

**ALBANY UNIFIED SCHOOL DISTRICT  
BOARD OF EDUCATION**

The mission of Albany Unified School District is to provide excellent public education that empowers all to achieve their fullest potential as productive citizens. AUSD is committed to creating comprehensive learning opportunities in a safe, supportive, and collaborative environment, addressing the individual needs of each student.

**MINUTES FOR REGULAR MEETING**

ALBANY CITY HALL

Tuesday, March 27, 2018

Closed Session: 6:00 p.m. - 7:00 p.m.

Open Session: 7:00 p.m. - 9:25 p.m.

**I. OPENING BUSINESS**

**A) CALL TO ORDER**

President Black called the meeting to order at 6:05 p.m.

**B) ROLL CALL**

1. Board Members Present: President Black, Vice President Stapleton-Gray, Board Member Blanchard, Board Member Clark, and Board Member Trutane.
2. Staff Members Present: Superintendent Valerie Williams; Allan Garde, Chief Business Official

**C) IDENTIFY CLOSED SESSION PURSUANT TO SECTION III BELOW**

**II. PUBLIC COMMENT PERIOD FOR CLOSED SESSION ITEMS**

No one addressed the Board.

**III. CLOSED SESSION**

**A) CONFERENCE WITH LEGAL COUNSEL - Existing Litigation (Gov. Code section 54956.9):**

- Philip Shen, et al. v Albany Unified School District
- Doe, et al. v Albany Unified School District
- John Doe v Albany Unified School District
- C.E. v Albany Unified School District et. al.
- Kaidong Chen v Albany Unified School District

**B) WITH RESPECT TO EVERY ITEM OF BUSINESS TO BE DISCUSSED IN CLOSED SESSION PURSUANT TO GOVERNMENT CODE SECTION 54957:**

- Superintendent's Mid-Year Goals Update

**IV. OPEN SESSION**

**A) CALL TO ORDER (Reconvene to Open Session)**

President Black called the meeting to order at 7:00 p.m.

B) ROLL CALL

1. Board Members Present: President Black, Vice President Stapleton-Gray, Board Member Blanchard, Board Member Clark, Board Member Trutane, Student Board Member Attanayake, and Student Board Member Silwal
2. Staff Present: Superintendent Valerie Williams; Allan Garde, Chief Business Official; Marie Williams, Director III, Curriculum, Instruction, and Assessment; Carrie Nerheim, Director I, Student Services; Diane Marie, Director III, Special Education; and Cynthia Attiyeh, Director III, Human Resources

C) PLEDGE OF ALLEGIANCE

D) READING OF THE AUSD MISSION & VISION STATEMENT

E) REPORT OF ACTION TAKEN IN CLOSED SESSION

President Black reported that the Board took no action in Closed Session.

F) APPROVAL OF AGENDA

President Black requested a motion to Approve: Albany Unified School District Board of Education Agenda for the March 27, 2018 Regular Meeting. Motion by Board Member Clark, seconded by Board Member Blanchard. The motion passed unanimously.

G) SCHOOL SPOTLIGHT: Ocean View Elementary School

Teachers Izzy Cohen and Bridgette Banales presented a slideshow on the *Fourth Grade Culture Studies* at Ocean View Elementary. They discussed teaching about culture, with students learning "languages of the week," and with considerable parental involvement, both in the classroom, and via video presentations. Members of the Board thanked the teachers for "making the curriculum come alive." Board members would like to see this presentation shared with a larger audience, and it was determined that it will be uploaded onto the District website as long as the audio is included with the presentation. The teachers were concerned that the presentation would be misinterpreted without the audio, and stated that also culture shifts and changes and this material evolves. They would like to add a Disclaimer to that effect. The presentation in its entirety can be viewed on the [March 27, 2018 BOE video](#).

H) APPROVAL OF CONSENT CALENDAR

Superintendent Williams introduced Cheryl Cotton as the new Director of Human Resources for Albany Unified School District. Cheryl addressed the Board and expressed her excitement to be part of Albany Unified School District.

