MINUTES OF THE SAN MATEO COUNTY BOARD OF EDUCATION

Meeting Date: April 15, 2020

Meeting Location: Held Remotely

Board Members Present: Susan Alvaro, Hector Camacho, Jr., Jim Cannon, Beverly Gerard, Rod Hsiao, Ted Lempert (exited meeting at 4:08 p.m.), Joe Ross (exited meeting at 4:12 p.m.)

Staff Officials Present: Nancy Magee, Secretary
Jennifer Perna, Executive Assistant

Other Staff Present: Claire Cunningham, Mefula Fairley, Jeneé Littrell, Patricia Love, Lori Musso, Anjanette Pelletier, Denise Porterfield

1. OPENING ITEMS

   A. Call to Order

   Board President Hector Camacho, Jr. called the meeting to order at 2:02 p.m. He announced the County Board was conducting the meeting as a webinar in light of the current Shelter-in-Place order executed by the San Mateo County Health Officer for the purpose of slowing the community spread of COVID-19 and the Governor’s March 17 Executive Order N-29-20 suspending certain provisions of the Brown Act to allow governing boards to conduct meetings through remote access.

   B. Approval of Agenda

   After a motion by Mr. Ross and a second by Mr. Lempert, the Board unanimously (Alvaro, Camacho, Cannon, Gerard, Hsiao, Lempert, and Ross), by roll call vote, approved the April 15, 2020, agenda as presented.

2. PUBLIC COMMENT

   There were no persons wishing to address the Board.
3. **EMPLOYEE OF THE MONTH**

   A. **April 2020 Employee of the Month Marian Reyes, Financial Analyst, Internal Business Services, Business Services Division**

   Board President Camacho recognized the April 2020 Employee of the Month, Marian Reyes, Financial Analyst, Internal Business Services, Business Services Division. Board President Camacho congratulated Ms. Reyes on behalf of the Board. Marian’s supervisor, Minette Manio, was present with Marian at the 101 Twin Dolphin Drive SMCOE location to present her with a check and commemorative clock.

4. **INTRODUCTION OF NEW STAFF AND NEW STAFF ROLE**

   A. **Doron Markus, Coordinator, Career Technical Education (CTE), Student Services Division**

   Deputy Superintendent Littrell introduced Dr. Doron Markus, who prior to serving as SMCOE’s Science and Engineering Coordinator, taught a variety of science courses at the secondary level and worked as a site administrator and district administrator. Deputy Superintendent Littrell described Coordinator Markus as having well-established relationships across the county and within school districts. She noted he is well suited to lead in his new role.

   Coordinator Markus said he is excited to begin his new role as CTE Coordinator. He described having many passions in education, including focusing on integrated and cross-content learning, supporting Science, Technology, Engineering, and Mathematics (STEM) and health education and developing student environmental literacy. Coordinator Markus said he has always had a strong focus on helping students in their career pathways and believes all students should be provided with rigorous academic programs which prepare them for college and career. Coordinator Markus remarked there is no better place to build a strong CTE program than in the heart of Silicon Valley and said he hopes to support the development of STEM and health pathways in schools.

   B. **Rubie Macaraeg, Coordinator, Career Technical Education (CTE), Student Services Division**

   Deputy Superintendent Littrell shared the Student Services Division brought on Rubie Macaraeg as the result of grant funds secured by the previous CTE Director, Vera Jacobson, and the previous CTE Coordinator, Tina Smith, through California’s K12 Strong Workforce program. She stated Coordinator Macaraeg has previously served as the Director of Pedagogy and Ethnic Studies at the June Jordan School for Equity and as a CTE teacher and college-bound coordinator.

   Coordinator Macaraeg introduced herself as first-generation Filipina American and a native of San Francisco who grew up in South San Francisco. Her career in education spans 15 years, with an ever-present focus on supporting and empowering students and families of color. Coordinator Macaraeg stated she previously worked in the San Francisco Unified School District at the June Jordan School for Equity, where she helped to build pedagogical and programmatic strategies around youth leadership and wellness, social justice, and postsecondary readiness. She shared she sees CTE as a preventative and proactive measure to disrupt the school to prison pipeline and dismantle institutional
INTRODUCTION OF NEW STAFF AND NEW STAFF ROLE  (continued)

racism and classism within the educational system. Coordinator Macaraeg said she is looking forward to working with the SMCOE team.

