

SAN LEANDRO UNIFIED SCHOOL DISTRICT
SAN LEANDRO, CALIFORNIA
www.sanleandro.k12.ca.us

REGULAR MEETING OF THE BOARD OF EDUCATION - MINUTES

October 5, 2005

The Board of Education of the San Leandro Unified School District met in regular session on October 5, 2005, in the San Leandro City Council Chambers, 835 East 14th Street, San Leandro, California.

The meeting was called to order at 6:00 p.m. by President Pauline Cutter.

BOARD MEMBERS PRESENT

Mr. Stephen Cassidy (arrived at 6:30 p.m.)
Mrs. Lisa Hague
Mr. Louis Heystek
Ms. Linda Perry
Mr. Ray Davis, Clerk
Mr. T.W. "Rick" Richards, Vice President
Mrs. Pauline Cutter, President

DISTRICT STAFF PRESENT

Christine Lim, Superintendent
Leon Glaster, Assistant Superintendent
Michael Martinez, Assistant Superintendent
Cindy Cathey, Assistant Superintendent
Linda Pollard, Administrative Assistant

PUBLIC COMMENTS REGARDING CLOSED SESSION AGENDA

There were no public comments concerning items on the closed session agenda.

CLOSED SESSION

At 6:03 p.m., the Board went into closed session for Public Employee Performance Evaluation, Title: Superintendent and Conference with Legal Counsel – Anticipated Litigation – Significant Exposure to Litigation pursuant to Government Code Sections 5456.9(b), and 54957. The closed session was adjourned at 7:15 p.m.

The Board returned to open session at 7:30 p.m. with the Pledge of Allegiance to the Flag. President Cutter said the Board had been in closed session and no action was taken.

APPROVAL OF AGENDA

On a motion made by Mr. Davis and seconded by Mr. Richards, the Board approved the agenda for the regular meeting of October 5, 2005 by a 7-0 vote.

REPORTS Student Representative's Report – San Leandro High School student representative, Alison Zhao, updated the Board on school activities including National Merit Semifinalists Raymond Holton and Tony Chan; SATs are October 8; PSATs are October 15; Hello Dance was a great success and ASB made over \$1,100; ASB is also selling "Pirate Pride" bracelets; the Student of the Month is Eduardo Nava who has done outstanding work in the SLAM Academy; Female Athlete of the Month is Christina Corpus, a senior golfer; Male Athlete of the Month is Scotty Cordier, a senior quarterback on the varsity football team; Sprit Week rehearsals have begun; Homecoming is October 21 and the theme this year is "T.V. Show Themes"; the Homecoming court has been selected and there will be a luncheon in their honor; service clubs have been very busy by participating in the health fair and recent pancake breakfast for Hurricane Katrina victims; the Hurricane Relief Drive was a success and the school earned over \$1,400 for those families who are now part of the "Pirate community".

PRESENTATIONS

- * Certificates of Achievement were presented to Raymond Holton and Tony Chan, National Merit Semifinalists, for the 2005/2006 school year; and Certificates of Commendation were presented to Thomas Akagi, Maria Fatima Bisquera, Rebecca Davis, Zoe Eckman, Laurel James, Andy Ng, John B. Wang, and Elisa Yu for their participation in the National Merit Program.
- * Certificates of Appreciation were presented to Tony Aguirre, Conrad Garcia and Rebecca Verhoek for all of their hard work as Link Crew Leaders at San Leandro High School for the 2005/2006 school year.

Following the presentation of the certificates, the Board recessed at 7:45 p.m. for a short reception in honor of the honorees. The Board reconvened at 7:55 p.m.

- * Amy Furtado, principal of San Leandro High School, and Kit Oase, principal of Lincoln Continuation High School, provided an update on their self study report regarding the Western Association of Schools and Colleges (WASC) Accreditation process. The update included information such as activities the schools have been engaged in, findings from their work this year, and progress being made in preparation for the WASC visit.

Lincoln Continuation High School Principal Kit Oase capsulated some of the highlights that are important to Lincoln as the continuation school in the District, adding that Lincoln was focusing on addressing ongoing school improvement, an in-depth look over the period time of accreditation, and validation of the work of the school. Major areas addressed in the report included looking at the school's vision, leadership and culture; curricular paths; powerful teacher and learning, with an emphasis on the types of services that make a difference on student learning.

