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Impact Committee Meeting Minutes

January 28, 2021 6:00 pm

Teleconference Options to join:

By PC: [Click Here](#) or

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Executive Order N-29-20 authorizes local legislative bodies to hold public meetings via teleconference and to make public meetings accessible telephonically or otherwise electronically to all members of the public. Members of the public are encouraged to observe and participate in the teleconference. Further instructions on how to electronically participate and submit your public comments can be found in the PUBLIC PARTICIPATION note at the end of this Agenda

I. CALL TO ORDER AT 6:08 PM

II. ROLL CALL AND ESTABLISHMENT OF QUORUM

Board Member	Present	Absent
Shannon Simonds	X	
Hope Gawlick	X	
Vasa Lokteff	X	
Shara Murphy	X	
Anna Thomas	X	

III. CELEBRATIONS

SS- City of Sac, extending state of emergency to keep housing centers open.

VL - Kindness Challenge Week, students are emailing teachers and staff. Makes teachers feel great!

AW - Email received from students. Fun to see them reaching out via email and staying connected.

AT - The ability to sign up her student for office hours using google meet.

SM - Snow! Planning a trip to the snow this weekend. Students are getting exposure and skill development using email. A valuable skill when they are adults and in the work environment.

JE - Social Justice Team - launching diversity PD next week. Teachers are dedicated and focused on the work.

HG - New rain barrels! Provided at a discounted cost by the city. It's science come to life! Was pleased to see the President take steps to eliminate private prison contracts.



IV. COMMITTEE UPDATES

HG - Finance met tonight, focused on high school furniture. SK presented an update on the large budget swings based on the Governor's budget announcements.

No other committees have met.

V. PUBLIC COMMENTS

This portion of the meeting is set aside for the audience to make comments or raise issues that are not specifically on the agenda. Comments are limited to three (3) minutes per person. Members of the public may speak on agenda items during the time when the item is addressed by the Board. This agenda item is included for the purpose of giving anyone in attendance an opportunity to ask questions or discuss non-agenda items with the Board of Directors. If visitors have a complaint about a specific employee of the school, they will be asked to submit an oral or written complaint to the employee's immediate supervisor as required by Board Policy #08-03.

JE - None

VI. CONSENT ITEMS

All matters listed under the Consent Agenda are to be considered routine and will be enacted by one motion followed by a roll call vote. There will be no separate discussion of these items unless the Board of Directors, audience, or staff request specific items to be removed from the Consent Agenda for separate action. Any items removed will be considered after the motion to approve the Consent Agenda.

A. Approve minutes from the December 17, 2020 meeting.

Motion:	HG	Action:	Motion to accept and approve		
Second:	VL	Vote:			
SS	HG	VL	SM	AT	
Y	Y	Y	Y	Y	

B. Accept and approve Charter Impact Committee 18 Month Goals.

Motion:	HG	Action:	Motion to accept and approve		
Second:	VL	Vote:			
SS	HG	VL	SM	AT	
Y	Y	Y	Y	Y	



V. DISCUSSION ITEMS

Discussion regarding Goal Area 1:1 and the extension of Goal Area 2:5 around staff hiring practices in order to recruit, retain and continuously develop the highest quality staff and better reflect the diversity of the community to help prioritize equity and access.

JE shares school and staff census data from Ed Data. Discussion held about growth opportunities and recruiting from diverse candidate pools.

HG - Can we review the Grow Your Own pipeline presentation, to look at our transitioning of classified staff into certificated positions. I wonder if we have data on our applicant pool to compare side by side with our current pool. We can only hire from who applies, understanding who is applying might help us to better target our outreach.

JE - Our team has been working with an outside agency to recruit from diverse pools, nationally the applicant base is about 80% caucasian female. Westlake is no different here.

SS - In terms of classified staff, how many different categories do we have? Does that tell a story about where kids see themselves reflected?

JE - 50/50 on cert vs class. With vendors & subs we are about 134. We hover around 55 - 58 FTE on cert. Approx 60 classified. BASE Employees, Instructional Aides, Student Support Services IA all can be considered Para Educators. Then we have Yard Duty, Management etc.

SM - Shannon covered, nothing additional at this point.

VL - Noticed in CA, 60% white, 20% Latino. Wonder if there's different strategies for recruiting and retaining for Latino and Black groups. Would be good to have more than one method in place.

AT - As an immigrant - why do we have to categorize at all? Contact the specific departments at the local colleges for internship opportunities. Are there professional associations that also group that we could network with?

Discussion around modifying strat plan for goal area 1.1 language to include "match the rich diversity of our community". Cannot be framed as a condition of hiring.

VL - Feels like an important first step. Can nuance the language to be more inclusive to hiring pool.

JE - Task people to go research statements that apply. Replace goal area 1?

SM - Great define the existing goal area language.

HG - Language change has to go to the governance and the board, it's their strat plan. Consider collapsing 1 and 2 and modifying the language appropriately.

SS - It's a small action but an important statement of refocus and commitment to the goal area.

SM - Looking at our data, we have a lot of work around LatinX recruitment.

JE - Bring back goal language ideas for modification. Bring back action ideas.

HG - Great framing for what should come back next month. COmpliments to hiring team for increased job hiring announcements on multiple media fronts.

JE - Increased the applicant pool. We had well over 100 applicants for 5 open high school positions.



VI. FUTURE AGENDA ITEMS

JE - Bring back goal language and action ideas for modification or goal area 1

VII. REFLECTIONS

SS - Appreciated data presentation. COnfirmed what she thought and what the committee should work on.

AT - Glad to see rich discussion with push pull.

HG - Second AT. Good place to openly discuss difficult topics.

SM - Helpful data, really need black & LatinX educators on this committee

VL - Excited about students at this school having someone who looks like them.

JE - Great team to push back and diversity of thought.

VIII. ADJOURNMENT AT 7:10 PM

PUBLIC PARTICIPATION INSTRUCTIONS:

Based on guidance from the California Department of Public Health and the California Governor's Officer, in order to minimize the spread of the COVID 19 virus, please do the following:

You are strongly encouraged to observe the [live stream](#) of the Meeting by clicking the link or by phone at (US)+1 612-352-9579 **PIN:** 827 793 646#

If you choose not to observe the Meeting but wish to make a comment on a specific agenda item, please submit your comment via email by 5:00 p.m. on the day prior to the meeting. Please submit your comment to admin@westlakecharter.com. Your comment will be placed into the record at the Meeting.

If you are watching/listening to the live stream of the Meeting and wish to make either a general public comment or to comment on a specific agenda item as it is being heard, you may submit your comment, limited to 250 words or less, to admin@westlakecharter.com. Every effort will be made to read your comment into the record, but some comments may not be read due to time limitations. Comments received after an agenda item will be made part of the record if received prior to the end of the Meeting.