



CONEJO VALLEY UNIFIED SCHOOL DISTRICT
CVUSD Board Room
1402 E. Janss Rd., Thousand Oaks, CA 91362

BOARD OF EDUCATION SPECIAL MEETING
Thursday, February 25, 2021

MINUTES

1. OPENING PROVISIONS

A. Call the Meeting to Order and Roll Call

Call to Order and Roll Call: President Fitzgerald called the meeting to order at 10:00 a.m. Board Members present: President Jenny Fitzgerald, Vice President Bill Gorback, Karen Sylvester, Lauren Gill, Cindy Goldberg, and Student Trustee Addie Craig. Administration present: Dr. Mark McLaughlin, Superintendent; Victor Hayek, Deputy Superintendent, Business Services; Jeanne Valentine, Assistant Superintendent, Human Resources; Lou Lichtl, Assistant Superintendent, Instructional Services, and Dr. Lisa Miller, Assistant Superintendent, Student Services.

B. Pledge of Allegiance

C. Approval of the Agenda

President Fitzgerald asked for unanimous consent to approve the Agenda, to which there were no objections. The motion was approved.

D. Comments – Public

President Fitzgerald announced that there were no public comment requests or public written statements submitted, and the Board commenced with the Study Session.

2. STUDY SESSION

A. Governance Calendar / Superintendent/Board Goals and Objectives

Dr. McLaughlin provided background on how the Governance calendar was created, reviewed the categories, and asked the Board to engage in discussion on the Governance Calendar, along with recommendations for adjustments or additions.

Board members made the following recommendations/comments on the Governance Calendar:

- Stressed the importance of conducting a Board self-evaluation as noted under Effective Governance & Ad Hoc Committee Updates in the months of April and May.
- Ad Hoc Committee to discuss Board norms and protocols – ***The Board reached consensus for President Fitzgerald and Trustee Goldberg to continue to review this topic.***
- Setting Direction for the District – stressed the importance of reporting the annual goals set and the progress on those goals to the community.
- Board recognitions – discuss finding ways to recognize students for academic, visual/performing arts and other activities in addition to the Valedictorian and sports recognitions.

- Discussed holding an additional Board meeting in July, early August, or during any month where the Board is scheduled to meet only once to finalize goals and have success indicators in place prior to the school year starting.
- Committee for Communication Plan – Dr. McLaughlin in working with the Communications Department on this, along with the plan for marketing and communication on social emotional health and services.
- Addition of “Board Reorganizational Meeting” under Effective Governance & Ad Hoc Committee Updates – will be added to the Governance Calendar.
- Addition of Annual Report/Audit for Measure I under Business Services – will be added to Governance Calendar.
- Addition of Mental Health Awareness Month and Asian/Pacific American Heritage Month under Communications Plan and Annual Resolutions categories – will be added to the Governance Calendar.
- Addition of Lunar New Year – staff will review examples of this resolution and determine if this topic should be part of the resolution for Asian/Pacific American Heritage Month.
- Addition of resolution on grading/equity – Dr. McLaughlin will add information on this resolution to the Weekly Board Report.
- Addition of National Women’s History Month and High School Voter Education Week under Annual Resolutions – will be added to the Governance Calendar.
- Continuance of resolutions on Secure Home Firearm Storage and Commitment to Racial Equity – Dr. McLaughlin to discuss with Executive Cabinet to determine if annual adoption is necessary.
- CDE Listing of special annual recognitions – Dr. McLaughlin to provide in the Weekly Board Report.
- Governance Calendar will be reviewed annually as part of the goal setting process for the District and Board of Education.
- Schedule another Board Study Session to review the Governance Handbook and format.

Board members made the following recommendations/comments on the Superintendent/Board Goals and Objectives:

- **Proposed format change to Goals and Objectives:**
 - Tie goals and objectives specifically to LCAP goals and provide measurable objectives.
 - Format goals to be clear, mission drive, budget driven and tied to the Board agenda.
 - Include vision and mission, along with annual goals within each LCAP goal to include success indicators and actions.
 - Use the SMART criteria for goals concepts – specific, measurable, achievable, realistic, and timely.
 - Create one document with District goals and measurements; ensure that goals created are District goals rather than Board or Superintendent goals and decided upon together.
 - Include values along with vision and mission.
- Dr. McLaughlin is working on a presentation to the Board on Superintendent/Board Goals and Objectives and how they tie to the adjusted date for SPSAs. Planning to present this document in the beginning of April, with Board approval toward the end of May or early June.
- **Status of Additional District Magnets** – on hold due to the pandemic. Staff will continue working on magnets during the next school year when staffs are on campus.
 - Important to assess what the community wants for programs and needs; identify potential gaps and provide better marketing on the programs we have in place.

