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### MINUTES FOR SPECIAL MEETING OF MAY 7, 2008

Opening

The Board of Education of Palo Alto Unified School District held a Regular Meeting in the Board Room at 25 Churchill Avenue, Palo Alto, California. Dana Tom, President, called the meeting to order at 5:30 p.m. Member Klausner participated via phone from the following location: David Packard International Faculty Residence, Peking University, Beijing, 100871, People's Republic of China. Notice was posted for public access at the location.

Members present:

Mr. Dana Tom, President  
 Ms. Barb Mitchell, Vice President  
 Ms. Melissa Baten Caswell  
 Ms. Barbara Klausner  
 Ms. Camille Townsend

Others present:

Dr. Kevin Skelly, Superintendent  
 Dr. Marilyn Cook, Associate Superintendent  
 Dr. Scott Bowers, Assistant Superintendent  
 Dr. Robert Golton, Interim CBO  
 Ms. Cathy Mak, Interim CBO

Closed Session

The Board adjourned to closed session for Employee Appointment/Employment pursuant to Government Code §54961 – Principal and Assistant Superintendent; and Conference with Labor Negotiator, Dr. Scott Bowers, regarding PAEA, CSEA, and Non-represented groups pursuant to Government Code §54957.6.

Reconvene in Open Session

The Board convened in open session at 6:43 p.m. Tom announced the Board took no action during closed session.

Also in attendance:

Mr. Andrew Tesler, Student Board Representative, Gunn  
 Ms. Terry Godfrey, Parent  
 Mr. Bill Garrison, Director, Testing and Assessment  
 Ms. Eugene Chung, McKinsey & Associates  
 Dr. Becki Cohn-Vargas, Director, Elementary Education

Study Session  
Strategic Plan

Godfrey gave a presentation focusing on the following:

- Survey Comment Analysis
  - Methodology
  - Parent comments summary
    - Top strengths
      - Teaching quality
      - Academic standards
    - Top improvements
      - Academic support
      - Teaching quality
    - Open-Ended: Top Positive Neutral
      - Skelly's open communication style
      - Teaching quality, etc at specific schools or programs
    - Open-Ended: Top Negative
      - Teachers
      - More focus on FLES, food, socio-emotional well-being
  - Teacher comments summary
    - Top strengths
      - Teaching quality
      - Parent involvement
    - Top improvements
      - Teacher support
      - Academic support
    - Open-ended comments

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- High quality of district
- Teachers need more time and support
- Student comments summary
  - Top strengths
    - Teaching quality
    - Course quality and breadth
  - Top improvements
    - Stress
    - Teaching quality
  - Open-ended comments
    - Praising quality of district
    - Rebalancing curriculum
- Top 5-6 Strengths Comparison
- Top 3-4 Improvements Comparison

Skelly presented a summary of key changes to the strategic plan, which involved Goal A. He also gave a presentation updating the status of the strategic planning process.

- Strategic Plan Update (Version 31)
  - Summary of themes, goals, and strategic initiatives
    - A – Academic excellence and learning
      - A 1 – Improve curricular system and instructional practices to challenge every student appropriately
      - A2 – Provide college readiness and post-secondary preparation for all
      - A3 – Ensure high expectations and support for students
    - B – Staff recruitment and development
      - B1 – Improve district’s ability to attract and recruit staff
      - B2 – Re-examine and enhance staff evaluation system
      - B3 – Enhance professional development
    - C – Budget trends and infrastructure
      - C1 – Ensure financial stability and growth through effective stewardship of financial assets, community sources, and dynamic activities to improve district resources
      - C2 – Construct facilities that address enrollment growth and are worthy of the promise and talent of our students
      - C3 – Develop short-term and long-term plans to address non-construction issues associated with enrollment growth
    - D – Governance
      - D1 – Improve alignment of District’s, Board’s, and community’s focus on most critical District aspirations
      - D2 – Improve transparency and communication from the District office and the community by continuing work on Board, District, and community roles and protocols
      - D3 – Diligently monitor and report progress on strategic plan initiatives to gain trust and promote productive dialogue
    - Potential vision and mission statements for PAUSD
    - Next steps

Board discussion and public comments occurred throughout the meeting. Topics included student stress, counseling, curriculum, foreign language proficiency goal, changing goals, setting goals to determine output measures and metrics, the ability of the district to achieve the goals with current resources, developing metrics to determine success, how to measure whether or not a child is challenged, giving teachers more power to do what they need to do in the classroom, the difference between input and output metrics, developing more output metrics beyond state standards, the possibility of using rolling two-years’ growth rather than one year’s growth, including statements about developing involved and employable citizens, assessment, sharing of best practices among teachers to increase student interest and engagement, addressing second language skills and key entry points formally, prominently addressing social-emotional-physical well-being of students, dramatic increase of suicidal and self-injuring students, use of study data and implementation of resulting suggestions, the need for a more comprehensive plan for the district, taking a broader look at what is meant by an “educated” child, broadening Goal D, looking at the plans of other districts, short- and long-term strategies for measuring progress and challenge for students above grade level, defining the recruitment of “talented” staff, metrics related to pre-school goals, having a process for how ideas can be brought to the district, review of agenda and objectives for the May 9 meeting, and the role of the Board at the May 9 meeting.

### Adjournment

The meeting was adjourned at 11:10 p.m.

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Secretary to the Board