OFFICIAL MINUTES OF THE REGULAR BOARD MEETING
WITH PUBLIC HEARING
BELLINGHAM SCHOOL DISTRICT BOARD OF DIRECTORS
March 14, 2024

1.0 OPENING ITEMS

1.1 Meeting Date and Location:

March 14, 2024 Options High School, 2015 Franklin St., Bellingham, WA.

1.2 Call to Order/Land Acknowledgment:

Mr. Benjamin (Pre. 12 Tf1 0 0 1 108.02 503.59 Tm0 g0 G[Call to Or)3(d)-3(e)4(r)4(g.nf TJETQq0.-n0 g

Creativity in how to attract new staff
Efficiencies in hiring and onboarding process
Employee recognition is always a high point for this District!
Volunteers back to pre-pandemic levels.
Excellent work around professional learning, particularly around inclusion model

SR:

Continuity in teaching roles supports improved student outcomes (Ronfeldt et al.pdf (caldercenter.org)). Our district's work to maintain continuity in student facing roles during a period of significant budget challenge was commendable and supportive to our students' development and the goals of the Bellingham Promise.
The district's recognition programs appropriately amplify the work of exceptional teachers and administrators and reinforce that excellence in the culture of the district. The Promise Awards, Good Apple recognition, kickoff event and Promise Stories really celebrate the great work of individuals and groups within the district. This work is commendable in its creative reinforcement of The Bellingham Promise goals and outcomes.
The positive impact new teacher mentoring has on retention is significant (Hayes, 2021). %HOOLQJKDP¶V 726$ DVVLJQPHQW ZLWK IXQGLQJ VXSSRUW new teachers is a commendable approach to improving support for new teachers at an especially important time in their careers.

3. Please note areas for additional improvement

DB:

None.

CDH:

None.

JM:

Substitute shortage continues to be a (statewide) challenge but work has been done to lessen their need.

SR:

Continued emphasis on addressing the shortfall in available substitutes, a problem that is not unique to BPS, is necessary and recognized in the report.

4. Comments on the report itself.

DB:

Comprehensive, plenty of data, examples and links provided.

CDH:

Great job, very well done.

JM:

N/A

SR:

This is an excellent report with helpful information and detail that positions the board well for evaluation of the outcomes relative to our stated directions and limitations.
I wonder if it might be a useful addition to include notable trends in aggregated employee evaluation information in future cycles.

5. Possible changes to the policy.

DB:

None.

CDH:

None.

JM:

N/A

SR:

Nonesuggested

ATTACHMENT C
3/14/24board meeting minutes

Monitoring Response Document±INITIAL COMPILATION

Policy Monitored: Ends 2.1, Part 1–Student Competence
Date Report Submitted2/22/2024
Date R I % R D U G ¶ V 0 R Q L W R U H G 3/14/2024 J 5 H V S R Q V H

Below are my responses in connection with the report

Ends Reports:	Executive Limitations Reports
1. The Board finds that the Superintendent: a. has achieved the goals established in the policy. SR b. is making reasonable progress towa achieving the goals. CDH JM c. is making reasonable progress towa achieving the goals, but a greater degree progress is expected in some areas DB d. is not	1. The Board finds that the Superintendent: