



NORTHWEST REGIONAL EDUCATION SERVICE DISTRICT FOUNDATION

Northwest Regional Education Service District Foundation

-Annual Meeting-

3-5 p.m., Thursday, June 18, 2020

Call-in Number: Coming Soon

Annual Meeting Agenda

Call to order and introductions

Superintendent State of the Agency & Discussion (Dan Goldman)

Approve [Minutes from Feb. 20, 2020 meeting](#)

Approval of Annual Meeting Agenda

President's Report

Election of the Board of Directors

Election of Officers

Treasurer's Report (Yuen Chin)

Approve [2020-21 Proposed Budget](#)

Approve [2020-21 Proposed Meeting Calendar](#)

Adjourn

Northwest Regional Education Service District Foundation

-Annual Meeting Minutes- June 18, 2020

Those in attendance:

Karen Foley, President

Yuen Chin, Treasurer

Andi Miller, Secretary

Joe Christy, Past President

Jeff Condit

Steve Petruzelli

Katie Riley

3:00 p.m.:

Welcome and call to order.

Karen introduced Dan Goldman, NW ESD Superintendent who presented to the group about District challenges/major financial burdens and cuts, their current strategic plan and cuts in funding and staff resources for the Foundation starting August 2021. ([See attached presentation](#))

Joe moved and Katie seconded to approve the annual meeting agenda. Motion approved.

Karen reviewed highlights of the last year including a successful Miller Nash event and the distribution of \$28,259 for 26 approved grants to provide support to programs for children with special needs. Karen commented that it was a huge relief to be able to complete these 2 important events in order to meet our mission of service and support and thanked all the Board members that have helped make this happen given the numerous changes within the District over the past 6 months. Kelsey Cardwell (district employee) also offered support during Tracey's leave of absence which was also greatly appreciated.

A specific issue was discussed about donor contacts. At the time of this meeting, a list of donors had not been found and Karen has been unable to thank our donors for their contributions. Karen asked and the District searched but could not find any past information. The search continues.

Joe moved and Steve seconded the proposal to re-elect our current Officers. Motion passed.

President: Karen Foley

President Elect: Vacant

Treasurer: Yuen Chin

Secretary: Andi Miller

Andi moved and Joe seconded to retain all the current Board Members. Motion passed.

Board Members: Jeff, Katie, Steve, Yuen, Andi, Joe, Karen

Yuen presented the Financial Report

Andi pointed out that the \$12,500 ESD contribution from the 19-20 fiscal year was not on the books. Due to a misunderstanding, the Foundation did not invoice the ESD. Yuen and Karen will follow up with the Superintendent to see that the funds are billed and received before the close of the fiscal year on June 30th.

Joe moved and Katie seconded to approve the proposed budget. Motion passed.

The Board agreed that the Foundation will need to re-group, re-align and re-define our Foundation's goals given the current District financial and personnel situation. We have talked about recruiting new Board Members, adding events to raise money, doing site visits to various schools and their programs, and developing a long range/strategic plan. However, priority discussions were suggested regarding how we operate to "help" the district, how we can leverage and pull together resources in the community, what duties/responsibilities the Board can absorb given our smaller membership, and, that new needs may develop as "disadvantaged" becomes a more inclusive, targeted definition in our new normal for the children we serve. Dates for these discussions will be scheduled.

We anticipate that the Miller/Nash fundraiser event will change it's format due to COVID-19 so a special meeting will need to be scheduled soon. We also know that the August 11th Grant Committee meeting which was scheduled to review our current process needs to be canceled as our past timeline for calling, awarding and distributing funds, as well as our process may need to change. Karen will make sure that meeting is canceled and will need assistance from the District to contact their staff who are involved.

Future Calendar:

July 15: ESD Foundation meeting to plan for the annual fundraiser.

Aug. 11: Grant Committee meeting canceled.

Sept. 16: NW ESD Foundation Board Meeting (time and type of meeting TBD)

Karen brought forward a request for funding from the Diverse Educator Pathway Scholarship Program to support the education of 2 undocumented students who are attending PCC Sylvania. This program was funded by the Foundation last year. It is designed to fill critical shortages of bilingual and/or culturally competent teachers in the county to be the future educators for youth and to serve underrepresented students the in region. A board member moved to allocate \$6,000 (\$3,000 each student) to be used for school tuition, room and board, textbooks, course materials and other approved expenses. The motion was seconded and passed.

Karen and Yuen will follow through with Marina Alvarez (Coordinator) to get these funds distributed.

