Reynolds Advisory & Stewarding Body
January 19, 2023
4:00- 6:00

Attendees: Angie Gilbert, Cayle Tern, Ed Miller, Gustavo Olvera, Michelle Cardenas, Rutila Galvan-Rodriguez, Deb Miller, Dr. Alma Charles, Pamela Marks, Sheri Thomas, Wei-Wei Lou, April Olson, Candice Vickers, Deb Bufton, Dr. Karen Perez, Dr. Sara Hahn-Huston, Joanna Williams, Muhammad Rahman, Chelsea Mabie, Karin Allen

Objectives:
- Support the Aligning for Student Success application process
- Generate progress check elements for existing recommendations

1. **Welcome & Connection**
   a. Land Acknowledgment
   b. Community Agreements

2. **Transition Updates**
   a. Dr. Diaz's Retirement
      i. Interim Superintendent will be part of this group

3. **Update: Aligning for Student Success Application**
   a. Needs Assessment identified priorities
      i. Student Engagement
         1. Outcome specific to data teams
         2. Data teams are inclusive of multiple teams (ex. Attendance, PLCs, etc)
      ii. Professional Learning
         1. Outcome specific to dedicated time for professional learning
      iii. Academics and Instruction (2 outcomes connected to this)
         1. Outcome specific to comprehensive academic plan and documentation; same page on expectations. Getting a system built to support people, not just adding more people (alignment)
            a. CSI/TSI Schools Allocations

        2. Outcome specific to studying school schedules, making sure what is happening allows for high quality first time instruction
           a. This is a key item for review, would appreciate input (from all, especially stewards)
               i. https://www.educationworld.com/a_admin/admin/admin528.shtml
               ii.
    iv. Equity
    v. Career Connected Learning (CTE)
    vi. Safety
  b. Outcomes (Drafted, have not been vetted)
  c. Next Steps
    i. Putting all this information into a visual to bring to staff.
        1. Outcomes and Strategies
        2. Continued Investments
           a. While the pandemic has delayed moving forward, we want to show that we are working them into our plan.
           b. Want to ensure we are on target

4. Generate: Progress Checks for Approved Recommendations
  a. Review: Recommendation → Intended Outcome → Milestone → Data → Who
  b. Example:

Recommendation	Desired Outcome "If…then…"	Milestones			Data		Who?
		0-3 months	6-18 months	18+ months	Qualitative	Quantitative	
ELD/ DOME TOSAs		Hiring TOSAS Create innovative hiring practices with incentives to hire all positions Onboarding Professional Development Mentor Coach Collaborate with others to define job descriptions and provide clarity around what ELD TOSAs do specifically and what they do collaboratively with other instructional coaches	Classroom supports with coaching should be underway Supporting Data driven teams (modeling) Build relationships with other TOSAs	Direct response to audit Collaborate instead of working in silos with other TOSAs	Surveys TOSAs Witness the use of strategies	Hiring at 100% Rachel Formative assessment STAR data	Director of DOME Supervisors

c. Generate in Groups: ELD TOSAs
   i. [Group 1](#)
   ii. [Group 2](#)
   iii. [Group 3](#)
   iv. [Group 4](#)
d. *Whole Group Share Out*
   i. Group 1:
   ii. Group 2:
   iii. Group 3:
e. Generate in Groups: Social Workers
   i. [Group 1](#)
   ii. [Group 2](#)
   iii. [Group 3](#)
   iv. [Group 4](#)
f. *Whole Group Share Out*
   i. Desired outcomes: Proper onboarding and supports to encourage retention
      1. Clarity and sustainability around positions
   ii. Multi disciplinary approach to feedback
      1. All of the work connects together.
   iii. Desired outcome: Establishing clarity around position
      1. What is the intent of the position? Help to facilitate collaboration.
   iv. Culture around TOSAs.
   v. Need for surveying positions
      1. How are they feeling supported?
      2. Want to offer support as much as they are supporting.
   vi. Collaborating with others to define job descriptions, what TOSAs do specifically.
   vii. Being strategic about providing opportunities to build relationships amongst each other.
      1. Start relationship strong
      2. Provide support to each other
      3. Understand others values
      4. Understand each other's roles

       viii.   TOSAs to witness strategies being used.
       ix.   Who would be responsible for helping to structure opportunity for folks to meet
       x.   How does this information get lost in certain pockets?
           1. Org charts have been sent out with district memos.
           2. Where is the disconnect of seeing who is working on what?
       xi.   Humanistic piece is missing
           1. To build relationships, you need time and effort, a common ground to facilitate relationship.
           2. Safety to express ideas
           3. Vulnerability and openness needed to build relationship
           4. Trees of resource; leadership
       xii.   Expectations: not everyone reads email.
           1. Creativity needed to share the message over and over.
               a. Read vs. remember

5. Open Space/Questions/Needs
   a. <u>Future:</u>
       i.   Bring a representative from each team for any roles that might be discussed.
       ii.   Org chart could also be helpful to communicate the role.
       iii.   Job Descriptions

6. Closing
   a. Potential emails or surveys in the next few months
   b. Email feedback to April on any ideas to share with community
   c. Next Meeting: April 20, 2023