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San Mateo-Foster City School District
Board Workshop Agenda/Notes
"Effective Governance with an Equity Lens"

May 15, 2021 1:00-3:00pm
Facilitator:
Nicole Anderson and Associates Consulting, LLC

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Study Session agenda purpose: *Governance team will discuss board priorities around equity to build capacity in preparation for transition in district leadership and school programs.*

Agenda Topic(s)	Notes
Welcome/District Update: o Call to order: 1pm o Roll Call o Pledge of allegiance o Adopt agenda o Public Comments o Purpose/updates on equity work	The meeting was called to order at 1:01. All Trustess were in attendance. There were no public comments.
Session Overview: o Purpose/outcomes o Revisiting the 4 agreements o Recentering our equity work	Recentering our work is needed when leading for equity as the work can become complex and barriers can become distractions; Simon Sinek's golden circle is a great connection to our: Why: equity statement, resolution How: Norms, roles, protocols, practices What: Equity policy, priorities, plan What are you most proud of with regards to your equity driven governance? ● Noelia: revised mission/vision; remained equity focused and began to develop common language across the district ● Alison: prioritized reopening schools; learning hubs, focused on students with most needs ● Lisa: emphasis on students with special needs; presentation agendized earlier ● Ken: getting kids back in school; sanctuary task force pivoted to immediate needs (i.e. translation, food, eviction support) ● Joan: through distance learning, moved to one to one device; staff reimagined teaching/online curriculum; focused on wellness (i.e. counselors/social workers outreached to families/students, community) ● Shara: Board/district staff kept equity as a focus in all governance even when challenges arose What do you want to improve in your equity driven governance? ● Ken: responding/implementation of special education audit recommendations ● Lacked services for IEPs during distance learning; need to establish district goals around proficiency/high expectations beyond state requirements; ● Joan: Tier 1 focus in instruction and SEL; support for staff ● Alison: balance community input vs data to drive decisions ● Noelia: Support for ELLs and MTSS ● Shara: Consistent data, clear goals to monitor progress for target student groups

Content Building: ● Equity Statement, Resolution review ● Defining equity as a lens for governance	Equity statement adopted 2.18.21: ● Reviewed, discussed how the board applies the statement as a lens for governance, decision making. ● Discussed examples: distribution of info to disenfranchised stakeholders and 6th grade math. ● Reflected on next steps in considering the need to revise, gain stakeholder input, as well as study more to gain context of meaning of words Educational equity means that each child receives what they need to develop to their full academic or social-emotional potential as measured through multiple data metrics. Working towards equity involves: o Ensuring equally high outcomes for all participants in our educational system; removing the predictability of success or failures that currently correlates with any social, cultural, or racial factor o Interrupting inequitable policies and practices while examining and eliminating biases to create inclusive multicultural school environments for adults and children o Discovering and cultivating the unique gifts, talents, and interests that every human possesses. Reflection
Role of Governance Team: o Effective governance practices review o Board assessment review o Role of Board and Superintendent review	refer to board assessment (handout); discussion about self reflection since last assessment on 6.27.20. ● Overall the board felt somewhat effective based on the 8 characteristics of effective boards ● Areas to build upon effectiveness: #1 committed to equity vision , #2 shared beliefs and values about equity for students ● Areas to focus on becoming more effective: #4 accountability driven/less time on operational issues/focus on priorities and equity ; #5 data savvy; leverage data to drive decisions
Prioritizing Governance Equity Work: o Goals/top priorities of the Board o Recognizing and responding to community needs/public comments	Joan presented info to the board about board meeting efficiencies related to public comment. Board will revisit and dive deeper into this issue when new Supt is hired. Board/Nicole shared ideas to consider in addition to Joan's recommendations include: ● Address comments in staff presentation/clarifying questions ● Leverage listening sessions for hot topics
Equity Impact Action Planning : o Leveraging the work of the Equity Task Force	president extended meeting at 3pm brief discussion around next steps for Equity Task Force as we prepare for meeting on May 18 ● ETF agenda update from ETF Leadership team recommendations (Board/Supt update in writing vs. verbal) ● ETF role/charge going into next year; staggered rotation of members going off -extend to Dec. 2021 to allow time for replacements ● ETF to finalize draft equity impact plan on May 18 to share recommendations to board on June 24; board will determine next steps on timeline, ETF needs ● ETF leadership to meet to finalize plan/plan for presentation
Next Steps/Adjournment: o Establishing governance culture with new Supt o Future board study sessions focused on each equity priority	● board agenda builder developed with study sessions scheduled to focus on data and equity ● Revisit board assessment (8 characteristics); #4 and #5 ● Determine public comments process (handbook revision) ● Adjourned: 3:19pm