5. APPROVAL OF MINUTES

A. April 1, 2020, Regular Board Meeting

After a motion by Ms. Gerard and a second by Ms. Alvaro, the Board unanimously (Alvaro, Camacho, Cannon, Gerard, Hsiao, Lempert, and Ross), by roll call vote, approved the Minutes of the April 1, 2020, Regular Board Meeting as presented.

6. CONSENT AGENDA

B. Receive Staffing Report
C. Adopt Joint Resolution No. 20-23 In Recognition of May 2020 as Asian-Pacific American Heritage Month
D. Adopt Joint Resolution No. 20-24 In Recognition of May 4-8, 2020, as National Teacher Appreciation Week
E. Adopt Joint Resolution No. 20-25 Honoring San Mateo County Office of Education Certificated and Classified Employees
F. Adopt Joint Resolution No. 20-26 In Recognition of May 2020 as Mental Health Awareness Month
G. Adopt Joint Resolution No. 20-27 In Recognition of the Service of Sydney Mufarreh as the First Youth Commission Student Liaison to the San Mateo County Board of Education
H. Receive Quarterly Report on Complaints, as Required by the Williams Settlement

After a motion by Ms. Alvaro and a second by Mr. Hsiao, the Board unanimously (Alvaro, Camacho, Cannon, Gerard, Hsiao, Lempert, and Ross), by roll call vote, approved the Consent Agenda.

7. STUDENT SERVICES

A. Second Reading and Action on Board Policy 6174 on Education for English Learners

Deputy Superintendent Littrell reminded the Board that the updated Board policy strengthened and updated the language of the original policy. She said it also references SMCOE’s English Learner (EL) Master Plan, which the Board approved in February, along with Local Control Accountability Plan (LCAP) goals.

After a motion by Ms. Gerard and a second by Mr. Hsiao, the Board unanimously (Alvaro, Camacho, Cannon, Gerard, Hsiao, Lempert, and Ross), by roll call vote, approved updated Board Policy 6174 on Education for English Learners.
8. UPDATE ON RESPONSE AND SUPPORT FOR COVID-19 IN SAN MATEO COUNTY

A. Receive Update on Response and Support for COVID-19 in San Mateo County

Superintendent Magee reported Governor Newsom passed an executive order around child care for essential workers. She said essential workers are now eligible for subsidized child care regardless of income.

Superintendent Magee reminded the Board that on April 13, 2020, Dr. Morrow, San Mateo County’s Health Officer, officially amended the School Operations Modification order, extending student dismissal from on-campus learning through the end of the 2019-2020 academic year for each school district in San Mateo County. She explained this does not address the extended school year (ESY), as it is too early to determine the status for campus closures over the summer.

Superintendent Magee discussed the Governor's release of California’s Roadmap to Open Society, which includes the following criteria:

- Testing, contact tracing, isolating, and supporting those who are positive or exposed to someone who is positive
- Ability to prevent infection in people considered at higher risk
- Ability of hospital and health systems to handle surges
- Ability to develop therapies, such as vaccines or treatments, to meet demand
- Ability of businesses, schools, and child care to support physical distancing
- Ability to determine when to reinstitute certain measures such as Shelter-in Place, if necessary

Superintendent Magee provided greater detail on the “ability of businesses, schools, and child care to support physical distancing” and suggested that the opening of schools may include some of the following strategies:

- Staggered start times
- “Reconfigured” classrooms that allow for social distancing
- Continuance of some online learning in a blended model
- Implementation and promotion of essential activities only
- Availability of personal protective equipment (PPE), especially for those doing cleaning and disinfecting
- Health check-ins, such as temperature checks

Superintendent Magee said SMCOE staff, with input from various stakeholder groups including district superintendents and the steering committee for the Coalition for Safe Schools and Communities, is drafting a Pandemic Recovery Plan for Schools.