Karen again thanked everyone, with a special call-out to Yuen, for all the support that has been given her during some difficult times without expected resources. Everyone has stepped up so willingly out of true commitment and dedication to continue to provided support and resources to all the children in need. She is very grateful.

Meeting adjourned at 5pm.

<u>REVENUE</u>	2019-20 Adopted	2019-20 ESTIMATE Based upon 4/30/20	2020-2021 PROPOSED
Pledges	\$ 2,500.00	\$ 3,188.74	\$ 2,500.00
Individual Donations	\$ 4,000.00	\$ 6,409.94	\$ 4,000.00
NWRESD	\$ 12,500.00	\$ 12,500.00	\$ -
Grant Income	\$ 266,268.00	\$ 252,268.00	\$ -
Events			
Annual Fall Reception	\$ 10,000.00	\$ 9,915.00	\$ 9,500.00
Online Auction	\$ 3,500.00	\$ 1,065.00	\$ 2,000.00
Misc.: Monthly staff raffles, notecard sales, etc.	\$ 1,400.00	\$ 55.00	\$ 200.00
Other Income			
Interest	\$ 30.00	\$ 19.57	\$ 20.00
REVENUE	\$ 300,198.00	\$ 285,421.25	\$ 18,220.00
EXPENSES			
Program			
Awarding of Grants Received From Outside Funders	\$ 266,268.00	\$ 252,268.00	\$ -
Fall Grant Program + Lynn Fund (est.)	\$ 30,000.00	\$ 28,259.00	\$ 20,000.00
Special Grant Fund	\$ 6,000.00	\$ 6,000.00	\$ -
Event Expenses		\$ 665.15	\$ 300.00
Holiday Open House	\$ 300.00		
Consulting Services	\$ 500.00		
Operations			
Staffing			
Printing/Marketing (a portion is in-kind from NWRESD)	\$ 630.00	\$ 122.98	\$ 100.00
Travel and Meetings	\$ 600.00	\$ 329.70	\$ 300.00
Phone (in-kind from NWRESD)	\$ -		\$ -
Office Space/Software (in-kind from NWRESD)	\$ -	\$ 822.50	\$ 800.00
Financial Review (in-kind from Perkins & Co., PC)	\$ -		\$ -
Membership Dues and Fees			
Bank Fees	\$ 200.00	\$ 160.06	\$ 200.00
Licenses and Fees (taxes and annual filing w/DOJ)	\$ 150.00	\$ 50.00	\$ 50.00
Insurance			
Liability Insurance	\$ 1,550.00	\$ 1,349.00	\$ 1,400.00
EXPENSES	\$ 306,198.00	\$ 290,026.39	\$ 23,150.00
Surplus (Deficit)	\$ (6,000.00)	\$ (4,605.14)	\$ (4,930.00)
Beginning Balance	\$ 73,342.45	\$ 73,342.45	\$ 68,737.31
Ending Balance	\$ 67,342.45	\$ 68,737.31	\$ 63,807.31
*GRANT INCOME DETAIL			
Saling	\$ 10,000.00		
Gates Foundation	\$ 252,268.00	\$ 252,268.00	
Juan Young	\$ 4,000.00		
Meyer Memorial Trust			
	\$ 266,268.00	\$ 252,268.00	\$ -



NORTHWEST REGIONAL EDUCATION SERVICE DISTRICT FOUNDATION

PROPOSED MEETING CALENDAR 2020-21

SEPTEMBER

Wednesday, Sept. 29, 2020 - Regular Meeting

4:30 - 5:30 p.m.

[Virtual](#)

NOVEMBER

Executive session

FEBRUARY

Tuesday, Feb. 2, 2021 - Regular Meeting

4:30-5:30 p.m.

[Virtual](#)

MARCH

Wednesday, March 10 - Grant Committee Meeting

4:30-5:30 p.m.

[Virtual](#)

APRIL

Grant selection specifics and distribution - TBA based on grant selection committee recommendations

MAY

May 10, 2021 - Regular Meeting

4:30-5:30 p.m.

[Virtual](#)



NORTHWEST REGIONAL EDUCATION SERVICE DISTRICT FOUNDATION

JUNE

June 16, 2021 - Annual Meeting

5-7 p.m.