1. Board of Education

- a) Minutes of the February 13, 2018 Board of Education Meeting
- b) Board of Education Meeting Schedule 2018-19

2. Human Resources

- a) Certificated Personnel Assignment Order & Classified Personnel Assignment Order

b) Memorandum of Understanding (MOU) for the Contra Costa County Office of Education Teacher Induction Program

3. Business Services

a) February 2018 Donation Report

b) February 2018 Warrant Report

4. Curriculum, Instruction, and Assessment

a) Independent Contractor Agreement with Ivy Chen, MPH, for Fifth Grade Puberty Education

5. Special Education

a) Independent Contractor Agreement Between Albany Unified School District And Anne Eisenmann  
(provided under separate cover)

Adjustments to the Consent Calendar:

Superintendent Williams requested a change in *Human Resources: Certificated Personnel Assignment Order & Classified Personnel Assignment Order*: Removal of Brandon Mohan from the Leave of Absence from the Personnel Action Order. Also on the *Certificated Personnel Assignment Order & Classified Personnel Assignment Order* was the listing for the new Director of Human Resources for Albany Unified School District, Cheryl Cotton. Superintendent Williams introduced Cheryl Cotton to the Board and the Albany community. Cheryl expressed her excitement to be part of Albany Unified School District and she looks forward to working with everyone.

Motion: President Black requested a motion to Approve: Consent Calendar with the requested change. Motion by Board Member Trutane, seconded by Board Member Trutane. The motion passed unanimously.

I) BOARD AND SUPERINTENDENT REPORT

Superintendent Williams shared information on Assembly Bill 3136, a Special Education bill authored by Assemblymember Patrick O'Donnell, and the need for parents to write letters of support. Both bills, AB 2808 and 3136, are going to be held at the Assembly Education Committee meeting on April 11th. Superintendent Williams sent an email out to the community with information and a sample letter for those who wish to petition legislators for support. This information is also on the District website. Board Member Trutane added that she hopes to get email reminders out to the community before Spring Break (April 9-13) to maximize participation.

Board Member Trutane attended the City Council meeting regarding election methods, where the City of Albany voted against putting Ranked Choice Voting on their ballot. The AUSD School Board had previously passed a Resolution supporting the idea of using Ranked Choice voting to elect the School Board. The Council's decision was to ask staff to determine the cost of an assessment to see if Albany's past elections indicate a bias against protected groups. President Black stated that we cannot really discuss this unless we agendaize it. It was suggested that it could be taken to the 2x2x2 Meeting or to the City alone.

Board Member Clark attended the Albany Spring Fair on Saturday, March 24th, that was held at the middle school. He also attended Ocean View's "Cornell's Got Talent" and gave a shout out to Coach Joel who's been running the Talent Show for several years now.

#### J) STUDENT BOARD MEMBERS' REPORT

Student Board Members Attanayake and Silwal provided the Board with the Student Board Member Report, which highlighted some of the recent and upcoming events in various AUSD schools.

Recent events included:

Cornell had their *Annual Talent Show* on Saturday, March 24th. More than 75 kids performed; it was quite the show.

*Marin's Moonlight Auction* was also on Saturday, March 24th. It hosted a range of items and activities, including delicious food and drinks, beautiful art projects made by the children, a fun photo booth, and many items to bid on. Thank you to all that participated.

Upcoming events include:

Cornell's 5th Grade students will be photographed together in a group portrait on Tuesday, March 27th at 8:30 a.m. Prints are \$20.

*Smarter Balanced Summative Assessment Consortium (SBAC)* testing will start on April 16th for students in grades 3-8, 11 and 12, and will continue through May 11th. Practice tests are available online.

On April 21st, Marin Elementary will host *STEAM (Science, Technology, Engineering, Arts and Mathematics) Day*, a day full of math and science-related activities presented by the Marin PTA, Albany High School students, and area businesses. The Bike Mobile will also be there to fix and tune up bike for free and provide bike-safety messages.

#### K) PERSONS TO ADDRESS THE BOARD ON MATTERS NOT ON THE AGENDA

No one addressed the Board at this time.

#### L) STAFF REPORT

##### 1. Promoting Safe, Supportive, and Collaborative Environments for all Students and Staff

Carrie Nerheim, Director of Student Services, presented an update on the *California Healthy Kids Survey*. This mandatory survey is done every two years and is administered to students in grades 5, 7, 9, and 11. In addition to the state-wide standardized questions, the District can add its own customized questions. This year's survey was the same as the one that went out two years ago; the next one to go out in two years may have changes. Student Board Member Attinayake asked how the data is examined and interpreted to determine what is true and what is false. President Black responded that it is all taken at face value, but trends are taken into consideration. Student Board Member Silwal commented that students need to be reassured that the results of the survey are examined and can propel change in the future. It was added that not only does the Board examine the results, but the entire district can see them and they are on the California Dashboard, so it's all public information under Local Climate Survey. It was suggested to format the survey in a different way to prohibit students abusing the results or adding nonfactual information. There is nothing we can do to prevent students from abusing the survey. The timeframe for when results will be presented to the Board is forthcoming; Director Nerheim anticipates that it will be before the beginning of next school year so that results can be used to inform

future practice. It was also suggested that students, parents, and the community need to be made more aware of why this survey is important. They need to know that the data is impactful when the Board and staff make decisions. Albany High School counselor Becca Burns added that the counselors use the data to drive professional development and is taken very seriously.

