groups, between and among staff members, and between students and staff members. The investigator said the District needs to be overt in the way it works with its students and staff to bring them together in a unified way. The District will review the investigator's recommendations and make decisions about what needs to happen at Everett High School. First among several steps to be taken, Everett Mayor Ray Stephanson has volunteered to work with Dr. Whitehead to hold community focus groups. In addition, a new principal, Catherine Matthews, has been hired to lead the school, but the superintendent noted that this placement was made prior to the lodging of the complaint. Ms. Matthews will bring strong leadership to the school and has already held a number of meetings with parent groups, and with individual parents, students and staff members. The investigator recommended professional development for all staff at Everett High as a means of understanding how to work with various cultures, including students from different racial and ethnic groups. Conversations with Ms. Matthews have already taken place about times for professional development and names of individuals who can provide assistance. In addition, Associate Superintendent Karst Brandsma, Executive Director Jim McNally and Dr. Whitehead have met with staff members to discuss issues in the report. Clearly, however, the most significant step has been the hiring of the new principal. In closing, Dr. Whitehead said all of the above points are samples of information reported to the media on Friday.

## **PUBLIC COMMENT**

President Yates outlined the rules for Public Comment and then called on the following individuals who had submitted Public Comment cards:

1) Ed Glazer—speaking as an individual and as a representative of the Communities of Color Coalition—The coalition is pleased that the issues at Everett High School are being taken seriously. Student concerns were ignored until a community member, Carlos Veliz, sent a letter to the District. The coalition agrees that there are disconnects—the District, the school administration and staff at Everett High School were disconnected from what the students were saying. With the exception of

## **PUBLIC COMMENT**

**PUBLIC  
COMMENT  
(cont'd.)**

the Latin Image Club of Everett High School (composed of over 30 members, including Latino, Caucasian and African-American students), there are racial and ethnic disconnects. He said that forming additional clubs is an indicator that high school students are working to develop their self-identities. He suggested that bringing together the leaders of various clubs to form a multi-cultural club would be useful. He said there may be covert racism at the school—students are treated differently. Mr. Glazer discussed discipline statistics and then spoke of disconnects with the community. He stressed that every child should be treated fairly and respectfully at Everett High School.

2) Kinuko Noborikawa—representing Human Rights Coalition of Snohomish County—spoke from a prepared text (E:196/05).

3) Leanne Roe—mother of student at Everett High School—her child has disabilities. She said there have been many challenges for her child to receive a free and appropriate public education. She then said she has heard some inappropriate and disrespectful statements towards Latino students. Along those lines, there is also a level of disrespect towards children with disabilities and providing them an appropriate public education. It is serious and widespread. An investigation is called for.

4) Paul Crivell—parent of two Jackson High School students (a junior and an incoming freshman)—spoke about information that his son received on the last full day of classes that AP physics, AP chemistry and AP statistics would not be offered next year. Why were the classes cancelled? Perhaps if these classes were combined and/or “opened up,” then they would fill. His son is an excellent student who works hard, who needs to be (and has been) challenged and was looking forward to taking AP physics. His children have had an excellent public education so far and Mr. Crivell would be very disappointed if AP physics is not offered next year.

5) David Sanchez Cuesta—representing the Latino/Hispanic Outreach for Familias Unidas—spoke from a prepared text (attached).

President Yates expressed his appreciation to those who came to the meeting and shared their concerns. Regarding the investigation at Everett High School, Mr. Yates said the Board takes this situation very seriously. The Board has said all along that they would review the report and then proceed accordingly. He noted that positive steps were taken even before the complaint was made and positive steps have been taken since then. The issues are not something that will be swept under the carpet.

**RECOGNITION OF RETIREES**

Director of Communications Gay Campbell reported that two retirees were present tonight:

1) Nancy Beyer—has 32 years in education, 29 of them in Everett. Silver Fir principal Patty Gauksheim commented that Nancy is a product of Everett schools and has taught many grades, K-12. In addition, she has worked in the central office and served as a principal. Most recently, Nancy has worked as a reading specialist at Silver Fir Elementary School. Nancy has spent numerous hours before, during and after school helping ELL children. She has always been a very committed educator. Nancy said hers has been a rewarding and rich career. She will miss the children greatly. Her plans are to rest, do some camping, and then return to work. Nancy introduced her daughter Corie.

2) Lorriane (Sam) Olivas-Romey—has been in education for 34 years, all of them in Everett Public Schools. Heatherwood Middle School principal Greg Gelderman spoke of Sam’s commitment to her work. She is the first one on site in the morning and the last one to leave at the end of the day, even though she commutes from Whidbey Island. Her classroom is seldom devoid of students before, during and after school. She is always helping them and working with them. Sam said she has been honored to work with some wonderful teachers, assistant principals, principals and, especially, children. She talked of her enjoyment in helping students with their academic learning

**RECOGNITION OF  
RETIREES**

and said she will miss the challenges, excitement and celebrations associated with teaching. Sam's husband was also in attendance.

