

NOTE: This meeting is being agendized to allow Board Members, staff and the public to participate in the meeting via teleconference, pursuant to the Governor's Executive Order N-29-20 (March 17, 2020), available at the following [link](#).

Impact Committee Meeting Minutes

November 19, 2020 6:00 pm

Teleconference Options to join:

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- I.** CALL TO ORDER AT 6:04 PM
- II.** ROLL CALL AND ESTABLISHMENT OF QUORUM

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

III. CELEBRATIONS

VL - Parent conferences, gives us a great opportunity to connect with parents and see growth of students

HG - John and Steve presented financials to NUSD and is always a pleasure to see how our school represents and is received in our community

SS - Met with John yesterday

JE - Celebrate diversity of thought and expertise

IV. COMMITTEE UPDATES

HG - Development met on Monday, approved slides and launch of Explorer Partner website. Including blurbs in WW introducing families to the Explorer Partner program.



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.

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 October 22, 2020 meeting.

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

VII. DISCUSSION ITEMS

1. Review and discuss 2020-2021 Committee Goals

2019/2020 CHARTER IMPACT COMMITTEE GOALS:

- 1) Define the purpose of the Impact Committee, including a guiding principle/framework for the work planned in the long term as well as short term impact actions.
- 2) Develop performance metrics for selected objectives within the Strategic Plan.
- 3) Create a knowledge bank about our best practices showcasing their positive impact and publish these results for use by others.

SS - Worked with JE on draft goals.

Committee reviewed and made recommendations as noted in blue below.



Missing Topics:

- Impact to partner with the Staff Leadership team to assist in developing and deploying mission aligned Learning opportunities for the board, staff, students and community.

Outcomes:

1. Work with the WCS Community to create a common framework and professional learning opportunities to create shared-meaning amongst all stakeholders concerning equity.
2. Utilize the framework referenced in Goal 1 as a tool, in a structured and continuous manner, to reflect on goal and objective areas in the WCS Strategic Plan. Based on this reflection the Impact Team will make recommendations for updates and improvements for approval by the WCS Board.
3. Begin the process to create a future transparent equity dashboard organizing publicly available data that allows the Board to observe outcomes through a commonly understood equity lens.

Potential first actions from the goals listed above:

4. (G1:O1) Analyze current staff recruitment practices and craft recommendations to improve staff recruitment application practices to continually strive to reflect the rich diversity of our community.
 - a. Define quality staff retention
5. (G1:O6; G5:O1) Analyze current recruitment practices and craft recommendations to improve student lottery recruitment practices to continually strive to reflect the rich diversity of our community.

SS - Noticing that naming is a struggle. Need to create a common language.

HG - Defining equitable outcomes. Struggle with knowing or defining it.

JE - Never been able to define it but should constantly be in search of ways to identify inequitable outcomes.

VL - Notice that some are more policy oriented. Looking at the 40K foot level. Potential first actions are something he gravitates to.

JE - Host a collaboration workshop with RAT team, Community and Impact. Gravitates towards action too. Dashboard may cause people to worry about producing inequitable outcomes, don't want to put teachers and staff on public blast.

HG - Wouldn't want staff to think we might not retain people in efforts to diversify. Needs clear language to reassure uncertainty.

JE - Agreed.

SS - Agreed.

HG - Define quality staff retention. Need specificity.

Committee agrees that goals are ready to formalize and send to the full board.

SS & JE will proceed. HG will help edit and goals will go to Governance prior to full board.

2. Review and discuss ongoing committee work around Reflection, Action And Transformation work at WCS

VIII. FUTURE AGENDA ITEMS



IX. REFLECTIONS

HG - Appreciate that JE & SS were able to create a doc to give us a place to start.

VL - Similar to HG, also the committee's willingness to work with AdHoc committee of teachers and staff. Nice balance of policy and action blended in goals.

SS - Discussion of goals and intent and how we can move forward with them.

JE - The team is comfortable talking through the process to get to something better. This is a 40k feet level committee. Feels like he took too much of the lead tonight.

X. ADJOURNMENT AT 7:20 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:

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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.