## 2. Special Education Update

Superintendent Williams presented an update on actions taken to address concerns in Special Education. More than 15 pages of notes from meetings were condensed down to a three-page executive summary. After meeting with paraeducators and Special Education teachers and specialists from all sites including Albany Children's Center, and general staff at two sites, the conversation will continue as there are two more sites to visit. Superintendent Williams clarified that the term "complex" used with respect to the needs of students does not mean "intense" but rather that the needs of students has changed over the years. She explained that the "push-in" model is when a teacher goes into the general education classroom and assists rather than pulling a student out of the classroom to receive services. The largest area of feedback received was around the issue of paraprofessionals and that they would like to receive more training. Some paras reported that they felt expected to teach or re-teach a lesson to support students at the middle and high school, namely in the area of math.

Discussion among the Board, staff, and members of the community ensued about the intensity of the students' needs, the increased number of students with needs related to mental health, the increased number of students needing services, what used to be provided by the County has been passed on to the District to provide support, and the fact that the grade level for needs spans from preschool through high school and into transition.

Board members and staff acknowledged the many paraprofessionals in attendance at the meeting. Board Member Clark extended an apology to the paras for them feeling disrespected by the Board and District staff. The possibility of including paraeducators in IEP meetings if parents desired was reiterated, along with advocating for more contractual hours and more paraeducator training. A paraprofessional at Albany Middle School spoke about how the student body has changed over the last 30+ years. There are more students today who are higher functioning but are on the spectrum with a broad area of needs, and paras are required to teach them how to socialize. It was suggested that Albany bring in art, music, and drama classes just for students with special needs.

Board Member Clark added that he would like to formally make a motion to increase minimum wage for employees in the Albany Unified School District. President Black stated that this motion may need to be talked about in a Closed Session. Superintendent Williams recommended that the Board direct staff to research increasing minimum wage for AUSD employees, and the Board made that direction.

## 3. Overview of 2016-2017 Technology Speak Up Survey Results

Dax Kajiwara, Director of Technology, presented the findings from the Speak Up Survey, a national technological survey that measures the opinions, use, and availability of technology in K-12 classrooms. A few key areas of interest were covered, including; student equity and their access to devices and the Internet at home; opinions in the community about appropriate devices for students at school; and opinions about communication between the District and teachers and parents. A summary of the results included: a large portion of students have access to devices and the internet at home; more parents prefer having students share devices; and the majority of parents indicated satisfaction with district and school communication.

Board members and staff discussed how the data will be used to inform our purchases of technology in the schools (i.e. Chromebooks vs. iMacs) and the issue of equity with respect to every student having a 1:1 model to support schoolwork. It was noteworthy that the parents' preference was much different than the students' preference related to this. Dax stated that the focus of the survey is to start conversations about what students need and want, what parents want, and the implications of all of this. It was also suggested to have a flipped classroom model, where the teacher videotape a portion of the lesson so parents can see what is being taught. This can also be done with counseling information, college and career information. With respect to how the district and schools communicate to parents and students, email was by far the preference for communication and parent portal and district website was lower. It would be interesting to see whether the new website attracts more interest from parents. It was also noted that the survey was done before the revamping of the AUSD website. To hear the presentation of the Speak Up Survey results, please view [March 27, 2018 BOE Video](#).

#### 4. English Learner Program Update

Superintendent Williams requested to Table this item until May. President Black requested a motion to Table: English Learner Program Update. Motion by Board Member Clark, seconded by Board Member Trutane. This item was tabled until May.

#### M) EXTEND TIME OF MEETING

President Black requested a motion to extend Board Meeting 30 minutes. Board Member Trutane moved to extend the Meeting 30 minutes until 9:55 p.m and the Board concurred.