## **RECOGNITION OF RETIREES (cont'd.)**

President Yates congratulated Nancy and Sam and presented each with memento crystal apples.

### **ITEMS FOR INFORMATION**

The Administration presented information concerning the District's recruitment program. Executive Director of Human Resources Molly Ringo used a PowerPoint presentation and talked about the reasons for having a recruitment plan, nationwide statistics about recruitment staffing impacts, Everett staffing data, components of a recruitment plan, highlights of the 2005 recruitment plan and initiatives for the 2005-2006 school year (E:197/05).

## **PRESENTATION-- RECRUITMENT**

Concerning education reform, President Yates asked for Molly's assessment of whether schools of education are providing appropriate experiences so that teachers are able to keep pace. Molly said that, overall, colleges and universities understand the needs and interests of schools, but there once was a time lag for the schools of education to learn the requirements. Now, however, many recruits are coming to Everett well prepared.

When asked whether the District's recruiting video and other materials are up to date, Molly replied that they have remained current in their appearance. Plans are being made to update the information. The video has been placed on DVD and is shown continuously at career fairs as well as loaned to candidates. Application materials are on the web. Making connections with out-of-area recruits is important. Sometimes, however, candidates are located, but openings do not exist. She noted that the District seldom loses recruits to other districts.

The attached proposed revised Policy 2151—Interscholastic Athletics/Activities, adding language regarding academics and conduct of interscholastic activities programs, was provided to the Board for first reading at the June 7, 2005, Board meeting. Since that time, additional review with the District's attorney resulted in further revision. Thus, the proposed revised policy was presented tonight for an additional reading, with approval to be requested at a future Board meeting (E:198/05).

## **PROPOSED REVISED POLICY 2151—INTER- SCHOLASTIC ATHLETICS/ ACTIVITIES-** *adds language regarding academics & conduct of interscholastic activities programs—1<sup>st</sup> reading*

Gay Campbell commented. Karst Brandsma talked about the WASA athletic review commissioned in the Spring of 2003. The review team had 17 recommendations and the changes in Policy 2151 relate to those recommendations. Language has been incorporated regarding athletics being a privilege, not a right. Wording has also been included about possession, use, abuse or distribution of alcoholic beverages, tobacco and/or illegal chemical substances not prescribed by a physician for the user. Director of Athletics Robert Polk discussed the work of the committee who reviewed current District practices as well as those in some districts across the state. Clarification from legal counsel was sought and Robert met with a member of the community who had voiced concerns. The citizen's suggestions were primarily of a procedural nature and will be considered for inclusion in the procedure. Robert also e-mailed a number of other school districts across the state asking whether their policy was year round—27 replied; 9 use the year round code; 14 use an academic year policy; many said they wished they could go to a year round policy. There is strong support in Washington about increasing codes to a year round application. He added that the state of Nevada is considering instituting a statewide year round policy. President Yates commented that he took the opportunity during the evening of the Walsh-Platt banquet to talk to individuals about the proposed changes. Almost uniformly, they were in support. One person had some questions, but he understood the rationale.

The attached Washington State Auditor's Audit Reports for the period September 1, 2003, through August 31, 2004, were provided for the Board of Directors' information (E:199/05). Associate Superintendent for Finance and Operations Jeff Riddle reported that the District received an unqualified opinion, with no findings and no management letters. The auditors were very complimentary. President Yates congratulated District staff and commented that the public appreciates the fact that when concerns are brought to the District's attention, they are addressed. Jeff noted that many individuals from all parts of the District contributed to the success of the audits.

**WASH. STATE  
AUDITOR'S  
AUDIT  
REPORTS—  
9/1/03 -- 8/31/04**

**ACTION ITEMS**

Kristie Dutton moved for approval of the revised Consent Agenda items. Sue Cooper seconded the motion.

**CONSENT  
AGENDA**

- 1) Personnel Report (revised) (E:200/05);
- 2) Voucher Lists (E:201/05);
- 3) Proposed Revised Policy 3240—Student Conduct—adds language regarding cheating/ alteration of records and inappropriate use of technology—1<sup>st</sup> reading  
Proposed Revised Policy 3309—Students—adds language regarding cheating/ alteration of records and inappropriate use of technology—1<sup>st</sup> reading  
Proposed Revised Policy 5320.1—Leave (bereavement)—adds domestic partners—1<sup>st</sup> reading  
Proposed Revised Policy 5320.2—Leave (illness/injury)—incorporates family care regulations—1<sup>st</sup> reading  
Proposed Revised Policy 5320.3—Leave (birth/adoption)—removal of reference to gender and qualifying for leave—1<sup>st</sup> reading  
Proposed Revised Policy 5320.5—Leave (jury duty)—change in compensation—1<sup>st</sup> reading  
Proposed Revised Policy 5320.6—Leave (military)—incorporates language from Uniformed Services Act—1<sup>st</sup> reading  
Proposed Revised Policy 5320.9—Leave (family/medical)—includes provisions of Washington State laws and regulations—1<sup>st</sup> reading (E:202/05);
- 4) Resolution 835: Intergovernmental Cooperative Purchasing Agreement Between Everett School District and Oak Harbor School District No. 201 (Res. 27/05);
- 5) Contract Amendment—Early Childhood Education & Assistance Program (ECEAP) (E:203/05).