Mr. Oase said that the study shows that Lincoln has a qualified, caring and flexible staff; small, well-kept campus; safe and positive environment; ongoing improvements in the instructional program utilization of community resources; and student learning is improving. Because Lincoln serves students with a broad range of backgrounds, i.e. those with intellectual abilities that may not be applying themselves at the high school and those who come to them with insufficient credits, providing standard-based programs, and graduation options are some of the challenges they face in their program.

Mr. Oase stated that in 2004-05, Lincoln students made a 74 point gain and met all goals under the API criteria; the school received a sufficient rating on the three Alternative School Accountability Measures (ASAM) they selected for the state; and forty-four students graduated from Lincoln which was the highest in the last 5-10 years. Additionally an orientation program was set up for new students to the school, special activities are scheduled on Fridays, and high qualified staff is in place.

Mr. Oase said that meeting with stakeholders, phone surveys of recent graduates and parents, identification of critical areas for follow-up and action plans still needed to be completed, with the final report being presented to the Superintendent and Board in January 2006. He invited the Board to a reception to meet the visiting committee on Sunday, March 12, at 3:00 p.m. The committee's visit will begin on March 13 with the final exit review on March 15 where members of the committee will share some of their findings.

A summation of 1993 and 1999 WASC visits, charts showing enrollment statistics by gender and graduates by ethnicity from 1995-2005 were

shared, adding that Geography, English/School to Work, which links the students to the “world of work”; and Disaster Preparedness/First Aid/CPR were three new courses added to Lincoln to enhance the academic program,

Mr. Cassidy applauded the school for the significant growth in graduates over the ten-year period. He asked how the school works with the students in terms of counseling to get students into college and/or post school programs.

Mr. Oase explained that two mornings a week a counselor works with students; and there is also an emphasis on career in the classes; with representatives from Chabot, Los Positas, and Laney coming to the school to speak to the students regarding educational options.

Regarding the capacity of the school, which was of special interest to Mr. Cassidy, Mr. Oase explained that the school has not reached its capacity and that between ninety-five and hundred students can be housed at the site.

Mr. Davis attended Lincoln’s Back-To-School Night and was very impressed by the teachers’ dedication to teaching a very challenging group of individuals.

Mrs. Cutter thanked Mr. Oase, adding that it was a pleasure to hear his report.

San Leandro High School Principal, Amy Furtado, said that while the WASC process is a difficult one, it is also an enlightening one and she was looking forward to presenting their final report to the Board.

Ms. Furtado explained that the goal of the WASC is to use schoolwide and department data to review school programs (i.e. honors, CP courses, counseling, administration, maintenance, etc), adding that the purpose of the self-study is to gather input from all stakeholders: parents, teachers, students, staff; identify strengths and areas of need, and then create an action plan (a draft was provided) that addresses those critical areas.

She reviewed the self-study process that the high school followed which included department meetings to identify key standards taught, looking at student work and giving input to the Leadership Team and Curriculum Council, staff also meet in focus groups to look at data, further reviewed student work, and identified strengths and weaknesses for each area, parents and classified staff also attended a focus group. The school created an on-line survey which was administered to approximately 1000 students to gather more data and

information.

The timeline was reviewed, with Ms. Furtado explaining that the process began last fall with new data being added to the plan with the final review by all stakeholders completed by mid-November. She also invited the Board to attend their reception for their visiting WASC committee on Sunday, February 27, 2006 with the school visit beginning on February 28, and the final exit review on March 1.

Improving academic literacy for all students, especially ELL and African American students, developing strategies in math and science to raise student achievement, and communicating expectations of excellence and content standards to all students, particularly 9th grade and transfer students where the survey revealed a high mobility rate, 43% of the students did not know what the CSU/UC a-g requirements were;, and 45% of the students said they planned for high school by themselves were three critical areas identified to focus on.

Equity work, the use of data to make decisions, Academy programs, academic support for students, block schedule, variety in assessment and instructional practices, and facility and security improvements were areas of strengths recognized by the staff, students, and parents.

