



Minutes

Special Meeting/Workshop of the Board of Trustees

Monday, April 27, 2009

ORDER OF BUSINESS

1. OPENING

1.01 CALL TO ORDER

The meeting was called to order by Mrs. Marjorie Shipp, Board President at 5:15 p.m., in the Board Room of the District Education Service Center, 501 South Santa Fe Avenue, Compton, CA 90221.

1.02 ROLL CALL

Micah Ali
Fred Easter
Joel Estrada
Emma Sharif
Marjorie Shipp
Mae Thomas (Absent)
Satra Zurita (Arrived at 5:50 p.m.)
Kaye E. Burnside
Zachary Hollinger
Student Board Member (Absent)

1.03 PLEDGE OF ALLEGIANCE

Board Member Sharif led the Pledge of Allegiance to the Flag.

1.04 INVOCATION

Individual silent prayers

2. AUDIENCE COMMENTS - AGENDA AND NON AGENDA ITEMS

There were no audience comments.

3. **WORKSHOP - BOARD GOVERNANCE** (Dr. Carl Cohn Facilitating)

- **Development of Current Vision, Mission & Core Values**

Dr. Cohn presented a draft to the Board of what was discussed at their last workshop. He asked that the Board review it and then they would discuss it.

Mrs. Sharif inquired as to how staff will deliver with the District being overly regulated by compliance issues?

Dr. Cohn responded that school boards could address this issue of being overly regulated by compliance issues by putting together a committee of stakeholders that focuses on paperwork to discuss the issue of reducing the amount of paperwork, making sure that their lobbyist takes the message to Sacramento and Washington about the burden of paperwork coming from them.

Mr. Ali asked if there is an objective to make certain that what the Board has actually written down will become action items.

Dr. Cohn stated that the Board could communicate their declarations and beliefs to stakeholders by adopting those declarations/beliefs before the June 30th.

Dr. Burnside added that these are things for which staff will be held accountable, and in that light, the declarations/beliefs would have to be translated into goals and objectives.

Mr. Ali stated that when we move on initiatives or programs we have to be able to measure success and, to date, the Board doesn't know the success of some programs.

The following concerns were express by **Mr. Estrada** regarding Declaration Number 5, the level of parental involvement is too low in many schools:

- Not comfortable with this declaration and it is very passive
- He does not feel parents are not trying to get into our schools; that this is quite the opposite. The biggest obstacle to our parent involvement has been ourselves.
- Parents come to our schools and we do not have a system to readily welcome them.
- Should be reworded to put a sense of urgency on the Board and not putting the blame on the parent.

Dr. Cohn suggested rewording Declaration Number 5 to say, "We must develop parent-friendly schools as opposed to the level of parental involvement is too low."

Mrs. Sharif and Mrs. Shipp suggested using the term "family-friendly" instead of parent-friendly.

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Mr. Estrada explained that family-friendly is not the same as parental involvement. He stated that they need to be clear and just to say family-friendly is not enough.

Mrs. Sharif and Mrs. Shipp commented that the main complaint was from parents about school secretaries not being family-friendly.

Mrs. Zurita stated that there is a lack of training across the board. She stated that staff and parents need to be trained.

Mr. Easter stated that when we say family-friendly schools, it is just parents being present on campuses; it is creating an opportunity to meet the needs of parents; that it could be support, or it could be resources that we should have on our campuses. He stated that family-friendly schools mean more that ensuring that parents attend PTA Meetings.

Dr. Burnside concurred with Mr. Easter that there are many ways in which parents involve themselves and suggested the wording, *"we must develop family-friendly schools focused on increasing parental engagement."*

Mr. Ali stated in Declaration Number 6, which states, "some communities" he commented that it was necessary to say "some communities;" that we can say.....

Mrs. Sharif interjected the wording be *"we must be more responsive to all members of our communities."*

Dr. Cohn stated that it is hoped by the end of next year that the District will have quality survey instruments in place that will actually begin to measure changes in the District.

Mr. Easter suggested that staff take a look at the survey on parent involvement done annually by Special Projects.

Mr. Ali stated that he believes that each school site conduct their own survey.

Dr. Burnside stated that each school site is required to do a survey.

Mr. Estrada commented that the Board has never received a summary of parental surveys.

Mr. Ali suggested that Declaration Number 6 read as follows: *"The District is not responsive to the fundamental needs of parents and guardians."*

Mr. Easter commented that he would say okay if he knew that it was an accurate statement, but that there is no data that supports the statement.

Dr. Cohn stated that he has always read Number 6 as sort of meaning Central Office/District is not responsive.

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There was considerable discussion on Declaration Number 6.

Mr. Ali expressed concerned that Board Members aren't always able to be responsive to their constituents in a timely manner.

Dr. Cohn stated that Mr. Ali was focusing on constituent services. He continued that often the business of education gets blurred through the term micromanagement, and constituent service is the legitimate elected official doing what they have to do as elected officials verses what superintendents sometime like to complain about as micromanagement. He continued that as a team the Board needs to have that kind of discussion and clearly spell out what the expectations are with regard to constituent service. Dr. Cohn stated that once you get to a high performing organization, the phone calls to Board Members drop dramatically.