The motion carried unanimously.

**BOARD COMMENTS**

Board member Madsen commented about how well this year's graduations went.

**BOARD  
COMMENTS**

President Yates commended Gay Campbell on her quotes in the recent National School Public Relations Association (NSPRA) publication. Dr. Whitehead noted that, in July, she will have the honor of attending the inauguration of Ms. Campbell as the president of NSPRA.

Because Board member Cooper was absent from the Board meeting when Jeff Riddle was recognized for his many years of service to the District, she used this evening to thank Jeff for his commitment to the students of Everett Public Schools. She spoke of Jeff as a very conscientious professional with a high level of integrity. During Jeff's tenure, the District has been fortunate to receive good state audits and a number of state awards (CAFRA). She praised his day-to-day efforts, his consistency in presenting the Board with the necessary facts and data, and his skill at taking the appropriate steps to pursue carefully calculated risks that were in the best interests of the children and staff of Everett Public Schools as well as its taxpayers. He will be missed.

With no further comments, President Yates recessed the regular meeting at 6:10 p.m. for a brief rest break to be followed by two study sessions.

**BOARD  
COMMENTS (cont'd.)**

At 6:30 p.m., President Yates resumed the regular meeting to hold two study sessions. The Administration provided information concerning the District's Strategic Plan end-of-year report (E:204/05). Presenters included Karst Brandsma, Terry Edwards, Mary Ann Stine, Ric Edwards, Gay Campbell and Phil Biggs.

**STUDY SESSION—  
STRATEGIC PLAN  
GOALS**

President Yates recessed the regular meeting for a brief rest break at 8:05 p.m.

President Yates re-convened the regular meeting at 8:10 p.m.

Karst Brandsma distributed a draft of the 2005-2006 Strategic Plan (attached). No new strategies were added, but the strategic actions have been modified to reflect the next logical steps to get each student to high standards. The plan has been reviewed by Cabinet, departments, principals, Leadership Team (including two Board members) and others. None of the information is altogether new, but there is some re-defining. Most of the changes are verbs rather than concept changes. The Board was asked to review the plan and provide feedback to Karst within the next week so that it can appear on the July 5 Board agenda for first reading and then be recommended for adoption at the August 23 Board meeting. President Yates noted that, during his review of the document, there appeared to be a theme about how to effectively reach the underachieving student as well as that student's family. Board member Cooper asked about providing additional time for struggling students, such as extended learning opportunities. Karst replied that there is a concept of quarter-credit opportunities within one of the actions.

The Administration provided an update concerning District facilities; in particular, the status of the environmental education program (E:205/05). Terry Edwards began by talking about the status of the science adoption, which is early in the implementation phase. He discussed utilization of the Lively Environmental Learning Center for 2004-2005, staffing for the Center, and structure renewal plans. Although Lively is heavily used, additional class time/usage is possible. Regarding the Silverton Environmental Laboratory, Terry reported that a comprehensive assessment of the site was conducted in 2002. He spoke of the current lease status, condition of the facility and possible futures for the site: re-establish the residential camp, establish a day-use facility, establish a partnership for site operation, or return the site to Forest Service operation. Next, Terry outlined steps for renewal of Silverton: re-visit the consultant's recommendations, prepare the site for renewal including demolition of substandard facilities (Phase 1—summer 2005), develop an integrated environmental education plan consistent with adopted curricula, create site specifications for implementation of the environmental education program, and develop a master plan for the adopted future use of Silverton and all District environmental facilities. Phase 1 will take place this summer and will include conducting an on-site structural analysis of all buildings, identification and removal of any building that is structurally dangerous or unsound, and assessment of hazardous tree and trail maintenance needs. There are 20 structures at Silverton. According to Jeff Riddle, the removal of the structurally dangerous or unsound structures will be approximately \$150,000, and must happen no matter what decision is made about Silverton's future use. At some point, a cost benefit analysis would need to be conducted. Terry closed by saying the District's environmental education program needs to be examined and then site specifications determined. The question must be asked, "What do we want to teach kids and then how do we accomplish it?"

**STUDY SESSION—  
FACILITIES**

With no further comments, President Yates adjourned the regular meeting at 8:45 p.m.