Superintendent Magee noted that in his April 13, 2020 statement, Dr. Morrow made it clear there is no playbook for the decisions ahead. Dr. Morrow cautioned “...we have a long way to go. There are no quick fixes.” Superintendent Magee added that for those who have never run a marathon before, the work of the recovery process would count as one. She also emphasized the need to be cautious, methodical, systematic, and thoughtful as we move forward and to remember to take care of ourselves along the way.
Superintendent Magee described the newly formed COVID-19 Education Partnership that has been seeded with $1 million from the Silicon Valley Community Foundation (SVCF) and $1 million from Genentech. Donors who want to directly support education can contribute in support of the following activities:

- Swiftly implementing distance learning strategies for all learners, including students with special needs and dual language learners
- Meeting the social-emotional health and wellness needs of students, families, and staff
- Providing continued access to essential nutrition services
- Sustaining meaningful engagement with families
- Establishing emergency child care centers for essential workers

Superintendent Magee stated she has also established a Superintendent’s Philanthropic Tech Committee to help meet distance learning needs as community partners step forward to assist.

Superintendent Magee stated that SMCOE supports for staff continue and include the following:

- Twice weekly wellness check-ins
- Once weekly OneSMCOE webinars
- Once weekly Leadership meetings
- An internal training calendar
- Support of remote work environments through social-emotional and technology support

Mr. Ross thanked Superintendent Magee for the comprehensive overview. He stated Board members in his part of the county have reached out to him asking specifically what SMCOE is going to do to provide a roadmap for reopening schools. Mr. Ross shared that parents, especially of young children, are feeling the impact of having children at home and are concerned for the children’s mental and emotional well-being. He said the Portola Valley School District is considering a resolution addressing this at their Board meeting that evening. Mr. Ross said parents are asking what would need to be in place to return to school, criteria he sees Superintendent Magee is already considering.

Mr. Ross indicated the county has done so well in flattening the curve and may feel removed from the crisis, compared to those in other parts of the country, such as New York City. He stated the sentiment is not to oppose what is happening nor staying at home, but he recognizes there is an undercurrent of impatience. Mr. Ross asked how to quickly communicate the brutal facts and explain that people need to be more patient and understanding.

Superintendent Magee thanked Mr. Ross for summarizing the local context. She shared since the beginning of the COVID-19 emergency there has been intense pressure to communicate and make decisions quickly. Superintendent Magee reminded the Board that the country is still caught inside a metaphorical burning building and patience and care are essential for effective decision-making.
UPDATE ON RESPONSE AND SUPPORT FOR COVID-19 IN SAN MATEO COUNTY
(continued)

Superintendent Magee reiterated the importance of Dr. Morrow’s April 13, 2020, statement, especially the second section where he discusses the lack of data and how that impacts decisions going forward. Superintendent Magee shared that while leaders and everyday citizens alike are articulating their opinions about what should happen, she will continue to work collaboratively with the region’s health officers and county superintendents in planning and implementing the recovery effort.

Mr. Ross asked if Dr. Morrow had any insight on local projections for testing. Superintendent Magee again referenced Dr. Morrow’s statement which makes it clear that although we are making progress with testing, we have a long way yet to go. Mr. Ross reiterated he is sharing what he has heard out in the community, but he thinks what is being done is exactly right. He knows the communication challenge is real, and we can keep working to improve it. He said lives are more important, and he understands and appreciates what Superintendent Magee is doing.

Ms. Alvaro thanked Superintendent Magee for the report and asked if the Board could be provided with copies of the presentation. She also asked if there is news from the Governor’s office regarding extending the LCAP timeline. Superintendent Magee responded she would address that question later during Superintendent’s Comments. Ms. Alvaro said she knows one of the challenges of distance learning is attendance and asked how schools are addressing attendance, whether they are receiving funding for average daily attendance (ADA), and if so, how that is working. Superintendent Magee replied that one of Governor Newsom’s first executive orders was to declare all schools would continue to receive their ADA based on data from the start of school through the last day of school attendance in February. She explained that school districts are not being required to take attendance for ADA at this time.