The six major action steps of the plan to address the areas of need included a systematic implementation of standards based instruction; develop systematic interventions for students who are failing, standardize academic expectations and assessments in the Science and Math departments, develop a systematic way to support students in identifying career pathways, create a culture where race is not a determining factor for success and improve the communication with all parents, especially EL parents.

Ms. Furtado said in the first year of this six-year plan, the school would be focusing on standards-based instruction in classes; administrative visibility, where walk through schedules have been implemented and administration visits classes four blocks a week; 4-year plans for all students, with counselors hosting parent nights throughout the year in an effort better serve students in identifying careers and understanding paths to reach them; end of course assessments; and equity work.

Ms. Furtado felt that this was a very honest look at the school focusing on where they are now and where they are going, believing there was compiled input from all the stakeholders.

Mrs. Cutter said it was nice to hear about the plan. She asked how students were able to access the survey. Ms. Furdato said that

students were taken to the library during their English or Social Studies class to take the survey in order to get as much student representation as possible.

Mr. Cassidy applauded the API growth and was looking forward to an analysis on how that was achieved.

Mr. Cassidy raised a few questions around mathematics. He was interested in the impact of the block schedule on math; and if the math courses were currently aligned because, "*revise mathematics course outlines to align to the state standards*" was included as an action step. He also asked for an explanation to why 57% of the students received a D or F in Algebra A for 2004-2005 school year.

Ms. Furtado explained that all new materials are aligned with the state standards and the action step meant going back to those courses of study and making them aligned with the new materials, including courses in the upper division math i.e calculus.

In response to the percentage of students receiving a D or F in Algebra A last year, Ms. Furtado felt that answer was very complex, explaining that data shows that those students who don't do well at the high school, generally didn't do well in middle school 7th & 8th grade math. While the block schedule is at an accelerated pace, those students in algebra and geometry have more instruction time under block, adding that probably most of the students who are failing have not been successful in math before, and that math had the highest failing rate, which was why it was a focus.

Mr. Cassidy asked what the turnover in the math department was and what part that played. Ms. Furtado explained that it can be a challenge to find fully credentialed teachers under NCLB and that the school was struggling with the lack of candidates to teach math.

In addition to programs that are already in place i.e. College Bound, AVID, which only touch a small number the student body, Mr. Cassidy was interested in how San Leandro High could increase students' awareness about college planning.

Ms. Furtado said they are beginning an information campaign where teachers, staff, and administration assist the counselors in getting the information out to the students about the UC a-g requirements, the importance of taking the PSAT colleges, and stressing to students that attending a four year college or continuing your education are the two options for students when they graduate from the high school.

Technology in the classroom was another concern for Mr. Cassidy. Ms.

Furtado didn't feel that the school was necessarily in a tech "dark age", but it was a struggle, adding that the focus is to continue to upgrade and support the computer labs, making sure that they are updated and well-run as possible, and whenever possible replacing classroom computers with equipment taken from the labs.

Regarding the mobility rate, Ms. Perry wanted to know the level of those students when they enter the school. Ms. Furtado said that many of those students, particularly the EL students, are behind and unschooled. Ms. Perry applauded Ms. Furtado for recognizing the information gap, and looked forward to hearing about the strategies to addressing the counseling services, four year plan, and career pathways.

Mrs. Hague congratulated the high school staff for all of their hard work in this process. She suggested including career planning to the sports information night as a way to increase school athletes awareness of identifying careers and understanding paths to reach them.

President Cutter thanked Ms. Furtado for the report.

PUBLIC TESTIMONY ON NON-AGENDA ITEMS

None

REPORTS

- 1) Correspondence – None
- 2) Superintendent's Report – Superintendent Lim announced that an extremely tragic incident occurred at Bancroft today – a student, who was very popular, passed away. Ms. Lim extended the District's deepest thoughts and prayers to the parents and friends adding that the Bancroft staff rallied and supported the school. She also announced the Parent Leader Reception on Friday, October 7, at 3:30 p.m. at the District Office. It is estimated that there will be between 3-5 representatives per school in attendance.
- 3) Board Committee Reports
 - Communication – Mr. Cassidy said that he would refrain from his report until Conference Item 1.1-CF, Community Outreach, was reached on the agenda.

