

Reynolds Advisory & Stewarding Body

April 21, 2022

[Zoom Link](#)

Attendees: Chelsea Mabie, Pamela Marks, Dr. Danna Diaz, Emmett Brown-Pearson, Rob Robinson, Dr. Wei-Wei Lou, Ed Miller, Erika Richardson, Michelle Cardenas, Rutila Galvan-Rodriguez, Deborah Bufton, Sheri Thomas, Deb Miller, April Olson, Dr. Karen Perez, Cayle Tern, Angie Gilbert, Crissy Phommachack, Chelsea Holcomb, Christine Whitaker, Joanna Williams, Leslie Sykes, Pamela Marks, Ady Romero Torres, Dr. Sara Hahn-Huston

Objectives for our time together:

- Connect with fellow advisory members
- Begin discussing data types
- Learn from the Reynolds team about their board goals

4:00- 5:00: Advisory & Stewarding Bodies

1. Welcome & Community Building

2. Small Groups

3. Data Types

4. Reynolds:

- a. Board Goals

5. Constructivist Listening Sessions

- a. Small Groups (5 groups)

- i. *Questions for Session*

- 1. *What is your reflection on the data and goals shared by the Reynolds team? Questions? Wonderings? Surprises?*
 - 2. *How is your student, that you hold close to mind and heart, potentially represented in this data and goals? If they are not clearly represented, how could their lived experience be elevated?*

- ii. Process Protocol (open discussion for last 5-minutes)

- 1. What came up for you using this structure? What came up for you reflecting on the prompt?
 - 2. What worked for you? What was difficult for you?

6. Open Space/Questions/Needs

- a. Pamela – felt the structure helped as the speaker
- b. This feedback helps as we build and plan this

- c. Deborah – have extra time after each person talks would be helpful to discuss as a group

7. Next Steps

- a. [Survey](#)
- b. Next Meeting: June 2, 2022
- c. 2022-2023 Calendar Invites

5:15- 6:00: Stewarding Body Check-in

1. Connection & Follow-up

Rutila and Cayle shared

Cayle would like more time to reflect with the group

Dr. Perez – reflect on language

2. Recommendation Process Review

a. [Consensus Protocol](#) Review

Goal it ties to:	Proposed Recommendation			
	Framing	Intended Impact	Proposed Opportunity	Potential Change from Rec.

Dr. Ortiz – Extra TOSA for SpEd, and extra TOSA for DOME

Dr. Diaz - Extra EA for each Kindergarten classroom

Library Media Assistants – in Middle Schools

Will bring it up at the Budget Committee meeting – for sustainability, recommend to have it funded through the

Deb Bufton – need extra EAs in the classroom – help incredible amount

3. Open Space/Questions/Needs

Community –

- Rutila – having a feeling that the Advisory group should have heard the recommendations to provide their feedback
- Cayle – The recommendation is needed. Even investing more if we can. Agree it should be shared with Advisory Body. The challenges with hiring, finding people to fill positions. What's the strategy to fill the positions? Struggling to hire in other areas. Would like to hear what other investments are needed to attract people? Take additional \$ to find the right people to fill the positions.
- Dr. Perez – How are each of these asks connected to these goals that were set forward? What's the bigger plan to accomplish those goals that were set up? Are we committing \$ for TOSAs when they're not quite the right fit. What are we planning on doing long term? How is this all connected?
- Dr. Lou – Do these TOSA positions fit into a bigger picture like what Dr. Diaz has presented today? We saw lots of needs. Are the TOSA positions to helping leverage more resources or are they temporary pictures because we have so many needs. Do two TOSAs be the tipping point to make a change. Is it long term investment or short term fix? Teacher shortage – getting into difficult period.

Excellent SpEd teachers – pulling them out of the classroom to be TOSAs to be less impactful. Where do we get the excellent teachers? Thought about other ways – retired teachers to be part time coaches? Don't interrupt the classroom teaching force. Questions to ponder and think about.

- Deborah – How can we get staff to differentiate for students? Don't have prep time (20 minutes). Elementary staff don't have prep time – need more time to differentiate. Salary needs to match compared to surrounding districts to hire teachers. Absolutely need Autism expert in our district. SpEd TOSAs spent so much time subbing this year. Community input – how are we going to get their input? Electronic not best way to get their feedback – phones don't work, cell phone numbers change a lot.
- Dr. Diaz – share the recommendations with the Advisory Body. Get input from Advisory Body, have buy-in from them. Need to improve efforts. Still put in EAs for the Budget Committee. Hope everybody helps recruit staff.
- Deborah Bufton – look at teachers who are certified in our district and can they do something else? Inclusion specialist – differentiate for them. Such a shortage of SpEd teachers. Agree that everything should be seen at Advisory first – process wise.
- Cayle – defeats the purpose of having an Advisory Body if we don't bring it them first.
- Chelsea – learning to do this together. Tying it to the goals – make the connections to the thru line.
- Cayle – how do we make recommendations? Recommendations from other Board members?
- Dr. Ortiz – work on a process – use their recommendations, categorize into how it relates to the Strategic Plan. SEL side too.
- Chelsea – TOSA will still be a lingering question. 2 hours next month will be better to work through the process.

4. Next Steps