Ms. Alvaro thanked Superintendent Magee for the explanation and asked how schools are handling other aspects of attendance and whether students are engaging in instruction. Superintendent Magee responded that most school districts are conducting surveys with teachers, who are keeping track of student engagement with the assignments. She said each district has their own method to track students.

Ms. Alvaro spoke of digital divide equity issues, which are more impactful than ever and how Cabrillo Unified School District Superintendent McPhetridge is still working to get devices into the hands of all students. Some students have access to devices, but do not have internet connectivity, especially in the Moonridge neighborhood. She suggested those students would have to sit in the library parking lot to get access to the library’s boosted WIFI signals.

Ms. Alvaro also noted that people who had been tutoring through the library are no longer allowed to conduct one-on-one tutoring. Students who do not have parental supervision and support or whose parents do not speak English well are falling further behind, even if through no fault of the schools. She worries about these students, especially as the situation continues. Superintendent Magee agreed that internet connectivity and infrastructure are issues that can be further advanced with Board advocacy. Superintendent Magee added that getting devices in the hands of students is only the first step.

Ms. Alvaro mentioned the Children’s Online Privacy Prevention Act (COPPA) also limits libraries and other agencies in assisting students who need support the most. She asked Chief Deputy Counsel
Cunningham if this is being discussed. Counsel Cunningham responded this is a complex issue with a number of privacy laws that apply to student information. She said her staff will continue to provide guidance to school districts about how to navigate those laws to ensure distance learning is being provided equitably across the county.

Mr. Hsiao thanked Superintendent Magee for the comprehensive update and shared his appreciation for her standing firm on the frontlines and for providing support to local superintendents. He said he liked the final slide showing the complex balance of attempting to meet so many competing goals. Mr. Hsiao mentioned how schools are allowed to open facilities for staff for special purposes, including special services. He asked if that includes facilities like the Anne Campbell Center for Children and Families, where children need direct, in-person support at a physical location. Superintendent Magee responded the health officer’s order included having facilities open to support distance learning and other special services, but school districts across the county are not serving students on campus at present.

Mr. Hsiao asked if SMCOE is seeing any extraordinary financial outlays or expenditures as a result of COVID-19. Superintendent Magee replied the Information Technology (IT) team has been working around the clock and could use additional support. She said there are some costs which may be eligible for reimbursement through the Federal Emergency Management Agency (FEMA), but it will take a while to know if we qualify for all reimbursements. Superintendent Magee asked Deputy Superintendent Porterfield to add her comments. Ms. Porterfield described added costs for 100 hotspots for students and staff, improving firewall systems for school connectivity, the purchase of cleaning products, and overtime for custodial staff for cleaning and sanitization. Mr. Hsiao commented there will be many more financial questions to come later.

Mr. Hsiao asked if SMCOE is able to gather best practices from schools that were already doing distance learning as a regular practice, to share with schools just starting on that path. Superintendent Magee answered she’s not aware of that kind of sharing going on right now and that she would touch base with SMCOE coordinators to get a better idea. She shared that the Ravenswood City School District was already using Summit Charter School’s personalized learning platform for their middle school, so their transition was smooth. Mr. Hsiao stated he hopes SMCOE can provide as much support as possible to local districts and teachers.

Ms. Gerard asked if foster youth are being considered. Superintendent Magee replied SMCOE’s foster youth educational liaisons are continuing to work directly with foster youth on their caseload. She added that Governor Newsom appropriated a special fund to support the state’s foster youth. Superintendent Magee asked Deputy Superintendent Littrell to add her understanding of how foster youth are being supported. Ms. Littrell shared Mary McGrath, Director, Safe and Supportive Schools, has reported San Mateo County is doing a solid job supporting and continuing to educate foster youth and that social workers with foster youth placed in other counties have been requesting permission to bring those students back to San Mateo County schools to benefit from the local support, as some schools in other counties are still not providing any curriculum or instructional materials and students are not actively learning. Deputy Superintendent Littrell added our educational liaisons are both case managing and working with social workers to ensure all foster
youth and their resource families are getting their needs met. Deputy Superintendent Littrell shared Mr. Fong, Interim Director, Child Welfare Services (CWS), has reached out to partners to ensure students who are in out-of-home placements are safe and cared for during this time.

