

League of Women Voters of Pullman Observer Report

Name of Agency: Pullman School District Date: 10 January 2024
Observer Reporting: Ndambuki Length of Meeting: 1 hours 50 minutes
Members Present: Nathan Roberts, Arron Carter, Amanda Tanner, Lisa Waananen Jones, Craig Nelson

Other District Personnel Present: Joe Thornton, Diane Hodge, Roberta Kramer, Bob Maxwell

Others Present: Jim Bruce (Principal JES), Colby West (first year teacher, 4th grade), Trish Doumit (4th grade)

Members Absent:

Business pertaining to League Positions or topics of interest: *Include in this section 1) issues discussed that relate to League priorities or positions. Do you recommend local league action? If so, please refer to the League position that supports your suggestion.*

Quality of Instruction:

- CFA (Common Formative Assessment) developed in the collaborative time at JES
 - Determine most important (“Essential”) standards
 - Took the staff four years to identify them **This was a 4-year collaborative process.**
 - Next year we’ll look at if we’re teaching them well or not **Next year will be an assessment of results.**
 - Board Director Questions
 - How do you standardize or normalize the grading within the building and across the district?
 - The fourth-grade team presenting answered by describing the inter-rater reliability process
 - Writing is the most difficult to norm
 - You obviously know the students very well; do you still find surprises?
 - Usually at the beginning of a new skill but we actually see what we see during the daily assignments
 - When during your day does this happen
 - PLC time on Mondays, during our prep, after school—keep gradually working on it
- “Equity” Update
 - Dr. Sutton staff trainings at upcoming at LID days and administrative meetings
 - Dr. Sutton has been meeting with our student groups
 - Dr. Sutton will be meeting with our teaching team groups as well
- Public Comment
 - Anthony Haynes
 - 5th grade teacher and parent of two children
 - 45 citizens gathered to talk about their experiences with the PSD in a safe space
 - Challenging time in the district—opportunity for growth
 - Chicago PS “Coming together”
 - Why
 - People need support, we are isolated, stop thinking of schools as isolated from the community
 - Donna Moore
 - Grandmother of PSD student
 - Have been Reading teacher, assistant principal, title I facilitator (ten years) in Ohio
 - Currently a paraprofessional at SES

- BS PoliSci, Secondary Education, MA in curriculum and instruction, certifications in administration
- Goal—impact student achievement
- November 2022, plan to start as a substitute teacher
 - Teachers reach out to subs independently
 - No calls
 - Para-educator
 - Meet folks, familiarize self with curriculum
 - Was denied multiple opportunities to interview
- Natalie Heron
 - Bus again
 - Sunnyside hill for my son to get to school on time, the first one in the family to go to college
 - He is consistently 5 minutes late
 - 7:07, two buses to be at school at 8:30
 - Equity, switch the schedule by ten minutes, breakfast at school is precluded
 - Can't be at work on time in the afternoon, always 10 minutes late
 - I applied with the district, I am also a minority, I have lots of experience, I work at Moscow high school
- Courtney Hodge
 - School District central office employee, mother of three children in the district
 - Jobs held with the district, applied for, interviewed for, and hired for
 - Social media comments disparaging her character claiming that nepotism played a role in her hiring
 - Social media comments implying that personal relationships with those in power played a role in her hiring
 - Encourages everyone to be the good example of respectful compassionate behavior we expect from the students
- District has applied for a waiver for having to make up the missed days due to the natural gas outage last fall

Responsible Use of Public Funds:

- Tentative agreement with the Pullman Education Association Technical Support Personnel bargaining unit
- Levy signs went up, meetings with the Chamber of Commerce and other communications out to the community (e.g. postcards, newspaper articles)
- Building tours third week of January for the public in conjunction with the Levy push
- Over 600 education bills will be a part of the state off-year two-month session
- New policy 5050—approved
 - Provisional
 - Leave replacement
 - Retire/rehire
 - Board reserves the right to offer a principal a contract for three years rather than the year-to-year based on certain qualifications
 - Experience has to be in the district
 - Superintendent contract
 - Para-educators
- Consortium with the ESD 101 Employee Assistance Program

- Consider switching from District's program to the consortium because employees are finding it difficult to access enough local providers

NEWESD 101 EMPLOYEE ASSISTANCE PROGRAM CONSORTIUM (KEPRO)

Services Provided

- 24/7/365 Toll Free Access to Master's Level Counselors
- Face-to-Face or Virtual Counseling
- Access to National Provider Network
- Financial Consultation and Referral - Telephonic with a Certified Financial Professional
- Legal Consultation and Referral - 30-minute Consultation with Network Attorney in-person or by phone with 25% discount off usual rate
- Child and Adult/Elder Resources and Referral Services, Daily Living/Convenience/Concierge Services
- EAP & Work Life Web Site - Includes Articles, Locators, Assessment Tools, Work Life Resources, and Access to On-Demand and Archived Webinars
- Online Training / Education / Orientation (on Web Site)

Vs.

CURRENT EMPLOYEE ASSISTANCE PROGRAM

Services Provided:

- Access limited to community providers
- Three sessions model for employee and family

Organizational Supports:

- Human Resources managed

Communications Materials:

- Flyer and email
- New employee orientation

Pricing - (3) three session model

- Employee and family 376 employees (estimate) costs dependent on provider (75\$-\$200 plus per session range)

Total costs vary per year but increasing.

Public Meetings of interest to League: *Were there any public meetings announced that you think League members may be interested in attending and/or becoming involved with that relate to League positions?*

Public Notice: The Pullman Public Schools Board of Directors will conduct (4) 60-minute building tours on the following dates at the following locations:

- **Tour 1: Franklin & Lincoln**
 - 5:00pm-6:00pm on Tuesday, January 23
- **Tour 2: Sunnyside & Jefferson**
 - 5:00pm-6:00pm on Thursday, January 25
- **Tour 3: Pullman High School, Aquatic Center & Kamiak**
 - 4:30pm-5:30pm on Tuesday, February 6
- **Tour 4: Transportation, Bus Barn, & Maintenance**
 - 4:30pm-5:30pm on Thursday, February 8