4) Board Representatives' Reports

- Alameda County School Boards Assn. – Ms. Perry reported that the committee met jointly with the Santa Clara County School Boards Association on September 28. The speakers were CSBA President Kerry Clegg and Executive Director Scott Plotkin.
- Mid-Alameda County Special Education Local Plan Area –Ms. Perry said there was no report. The committee will be meeting on Oct. 19.
- Drug, Alcohol, Tobacco Education – Ms. Perry attended the meeting as an alternate to President Cutter on September 22. The meeting included a report from Debbie Wong on the middle school text book adoption this year for health; the California Healthy Kids' Survey will be administered again this year; the Safe School Task Force is continuing their work around sexual orientation, gender identity; Board members received copies of Noah Salzman's presentation to the elementary schools on effective behavior management; TUPE grant is looking at a "No Drug Abuse Program. Ms. Perry distributed information on the 2nd Youth Anti-Violence Conference, October 22, from 8:30-4:30 p.m. which is being sponsored by the Davis Street Community Center. Unfortunately it is on the same day as the Adult School's parenting conference. The next TUPE meeting will be November 3.

In response to President Cutter, Ms. Perry stated that the California Healthy Kids' Survey would be administered to 10th grade students and that further information would be forthcoming as it was currently in the planning stages. Mrs. Cutter also wanted to know if the Board would be able to see the completed survey before it is distributed and have it as a reference. Superintendent Lim said that it wouldn't be a problem.

CONSENT ITEMS

Human Resources

2.1-C Acceptance of Personnel Report

2.2-C Renewal of Student Teaching Agreement

Educational Services

3.1-C Acceptance of Donations

3.2-C Out-of-State Field Trip for DECA Students to the Western Regional Conference

3.3-C Out-of-State Field Trip for DECA Students to the International Competition Conference

Business, Operations and Facilities

4.1-C Release of Retention for Vitton Construction Company

On a motion made by Mr. Davis and seconded by Ms. Perry, the Board approved the consent items by a 7-0 vote.

CONFERENCE ITEMS

General Services

1.1-CF Community Outreach

The Board discussed and considered taking action on Community Outreach: October Community Workshops, Vision Statement, Monthly School Board and Superintendent Newsletter, Budget Allocation, etc.

Mr. Cassidy reviewed the various areas of the Community Outreach that the Advocacy Committee was proposing:

The Vision Statement of the Board and Superintendent was discussed by the Communication Committee and they were proposing “*Committed to Academic Excellence for All Children*” as the vision statement, adding that the statement would not replace the mission statement for the District. Instead, the vision statement is intended as a precision expression of what the District aspires to achieve, whereas the mission statement consists of a lengthier explanation of the District’s goals and objectives, noting that the statement summarizes that outstanding student achievement is the overriding objective of the District, and is aligned with the Superintendent’s goals.

While Board members appreciated the committee’s initiative in developing a draft vision statement, they saw the statement more as a “motto” or “tagline”, expressing the District’s number one commitment to academic excellence, working its way into your consciousness the more it is used, and would appear on all District correspondence and the website. They felt that a more formal vision

statement takes on a different standard and should be a more collaborative effort and involve every level of the District's organization and community.

The Board concurred that "*Committed to Academic Excellence for All Children*" would be used as the District's motto.

The Board reviewed the proposed questions for the breakout session that would be included as part of the October 17 community forum.

Mrs. Hague felt that saying something is a "vision" is different than having a "vision statement" and felt that stating that "academic excellence for all children" is the vision of the school district was appropriate.

Trustee Perry read the questions that were presented at the May 23 forum in response to Mr. Heystek's desire to keep the "spirit" of those questions and creating uniformity for future workshops.

It was the consensus of the Board that the questions as written, with the use of "vision" in the context, were fine.

Mr. Cassidy said that as a way to counter and erase misconceptions of the District and its operations for the School Board, a finding that was raised by Fern Tiger Association, the Communication Committee was recommending that a one-page, monthly School Board and Superintendent newsletter be issued to parents at all school sites, starting in October and continuing until the end of the year, with selected issues of the newsletter to be disseminated to the community through homeowner associations, and the Chamber of Commerce.

