



OFFICIAL MINUTES OF THE REGULAR BOARD MEETING  
AND STUDY SESSION ±SCHOOL SAFETY  
BELLINGHAM SCHOOL DISTRICT BOARD OF DIRECTORS  
November 14, 2024

1.0 OPENING ITEMS

1.1 Meeting Date and Location

1.3 Roll Call

Present: Director Douglas Benjamin (President), Camille Diaz Hackler, Jenn Mason  
(Vice President)

- x 7 R Q L J K W ¶ V F R Q V H Q W D J E L G W D i c h F r o m D i g i t a l W a y s t h e U H S R U W F superintendent works to keep the board informed.
- x There is nothing new to report on the budget K H F X U U H Q W J R Y H U Q R U ¶ V E should be released next month and will likely be adjusted once the new governor takes office in January.
- x We are waiting to hear from the City of Bellingham regarding a possible alternative site for Carl Cozier Elementary within the Civic Complex
- x Upcoming theatrical performances at the three larger high schools include:
  - o Squaticum High School: The 39 Steps, Nov. 17-19
  - o Bellingham High School: Much Ado About Nothing, Nov. 14-16 and Nov. 21-23;
  - o Sehome High School: The Three Musketeers, Nov. 15-16 and Nov. 21-23.

Dr. Baker responded to questions from board members

2.0 CONSENT ITEMS:

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6.0 NEW BUSINESS

6.1 n/a

7.0 STUDY SESSION

7.1 Study Session - School Safety

Assistant Superintendent of Teaching and Learning Jordan and Director of Safety and Security Russ Robinson gave a presentation to the board regarding school safety and answered questions from school board members.

8.0 CLOSING ITEMS

8.1 Board Assessment of Meeting: Mr. Ritchey assessed the meeting, with an overall rating of 4 (*commendable*).

8.2 Adjournment: The meeting adjourned at 7:53 p.m.

Approved:



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Jennifer Mason, Board President

Attest:



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Greg Baker, Secretary to the Board

*Minutes approved:* December 12, 2024

**Monitoring Response Document INITIAL COMPILATION**

Policy Monitored: EL-1, Expectations of Superintendent

Date Report Submitted: 10/10/2024

Date : 11/14/2024

Below are my responses in connection with the report:

<b><u>Ends Reports:</u></b>	<b><u>Executive Limitations Reports</u></b>
1. The Board finds that the Superintendent: a. has achieved the goals established in the policy. b. is making reasonable progress towards achieving the goals. c. is making reasonable progress towards achieving the goals, but a greater degree of progress is expected in some areas.* d. is <i>not</i> making reasonable progress in achieving the goals established. * e. cannot be determined*	1. The Board finds that the Superintendent:

3. Please note areas for additional improvement.

**DB:**

None.

**CDH:**

None.

**JM:**

N/A

**SR:**

None.

4. Comments on the report itself.

**DB:**

Appreciate the narrative and referenced supportive data (spreadsheets).

**CDH:**

Excellent report, very thorough.

**JM:**

evidence provided for #1 is aligned with what is requested for evidence? Would be curious how other board members are interpreting it.

**SR:**

The report was a helpful overview of compliance with this EL and useful for review. Additional direct observation was also helpful as a supplement to fully understand the scope of engagement of Dr. Baker with the community and the commendable commitment shown through his actions.

5. Possible changes to the policy.

**DB:**

None.

**CDH:**

None.

**JM:**

None.

**SR:**

None.



**JM:**

Improved awareness of tipline.

EDI-related trainings at a variety of levels and areas across the organization.

Work to recruit, promote, support and retain BIPOC staff has been critical, especially in light of declining enrollment and budgetary adjustments.

Increase in student identity-based groups.

Appreciate the work around post-secondary preparation among specific sub-groups of high school students and letting them share their experience in their own voices.

Teacher Academy continues to be successful and a really innovative, downstream program.

Partnering with the Common Goodness Project to better serve LGBTQ+ youth.

Block Party continues to be a big success!

The specific, tailored efforts to connect with Spanish-speaking families through various programs is just one great example of what well-executed EDI work can look like.

Really appreciate the work to retool HCL program student identification to help ensure students are not overlooked and the program has better representation.

**SR:**

The new training underway, the improved policy awareness and enforcement, new curriculum, and responses to the safety tipline, as well as other communication, **is commendable**

commitment to protect the rights of every student, confront hateful speech or actions and vigorously pursue positive change in our community.

3. Please note areas for additional improvement.

**DB:**

Not an area for improvement, but it will be curious to see how national political trends challenge the work of EL-10 going forward.

**CDH:**

None.

**JM:**

The broad impacts of history/cultural norms on our students mean this is an area that will always require attention and improvement, but the efforts outlined in this report demonstrate

**SR:**

There is much work to be done in our community and society at large that will require ongoing and disciplined commitment. We have observed such ongoing commitment in the activity of the past year and are hopeful for continued progress.

4. Comments on the report itself.

**DB:**

Comprehensive. Clear distinction of new efforts.

**CDH:**

Great report, but I have one question. The chart on page 3 is helpful, but I was curious on total percentages of staff prior to these changes. I think I have seen something somewhere, but I



**JM:** Very well-written and easy to understand.

**SR:** The report was an excellent summary of activity pertinent to the board evaluation.

5. Possible changes to the policy.

**DB:** None.

**CDH:** None.

**JM:** None.

**SR:** None.