Ms. Gerard commented parents have reached out to her with their frustrations about distance learning. She reported she directs them back to their individual schools for support even though parents don’t always appreciate this answer. Superintendent Magee suggested Board member Gerard could also respond with a broader lens and ensure that parents understand the school environment cannot be recreated in homes. Superintendent Magee reminded all that guidance published on the SMCOE website shares tips for parents about ways to organize schedules and provide activities that can be positive and keep students engaged including going outside for a walk, doing chores around the house, engaging in projects such as writing letters to relatives, and personal pleasure reading.

Superintendent Magee further explained how teachers are being guided to lessen expectations and provide a limited amount of instruction per week to help support the health and well-being of students and their families during this stressful time. Superintendent Magee shared she is also hearing about parent fatigue as a top concern right now. Many parents are supporting distance learning for multiple children in a household while also attending to their work demands and attending to any number of other adult responsibilities. This is very challenging for families, and Superintendent Magee suggested that family well-being and mental health must be the primary concern.

Board President Camacho indicated there is a strong need for advocacy from Board members around funding. He talked about a recent article suggesting it would be easier for schools to weather this crisis if schools were more stably funded. Board President Camacho stated he is hopeful the split roll school funding measure can be highlighted and supported. He urged the Board to heed Superintendent Magee’s comments regarding stepping up advocacy with local legislators to plan for the upcoming school year, as well as more long term, stable funding for schools.

Board President Camacho spoke of the possible reopening of schools and what that may look like. He asked if there are any additional details about flexible working conditions with teachers, paraprofessionals, and staff members. He said he knows SMCOE is tied to established bargaining agreements and asked what the crisis means for negotiations for necessary modifications. Superintendent Magee responded most school districts have signed side agreements with their bargaining units to address the Shelter-in-Place through June 30, 2020, and SMCOE is in the process of working through those side agreements. Superintendent Magee conjectured that upcoming negotiations will most likely take current conditions into account.

Board President Camacho asked Superintendent Magee to address in a future update on COVID-19 responses: 1) what is happening with efforts with the Big Lift; and 2) what is being done for anticipated Big Lift learning losses. Additionally, he expressed his sorrow over the cancellation of residential Outdoor Education and asked for insight into relevant discussions and planning. Board President Camacho revealed he has been touched by how impactful Outdoor Education has on the community and how much students look forward to attending.
9. OFFICE OF THE SUPERINTENDENT

A. Receive Report on the SMCOE Teacher Residency Program

Associate Superintendent Musso shared her excitement in discussing plans for SMCOE’s Teacher Residency Program. She began by explaining SMCOE embarked on a Strategic Plan in 2016, and as part of the process recognized the growing teacher storage and created a goal to advance the education profession through recruitment, retention, creating workforce diversity, and strengthening leadership development.

Associate Superintendent Musso described a policy brief published by the California County Superintendents Educational Services Association (CCSESA) encouraging counties to think differently about recruitment and retention of high-quality teachers. Associate Superintendent Musso shared setting goals and seeking funding to meet those goals. She cited the classified employee teaching credential grant and CalEd grants as examples of current actions being taken at SMCOE to accomplish the strategic plan goal. Associate Superintendent Musso also stated another way SMCOE identified in addressing the goal was to explore possible implementation of a teacher residency program, and she is excited to report on progress on this effort.

Associate Superintendent Musso described SMCOE’s teacher residency program as providing an alternative pathway for prospective educators who already hold a bachelor's degree. Participants in the SMCOE teacher residency model would earn a Master’s-level education and a teaching credential while teaching in a year-long classroom internship in a public school. Associate Superintendent Musso stated this program is different from traditional student teaching, as resident teachers are embedded with their mentor teacher throughout the year, receive intensive guidance and support, and earn a modest stipend.

Associate Superintendent Musso discussed finding the right partner in the Alder Graduate School of Education, a non-profit organization passionate about finding high quality teachers and diversifying the workforce. She lauded Alder President, Heather Kirkpatrick, for her understanding and for being open and willing to work to meet local San Mateo County needs.