The Board liked the concept of a newsletter, but needed to know the overall cost for staff and translation, which Mrs. Cutter requested that staff research and report back to the Board.

Other suggestions from Trustees Richards and Hague regarding the layout of the newsletter included having the District logo be the predominant icon on the header and it could be placed on each side of the banner.

Mr. Cassidy felt that time was of the essence and requested that the Board approve the funding allocation for this tonight.

Following President Cutter's suggestion to designate \$5,000 for a start-up fund, Mr. Davis moved and Mr. Richards seconded allocating \$5,000 for the communication newsletter.

Prior to the vote, Mr. Heystek had a concern on the method that the Board was moving on this item, adding that he had never seen money allocated in this fashion, without receiving any information regarding funding or having any previous discussion.

Ms. Perry suggested using the first issue as a “pilot” issue to see if this was a good vehicle to reach the community, then in the meantime, staff could research the cost and bring it back to the Board for approval at the next meeting. She also added that her homeowners association would include it in their newsletter without any charge.

The Board agreed to accept Superintendent Lim’s authorization that the cost for the first issue (including San Leandro parents, homeowners’ associations and the San Leandro Chamber) be funded out of the Superintendent’s budget, then come back with further information and study about the allocation for future issues.

Following the Superintendent’s offer, Mr. Davis withdrew his original motion.

On a motion made by Mr. Heystek and seconded by Mr. Davis, the Board adopted “*Committed to Academic Excellence for All Children*” as the District motto by a 7-0 vote.

ADDITIONAL SUGGESTIONS AND COMMENTS FROM BOARD MEMBERS

- Ms. Perry said that she would be attending the BTSA consortium meeting and would report back. She attended the Back-To-School nights at McKinley, Roosevelt and Monroe and found that the attendance was low because it was a staff development day (a non-school day for students) the following day, and she was told by a number of teachers and principals that families were taking advantage of that to use it as a three day holiday and did not attend Back-To-School night to get a jump on their mini-vacation. She suggested that staff note the situation when planning for this coming year.
- Mr. Cassidy congratulated Trustees Davis and Heystek for the planning of Walk to School Day. He shared the following articles with the Board: one from the San Francisco Examine “Why Kids Don’t Walk to School in San Francisco”; a report from the September 2005 issue of Harper’s Magazine on “Still Separate, Still Unequal – a look at America’s Educational Apartheid” regarding funding disparities, centering around New York, and how many of the major urban school districts have overwhelming African American and Hispanic populations, with the white population abandoning those school

districts, adding that San Leandro is a very well represented, diverse school district that should be cherished, quoting Fern Tiger from her report, “if we can get it right here, we can be a model for the state”. Another article, from the Wall Street Journal was shared, where the manager of the Atlanta Braves said his number one tip on how to make a good organization was to gather everyone, communicate the plan, preach it daily which emphasizes the importance of communication; and also “show trust in everyone to do their jobs well”.

Mr. Cassidy asked for an update on when a code of conduct/behavior, that was going to be developed in light of the problems that arose with the wrestling program last year at the high school, would be completed. Superintendent Lim indicated that she would give an update in the next *Confidentially Speaking*.

Another thought expressed by Trustee Cassidy was with the changing demographics and increase of the Latino student population at the high school, the District should take that into account in terms of recruiting qualified Latino teachers, in compliance with the law.

- On behalf of the Ad Hoc Committee, Mr. Heystek thanked everyone for their collaborative effort in the Walk ‘n’ Roll to School Day, reporting that 380 students (80% of the student body at Jefferson) participated in the event.
- Mr. Davis added his thanks to the Board, District, and City staff for their participation in the Walk ‘n’ Roll to School Day.

He requested that the Board consider discussing changing the District’s elections to be consistent with the City Council elections in June, which he felt made more sense to have new Board members sworn in at the beginning of the school year, rather than in the middle. It was the consensus of the Board to have the Policy Committee review the request and bring a recommendation back to the entire Board.