- **Communication Plan:**
 - Communication District-wide to parents/students on controversial topics.
 - Use a digestible, proactive format to engage school populations up front rather than being reactive.
 - Increase communication to targeted groups:
 - Need for a change in mindset and approach through professional development.
 - Dr. Miller is working with principals and central office administration on training on depths of discrimination.
 - Professional development plan will be developed by administration over time and rolled out to staff and students.
 - Consult with populations that have not been engaged with or addressed on this topic.
 - Increase the communication pathway to students and parents on information, updates, programs, and opportunities.
 - Provide translations of all District communications – Dr. McLaughlin stated that all translations are currently provided in Spanish, excluding Facebook posts and Twitter announcements.
 - Communications Committee – could be placed as an action item under communication goals.
 - Strengthen ties with the community at large to develop partnerships and leverage resources:
 - Dr. Hayek has been working with community groups – information is forthcoming to the Board.

- **Mental Health:**
 - Focus on enhancing social emotional supports and physical well-being of students.
 - Possible inclusion in goal of the need for more counseling staff.
 - Suggestion of goal for all students to specifically focus on intervention, exposure to mental health practices and mindfulness.
 - Include a goal to focus on discipline, suspension reduction and reparative justice practices.

- **Equity:**
 - Include an overarching goal to focus on discipline, hiring practices, and curriculum selection from an equity perspective.
 - The District has received requests from the community to add District Advisory Councils for the African American and LGBTQ+ populations.
 - Continuously expand resources around culturally responsive pedagogy and complex student identities – build a “Train the Trainers” type model.

- **Budget:**
 - Discuss costs attached to expanding programs or to the addition of new programs.
 - Add budget as a general goal.

- **Grading Equity:**
 - Work on policy updates/policy handbook creation to include purpose of grading, type of feedback to student, appropriate format for grading scales, retesting and homework expectations.
 - Work with students, teachers, and stakeholder groups to identify other areas of focus.
 - Discuss professional development and implementation expectation to teachers.
 - Ensure equity grading across school sites and departments.

- **Instructional Program:**
 - Determine which hybrid/remote learning options to continue or continue developing as part of the ongoing instructional program.
 - Suggestion to survey students on technology and their educational experience (monthly or quarterly)
 - Continue planning a Dual Immersion Program.
 - Continue working on the update to the Middle School and Grade 9 Health Education curriculum.
 - Start building an action plan to identify major District goals and strategies for the LCAP.
 - The Board will receive an update on the LCAP in March or April and will move forward for a Public Hearing and approval in June.

- **Summary of District Goals and Objectives:**

Dr. McLaughlin summarized the Board's stated priorities for goals and objectives as follows:

 - Equity – hiring practices, curriculum, grading policy, Dual Immersion program and Health Education.
 - Balanced budget
 - Mental health supports
 - Communication
 - New District Advisory Councils/Committees
 - Strategies and techniques after pandemic learning

3. ADJOURNMENT

A. Future Board Topics / Activities

The Board added the following topic to be discussed at a future Board meeting:

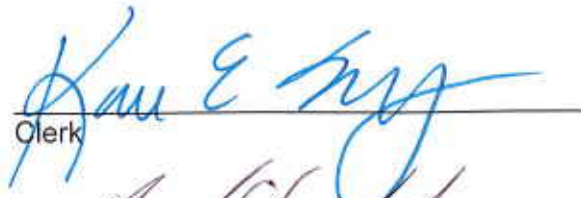
- SDAC presentation on bathroom issues at school sites.
- SDAC presentation on student cell phone usage.
- Adoption of resolution in support of Mental Health Awareness Month (in early April)
- Board Governance Calendar update
- Board Study Session on update of proposed District Goals and Objectives
- Addition of DAC/Task Force for LGBTQ+ and African American populations
- Re-engagement of Reopen & Redesign Committees for feedback
- Dress Code resolution and Board policy/administrative regulation updates
- Adoption of resolution on grading equity
- Recognition of academic and visual/performing arts competitions
- Updated on LCAP/Budget Committee program recommendations (during Budget presentation)

B. Adjournment

President Fitzgerald adjourned the Study Session at 12:17 p.m. The next scheduled Board meeting will be Tuesday, March 2, 2021, 4:30 p.m. Closed Session, 6:00 p.m. Open Session, at Conejo Valley High School in the CVUSD Board Room, 1402 E. Janss Road, Thousand Oaks.

March 16, 2021

Date



Clerk

March 16, 2021

Date



Superintendent

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<https://conejousd.org/Board-of-Education/Board-Meeting-Videos-Watch-Live>