Dr. Burnside stated that changing the image of this District will be about families feeling that theirs calls to principals, an associate superintendents, or the superintendent, will be heard and their concerns responded to, Community members know that staff work at the pleasure of the Board, so it doesn't take anything away from the Board, but actually enhances the Board's power to have staff who are responsive to the community and will answer to the Board when they aren't responsive. She continued that there are a number of people who feel that the only way they can get anything done is to call a Board Member, but that is not true. She stated that she is here to make sure that the needs of the people are addressed.

Mrs. Zurita agreed that the District and administration are responsible for making people feel that their needs will be addressed, but historically, that has not been the case, and it's not going to change overnight. She continued that as it relates to constituent service, Board Members are not going to tell a parent that they cannot look into or help them with their problems.

Mrs. Sharif stated that Board Members must be responsive to the community, and that she refers callers to the Superintendent or appropriate staff person.

Dr. Cohn suggested that the Board might consider a workshop on Constituent Service Workshop at some point.

Dr. Cohn suggested that Declaration Number 6, could read, *"Our community feels that the District is not responsive to the fundamental needs..."*

Mr. Ali suggested that it should read, *"It is perceived that the District is not responsive..."*

IT WSS THE CONSENSUS OF THE BOARD that Declaration Number 6 read as follows: *"The District is not responsive to the fundamental needs of our community."*

Mr. Estrada raised concern regarding the paragraph on page 1, which states, *"We realize that CUSD is largely comprised of two large populations of color."* He stated if

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he belonged to the small Asian or Pacific Islander population and read that statement he would be concerned.

Dr. Burnside stated that she initially took the language just as the Board approved it from the other District, and it said “*two minority populations.*” She agreed that the paragraph needs to be revised.

After much discussion regarding the paragraph on page 1, **IT WAS THE CONSENSUS OF THE BOARD**, it is changed to read: “*We realize also that the serious urban problems that characterize most of America's largest cities also exist in Compton and spill into the schools. We also know that even our best schools are not performing at world-class levels.*”

Mr. Ali stated that he feels the statements need further work.

Mrs. Shipp recommended that the Superintendent rewrites the paragraph so that it's worded correctly.

Dr. Cohn asked how the Board feels about pages 2 and 3.

Mr. Easter questioned the term “qualified” teacher, adding that one can be “qualified” but not effective.

Dr. Cohn suggested changing it to read, “*To improve educational outcomes for all students, an effective teacher must be in every classroom, and every school must have an effective principal who is an instructional leader.*”

Mrs. Sharif stated using both “effective” and “qualified.”

Dr. Burnside suggested that the statement be: “*A highly qualified and effective teacher must be in every classroom and every school must have a highly qualified and effective principal.*”

Dr. Cohn stated that Number 3 should, then, read” “*To improve educational outcomes for all students, a highly qualified and effective teacher must be in every classroom and every school must have a highly qualified and effective principal, who is an instructional leader.*”

Mr. Estrada stated that he does not like Number 3 and 4; that the second paragraph, to him, should hold the Board, the Superintendent, the Associate Superintendent, the Principal, the teachers, and Plant Workers, accountable.

Dr. Cohn clarified that a paragraph is needed that captures the fundamentals - that we (the Board) run these schools and this school district to benefit children.

Dr. Burnside asked the Board to send her a few bullet points on their thoughts for Number 3.

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Mr. Estrada inquired as to why "Success is the only option," the only statement for Number 5.

Dr. Cohn stated that this is one that is a community-wide issue.

There was considerable discussion on CUSD Accountability. *It was the consensus of the Board* to add the wording "Classified" and "Certificated."

It was announced that the next Special Board Workshop is scheduled for scheduled for May 20 and 21, 2009 from 5:30 to 8:30, to

- **Development of a Process for Updating/Revising Bylaws & Policies**
- **Development of Board Norms & Protocols**
- **Scheduling of Regular Board Meeting Updates on the LEA Plan and other Programs Related to District Goals**

08/09-111

MOTION by *Mr. Ali*, , **SECOND** by *Mr. Easter* to place a Resolution on the Agenda to support the City's efforts to continue management and operations of worker programs through the Careerlink Worksource Center

MOTION CARRIED

08/09-112

MOTION by *Mr. Ali*, **SECOND** by *Mr. Estrada* to Adopt a Resolution Declaring Support For The City Of Compton's Continued Management And Operations Of The Workforce Investment Act (WIA) Adult And Dislocated Worker Programs Through Its Careerlink Worksource Center.

MOTION CARRIED

08/09-9023

4.

ADJOURNMENT

MOTION by *Mr. Easter*, **SECOND** by *Ms. Sharif*, to adjourn the Special Meeting of the Board of Trustees. – the time being 6:50 p.m.

MOTION CARRIED

Respectfully submitted:

Kaye E. Burnside, Ed.D.
Superintendent

/lww