- Mr. Richards thanked the Board and District for their support of the Pancake Breakfast to help the victims of Hurricane Katrina. He specifically thanked Trustees Cassidy, Hague, and Davis for helping out and making the day a success. He reported that \$3,443 was received the day of the event, with more money still to be counted, estimating that 600 people were served, adding that there has been discussions regarding making this an annual community activity. He noted that approximately 60 high school students volunteered to set up, clean, and serve.

Mrs. Cutter asked where the proceeds from the Lenny Williams fundraiser would be going.

Mr. Richards explained that the concert would be at San Leandro High School featuring opening acts - the Notables and jazz band, and all proceeds would be benefiting the vocal and instrumental music programs at every school site. Tickets will be on sale soon, with each school receiving a block of tickets.

Mrs. Cutter was concerned about the process for distributing the proceeds and if this was going to be an annual event, she would like to have a definite procedure in place. Superintendent Lim suggested that staff bring back information regarding fundraising protocols to the next Board meeting.

Mr. Cassidy said that in addition to building collaborative relations among the Board, future clarification on the sponsorship process for any fundraisers at a school site was needed so that all Board members are made aware and can participate to avoid any misunderstandings.

- Mrs. Cutter reported on the following items:
 - * Back-to-School Night at Washington and how delighted she was to hear positive comments from the teachers praising the principal for her support, the cohesiveness of the staff, and how things were a group effort.
 - * She announced the Oct. 22 Adult School sponsored Parent University at the high school. She asked if any Board members would be interested in joining her to present “Understanding School District Finances.”
 - * She scheduled a meeting on Thursday, October 13, at 700 a.m. (A period) in Room 208 at the high school for the Board to meet with the student Leadership Class, adding that Ms. Boissevain, Activities Director, would also ask ASB members to attend. Ms. Hague suggested that only three trustees commit to attending the meeting to avoid having to agendaize. Trustee Perry said that she planned on being at the meeting suggesting that the members of Facilities Committee attend that meeting and bring the information back to their committee meeting which would follow at 8:30 at the D.O. as high school safety was an item on the agenda.
 - * Mrs. Cutter reported receiving an email regarding the District’s Park and Recreation Commission and that the City was considering disbanding the District’s representative. President Cutter would like to write a letter on behalf of the school board requesting that they reconsider this decision, and discuss this at the next City/District Liaison Committee meeting. She asked for the Board’s input.

Mr. Cassidy shared some feedback that he received from Councilmember Tony Santos regarding this issue stating that it

Mr. Santos felt this wasn't a big deal as school district representatives were never reporting back to the school board, so disbanding the group was not hurting the school district in any way and any issues could be addressed through the Liaison committee.

Ms. Perry suggested including some history of the commission regarding the procedure/reason for the selection of the District members. It was consensus of the Board for President Cutter to write a letter of response requesting to be advised when this item would be discussed so that the District could address our desire to have a representative to the City before action is taken.

President Cutter said that she spoke with San Leandro Times reporter Denise Kaplan regarding an update on the sale of Pacific High School, an issue she wrote about 10 years ago. It was the consensus of the Board to proceed. Mrs. Cutter added that she offered to give Denise a tour as well as the City's Public Information Officer Jane McCrea, in hopes of adding some insight to our District.

ANNOUNCEMENT

Future Board of Education Meetings

- Regular Meeting – October 18, 2005
- Regular Meeting – November 1, 2005
- Regular Meeting – November 15, 2005
- Regular Meeting – December 6, 2005
- Regular Meeting – December 13, 2005
- **Regular Meeting – January 9, 2006 (Monday)**
- Regular Meeting – January 17, 2006
- Regular Meeting – February 7, 2006
- **Regular Meeting – February 22, 2006 (Wednesday)**
- Regular Meeting – March 7, 2006
- Regular Meeting – March 21, 2006
- Regular Meeting – April 4, 2006
- Regular Meeting – April 18, 2006
- Regular Meeting – May 2, 2006
- Regular Meeting – May 16, 2006
- Regular Meeting – June 6, 2006
- Regular Meeting – June 20, 2006
-

ADJOURNMENT

On a motion made by Mr. Richards and seconded by Mr. Davis, the Board adjourned the meeting at 9:50 p.m., in memory of the Bancroft Middle School student who passed away today, by a 7-0 vote.

Respectfully submitted,

Christine Lim, Secretary