Location: TBA

NWRESD Foundation Annual Meeting

Superintendent Dan Goldman



Northwest Regional
Education Service District

Changes Non-Salary \$3.96 Million

Reduce Transfers & Transits	District Accounts, Special Revenue, Foundation	-\$3,113,115
Reduce Travel, Supplies & Insurance		-\$113,870
Reduce Partner Contracts - Instruction	Outdoor School, Pre-Schools, ASD Contracts, SEL Schools	-\$549,000
Add Partner Contracts - Equity and Family Partnerships		\$75,000
Reduce Partner Contracts - Support Services	PL Team, Technology, Regional Ed Network	-\$259,500
Total		-\$3,960,485

Changes FTE \$8.1 Million

Direct Instruction - Early Education	Licensed Classified	27.25 FTE 28.53 FTE	-\$4,938,563
Direct Instruction - School Age	Licensed Classified	6.90 FTE 6.50 FTE	-\$1,217,659
Support Services & Administration	Licensed Classified Administrators	9.45 FTE 2.25 FTE 4.15 FTE	-\$1,962,686
Total 85.03 FTE	Licensed Classified Administrators	43.60 FTE 37.28 FTE 4.15 FTE	-\$8,118,908

EQUITY LENS

For each thought, decision, or practice, consider these questions...

1. Who does it impact?

Who are the **racial/ethnic** groups affected by this decision? What are the potential impacts on these groups?

2. Who has opportunities, and who does not?

Does this decision ignore or worsen existing disparities or produce other unintended consequences?

3. Whose voices are at the table?

How have you intentionally involved stakeholders who are also members of the communities affected by this decision? Can you validate your assessment in 1 and 2?

4. Who is included or not? Why or why not?

What are the barriers to a more equitable outcome?

5. What can I do about it?

How will you mitigate the negative impacts and address the barriers identified above?

PROCESS



Northwest Regional
Education Service District

1:1 & Listening Sessions:

Dan met 1:1 with over 100 staff and conducted 20 listening sessions at each service center, program, and site.

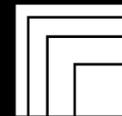
Leadership Team:

Met over the fall and winter to draft Collective Commitments

Strategic Plan Work Group:

Met 5 times with 25 members to draft strategies and metrics

MISSION, VISION, VALUES



Northwest Regional
Education Service District

MISSION:

In partnership with the communities we serve, Northwest Regional Education Service District improves student learning by providing equitable access to high-quality services and support.

VISION:

Every student educated, equipped, and inspired to achieve their full potential and enrich their communities.

VALUES:

Student Success | Partnership | Equity | Innovative Service

COLLECTIVE COMMITMENTS



Northwest Regional
Education Service District

Every student will be educated, equipped, and inspired to achieve their full potential and enrich their communities, when all NWRESD staff work in collaborative teams to:

1. Cultivate anti-racism, multiculturalism, and diverse racial perspectives in program design, continuous improvement, and decision-making;

Strategy	Metric
<p>1.1 All NWRESD schools, sites, and departments establish Equity Learning Teams</p>	<p>-100% of schools, sites and departments establish and support Equity Learning Teams. -90% of staff report Equity Learning Teams are effective/highly effective</p>
<p>1.2 All new NWRESD staff receive meaningful and ongoing equity professional development as a part of required onboarding</p>	<p>-100% of new staff participate -90% of new staff report PD is effective/highly effective</p>
<p>1.3 Conduct ongoing policy and procedural reviews and revise to eliminate practices that perpetuate inequities and systemic racism</p>	<p>Exit interviews find staff of color do not leave due to dissatisfaction; Racial Justice Impact Asst. question about belonging goes from X to Y</p>
<p>1.4 Expand pathways and conduct anti-bias training for interviewers in order to ensure our workforce matches the demographics of the children we serve.</p>	<p>Close the gap by X% so our workforce demographics better matches the children we serve.</p>

Every student will be educated, equipped, and inspired to achieve their full potential and enrich their communities, when all NWRESD staff work in collaborative teams to:

2. Create culturally sustaining learning environments that ensure each student is safe, known, and connected;

Strategy	Metric
2.1 Each child's strengths and needs are known by an adult in their building	Attendance in NWRESD schools and sites increases from X to Y; Every student/family can identify at least one NWRESD educator who knows their/child's strengths and needs.
2.2 All NWRESD schools and sites utilize evidence-based, culturally sustaining, social-emotional learning curriculum	Social emotional learning on AEPS for students of color increases by X% in EI/ECSE.
2.3 All NWRESD schools and sites have robust Positive Behavior Support systems.	Loss of learning time (referrals, suspensions, etc) go from X to Y; SET (school wide implementation measure for PBIS) finds X.
2.4 All NWRESD schools, sites, and programs have reliable and demonstrated systems for emergency response and reunification	100% of schools, sites, and programs have reliable and demonstrated systems for emergency response and reunification
2.5 Expand regional internet connectivity for students and ensure all NWRESD students and staff are connected.	Regional internet connectivity for students goes from X to Y, and 100% connectivity for NWRESD students and staff