#### N) REVIEW AND DISCUSSION

##### 1. Albany High School Higher Education Enrollment Trends

Marie Williams, Director of Curriculum, Instruction, and Assessment, was joined by Albany High counselor Becca Burns and Principal Alexia Ritchie to discuss the data presented in three segments. Director Williams clarified that students' social security numbers are not provided to National Student Clearinghouse. Director Williams pointed out that of the institutions of enrollment in the Fall immediately following high school graduation for all classes by number of students, the two most common are Berkeley City College and Diablo Valley College, both community colleges. Becca Burns discussed the current strategies in place to support students thinking about post-secondary planning and reviewed the three surveys. President Black commented that while students are often counseled to start at a community college, nationwide the number of students who attend two-year colleges and go on to graduate with a four-year degree is relatively low, and questioned how Albany students compare. Albany High School Principal, Alexia Ritchie, discussed the ways they use the data moving forward to support all students, such as guiding school plans and the master schedule at the high school; help with college and career readiness (also focusing on career); and looking at graduation requirements and A-G requirements for readiness and stability for college. Their goal is to ultimately impact current students.

Board members discussed the exit survey, classes taken outside of AHS to meet the A-G requirements, and it was noted that 60% meeting A-G seems low. Some students who have taken A-G requirements may be receiving a D grade. In these cases, a grade recovery system could provide an opportunity for students to improve their grades. It was also noted that there are many routes to college in order to be successful in life, and more ways to

be successful rather than going to a UC or a 4-year college. To support current high school students, she suggested the idea of Albany High alumni sharing their post-graduation success with various avenues in life such as a gap year, an internship, or college. Board Member Blanchard gave “kudos” to Marie for her work on this as it’s been something the Board has wanted to see for at least 10 years now. To see the presentation on the Albany High School Higher Education Enrollment Trends, please view the [March 27, 2018 BOE video](#).

## O) REVIEW AND ACTION

1. Master Contract Between Albany Unified School District And Staff Rehab (*provided under separate cover*)  
No questions or comments. President Black requested a motion to Approve: Master Contract Between Albany Unified School District And Staff Rehab. Motion by Board Member Trutane, seconded by Board Member Clark. The motion passed unanimously.

### 2. Professional Services Agreement With The McLean Hospital Corporation

Darren McNally presented this to the Board. He explained that this pilot program would allow for all 10th graders at Albany High and all additional students at MacGregor to take the Holistic Student Assessment (HSA), which is a strength-based survey consisting of 61 questions. It may help to find social-emotional competencies and its correlation to student achievement, and the data would be used to help plan intervention services for students.

President Black asked about the data and what will be done with the results. Darren explained that they want to take any new information they may receive from this survey and try to plan interventions before students start having other problems. At this point they do not have any individualized social-emotional information, only proxies for social-emotional indicators. This data may provide new information. President Black stated that he is in favor of finding information to support our students, but has strong concerns about this specific test based on their sample sizes and lack of ability to normalize the data by ethnicity or other backgrounds. Darren referred the Board to the PEAR Institute’s *2017 Technical Report*, which showed that their current sample size has increased to 43,600 students and 63,000 administrations. Furthermore, PEAR reports that outside experts have established reliability and validity of the measure, and also data has been able to normalize their data by ethnicity, languages, special education, among others. President Black wants to be convinced of the validity of the test and the accuracy of the results.

Board Member Blanchard moved to Approve: Professional Services Agreement With The McClean Hospital Corporation. Motion was seconded by Vice President Stapleton-Gray. The motion passed unanimously. President Black added that he voted in favor of this more in faith of Darren and staff and their ability to determine the value of the program and results. Superintendent Williams stated that she will forward the 2017 Technical Report to the Board for their reference.

## AGENDA ITEMS/MATTERS INTRODUCED BY THE BOARD

- Ranked-Choice Voting
- Information on raising minimum wage for staff - Closed Session

## V. ADJOURNMENT

The Board adjourned the meeting at 9:55 p.m.

## FUTURE BOARD MEETINGS

Date	Time	Location
April 3, 2018	7:00 – 9:30 p.m.	Cornell Elementary School
April 24, 2018	7:00 – 9:30 p.m.	Albany City Hall

The Board of Education meeting packet is available for public inspection at: Albany Unified School District, 1051 Monroe Street; and is available on the Albany Unified School District web site: [www.ausdk12.org](http://www.ausdk12.org). If you provide your name and/or address when speaking before the Board of Education, it may become a part of the official public record and the official minutes will be published on the Internet. In compliance with the Americans with Disabilities Act (ADA), if you need special assistance to participate in this meeting, please contact the Superintendent's Office at 510-558-3766. Notification must be given forty-eight (48) hours prior to the meeting to make reasonable arrangements for accessibility (28 CFR 35.102.104 ADA Title II).