

NOTE: This meeting is being agendaized 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

December 17, 2020 5:00 pm

Teleconference Options to join:

By PC: [Click Here](#) or

By Phone: (US)+1 470-326-0780 **PIN:** 896 705 719#

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 6:03PM

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

JE - Son, also a former WCS student got accepted at Sac State!

SS - Celebrating that her family is taking the pandemic seriously and they are healthy.

SM - Getting towards Christmas and having a break to enjoy the holidays.

VL - Has taken things for granted at WCS and has a new found appreciation for the little things that the school does to show gratitude and appreciation for us.

JE - I think it's the little things that make people feel connected.

HG - Being able to share gratitude about our staff and think about our WCS family. Never missed a person more than I miss Mrs. Eick and what she does for our students with social emotional needs.

AT - Celebrating women who have inspired her and the ones she inspires. Excited to take a new job and her professional growth.

AW - Opportunities presented as a result of COVID with ASL & WEB. I get to see kids differently because of the circumstances.



IV. COMMITTEE UPDATES

HG -

Development Committee met Monday and has made great progress on the communications plan for our fundraising effort for the 9th grade field lesson to The Museum of Tolerance next spring.

Finance Committee met tonight to discuss about CALPERS and contribution rates, coming back to comp in January and the pieces in progress.

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 (Please note that the public portion of all meetings is recorded.)

None

VI. CONSENT AGENDA: 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 November 19, 2020 meeting.

Motion:	HG	Action:	Motion to accept and approve	
Second:	SS	Vote:	3 - Y, 1 - Abstain	
SS		HG		VL
Y		Y		Abstain

V. DISCUSSION ITEMS

- A. Review and discuss 2020-2021 Committee Goals

1. ~~Partner with the Staff Leadership team to help develop and deploy Engage in mission aligned learning opportunities for the board, staff, students and community and utilize common frameworks regarding equity so that a common framework can be created to guide our work.~~

Outcome: **Commonly understood equity lens and process of inquiry** amongst all stakeholders.



2. Reflect on the WCS Charter and Strategic Plan in a structured and continuous manner ~~using an equity lense~~ to find and repair systemic inequities.
 - Reflection will allow the Impact Team to make recommendations for updates and improvements to the Strategic Plan for approval by the WCS Board.
 - Analyze current staff recruitment practices and craft recommendations for improvement to continually strive to reflect the rich diversity of our community.
Steps: Define quality staff retention, review current practices, reflect on areas for improvement
Outcome: Greater diversity of applicants applying for, and gaining employment, at WCS
 - Analyze current lottery outreach practices and craft recommendations for improvement to continually strive to reflect the rich diversity of our community.
Steps: Define quality outreach, review current practices, reflect on areas for improvement
Outcome: Greater diversity of applicants applying to WCS
3. Begin the process to create a transparent equity dashboard organizing publicly available data.

Outcome: Allow the WCS Community to observe outcomes of programmatic changes through a commonly understood equity lens.

- B. Review and discuss ongoing committee work around Reflection, Action and Transformation work at WCS

JE discusses the current work being done as PD with WCS staff, book clubs etc. Invites Impact Team to participate,

VI. FUTURE AGENDA ITEMS

Final revision of goal work

Equity PD

Staff demographic data discussion

HG - Wants to make sure language used around staff doesn't give the impression

that our staff is not doing a great job. I am so impressed with the work they are doing this year around this subject on top of their "regular" work.

JE - It's ok for us to say there are inherent inequalities because our staff demographics don't reflect our students that doesn't take anything away from ' how incredible our staff is and how hard they work.

VL - Will bring information and literature about staff culture and the impact on student culture.



VII. REFLECTIONS

HG - The committee and being ready for hard discussions

SS - Agree, we come and are open to having conversations and possibly disagree

SM - Need to recruit a black educator to sit on this committee.

JE - Black, Latin, Transgender educators would all be great additions.

VL - Appreciate the weaving in the idea of rich diversity. Our school becoming more reflective of our community.

JE - The flexibility of this team and the discussions which are leading us towards action.

VIII. ADJOURNMENT AT 6:16 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)+1 470-326-0780 **PIN:** 896 705 719#

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.