Every student will be educated, equipped, and inspired to achieve their full potential and enrich their communities, when all NWRESD staff work in collaborative teams to:

3. Establish high expectations for achievement and personal growth for each student;

Strategy	Metric
3.1 Expand regional pre-Kindergarten access	Children in preK increase by X% for students of color and X% for students in special education.
3.2 Launch a regional research-based early literacy initiative	# of educators in the region grows by X% every year; 90% rate learning effective/highly effective
3.3 Expand regional professional learning structures to increase high school graduation	# of educators in the region participating increases by X%; 90% rate learning effective/highly effective
3.4 Develop a regional MTSS data system to ensure teams identify, intervene, monitor, and adjust interventions for students.	Data system(s) implemented and utilized across all districts and all NWRESD sites and schools.
3.5 Expand NW Promise and CTE/STEM opportunities for students of color	Increase number of college credits and CTE certificates/pathway completions earned by HS students of color across the region from X to Y

Every student will be educated, equipped, and inspired to achieve their full potential and enrich their communities, when all NWRESD staff work in collaborative teams to:

4. Utilize culturally relevant, research-based practices for designing and delivering instruction;

Strategy	Metric
4.1 Develop, implement, and monitor departmental and school Continuous Improvement Plans (CIPs) in partnership with racially diverse students, families, staff, and community organizations	100% of CIPs include meaningful involvement with racially diverse partners.
4.2 Implement teacher-driven professional learning communities (PLCs) within NWRESD schools, sites, and programs	100% of schools, sites, programs have high functioning PLCs; 90% of participants rate them as effective/highly effective.
4.3 NWRESD curriculum adoption and implementation efforts prioritizes the needs of emerging bilingual students and students of color.	Ensure measured achievement gains for bilingual students and students of color in NWRESD school program

their full potential and enrich their communities, when all NWRESD staff work in collaborative teams to:

5. Develop authentic, reciprocal, and inclusive partnerships with our diverse students, families, and community partners;

Strategy	Metric
5.1 All NWRESD schools, sites, and programs embed family partnership strategies in their Continuous Improvement Plans (CIPs)	100% of CIPs include family partnership strategies; Family partnership in schools, sites, and programs increases as measured by empathy interviews with racially diverse families.
5.2 The communications and equity and family partnership departments design and implement a family partnership communications framework to be used by all departments that ensures accessibility and relevance to linguistically and racially diverse families and community members.	Open rates, web analytics, and annual interviews with linguistically and racially diverse families and community members find materials are more accessible.
5.3 NWRESD leads regional racial equity learning and partnerships	Number of agencies participating in CAFE increases by X% each year.

Every student will be educated, equipped, and inspired to achieve their full potential and enrich their communities, when all NWRESD staff work in collaborative teams to:

6. Seek, organize, and allocate resources towards achieving these commitments.

Strategy	Metric
6.1 Establish comprehensive onboarding system for all new staff.	Conduct 3-5 empathy interviews every 6 months to measure effectiveness of onboarding system.
6.2 Refine and implement a meaningful, growth-oriented professional evaluation system for all licensed staff.	Annual review of formal evaluations by work group demonstrates actionable feedback that focuses on instructional improvement
6.3 Improve budget development process and timeline to ensure resources are aligned to the strategic plan.	-Establish an annual cross-department budget development team; Annual budget document showing alignment of resources to strat plan; Revenue and expenditures align for all contract and grant funded programs
6.4 Ensure the NWRESD budget provides prudent reserves to meet unexpected emergencies and statewide funding shortages.	Maintain 8% of operating revenue in reserves, net of beginning fund balance, by 2025
6.5 NWRESD service centers, sites, and programs offer wellness opportunities for staff.	100% of service centers, sites, and programs offer wellness programs; 90% of users find them effective/highly effective

MILESTONES



Northwest Regional
Education Service District

5 Year Milestones

What Targets:

- Attendance
- Kindergarten Asst:
 - Approaches to Learning
 - Early Literacy
- 3rd Grade Reading
- 9th Grade on Track
- HS Graduation
- College-going

Which Student Groups:

- Black/African American
- Latinx
- Alaskan Native/American Indian
- Pacific Islanders/Native Hawaiian
- All students