Associate Superintendent Musso also highlighted the way in which Alder focuses on developing a diversified workforce. In 2018-2019 roughly 71% of Alder candidates brought into the teacher residency program were from historically underrepresented groups. She additionally shared data on Alder resident students:

- More than 55% are first generation college graduates
- More than 47% are Pell Grant recipients
- 87% complete the program within one year
- 92% complete the program within one year when including the continuing cohort who finish in the extended program year
- 95% of those who complete the program are hired by the school system where they were trained
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Associate Superintendent Musso also described the program costs, highlighting the following:

- Resident students pay $18,500 in tuition to Alder, with loans and scholarships available
- Alder pays $100,000 to SMCOE to help support a Director of Teacher Residency
- Alder provides training to the director at no cost
- Resident teachers receive a $20,000 scholarship/stipend for the school year, paid by districts
- Mentor teachers receive $2,000, paid by districts, as well professional development and coaching
- Total cost to district is $22,000 per resident teacher

Associate Superintendent Musso stated districts have the first option to hire resident teachers, so in most cases, residency teachers end their year with a job in a school they know.

Associate Superintendent Musso listed the currently participating school and districts:

- Connect Charter
- Jefferson Union High
- Hillsborough
- Pacifica
- Ravenswood City
- Redwood City
- San Carlos
- San Mateo County Office of Education
- San Mateo-Foster City
- San Mateo Union High
- South San Francisco Unified

Associate Superintendent Musso outlined the projected timeline to launch a first cohort of residents:

- February 2020 – MOU between Alder and SMCOE completed
- March/April 2020 – Completing MOUs between SMCOE and districts
- July 1, 2020 – SMCOE hires/selects Director to coordinate program
- Summer/Fall 2020 – Recruitment begins, assisted by the Alder recruitment team
- Summer 2021 – Classes begin
- Fall 2021 – Residents in place with mentors in district classrooms

Associate Superintendent Musso shared SMCOE is seeking additional funding for the program through a California Commission on Teacher Credentialing (CTC) grant specifically for resident teachers intended to mitigate costs for teacher candidates seeking to become education specialists. The grant funds would also help with matching costs for stipends and offset costs for both Alder and SMCOE.

Associate Superintendent Musso then introduced Heather Kirkpatrick, President of Alder Graduate School of Education. President Kirkpatrick shared it has been a joy to work with Associate Superintendent Musso and the San Mateo County district partners over the past months, all of whom have been committed to the teacher residency program goals.
President Kirkpatrick explained Alder launched during the last recession when the focus was on
teacher quality, recruiting more Science, Technology, Engineering, and Mathematics (STEM) and
special education teachers as well as diversifying the teacher workforce. President Kirkpatrick
underscored Alder’s intentionality to be a graduate school of education which partners deeply with
the K-12 system, sharing tuition with San Mateo County schools, and truly engaging in ongoing
discourse and dialogue about what it means to be an excellent teacher. Lastly, President Kirkpatrick
stated she is overjoyed to be working with San Mateo County.

Mr. Hsiao welcomed President Kirkpatrick and thanked her and Associate Superintendent Musso for
their presentation. He commented on how this idea has been discussed for many years and the model
sounds fabulous, especially the accelerated pace. Mr. Hsiao asked if Alder closely supervises and
coaches the director working with students. President Kirkpatrick replied Alder keeps tuition costs
low by not investing in brick and mortar facilities and by relying on the liaison director at the lead
agency to coordinate the student schedules, provide cohesive communication, and be a local resource
who understands the community.

President Kirkpatrick explained the Director is part of the secret sauce of Alder’s success. The
director acts as the bridge between Alder and resident teachers and is an expert on excellent teaching
in San Mateo County. She described the director being in contact with Alder five days per week on
four different preparation calls, running weekly seminars with resident teachers and monthly seminars
for mentors, and benefitting from everything Alder has learned the last ten years.

President Kirkpatrick explained the second ingredient in the secret sauce is the “cloning” of mentor
teachers. She explained just being a student teacher in a mentor’s classroom does not mean one
learns how to be a great teacher, and Alder focuses training mentors to be fantastic at mentoring, and
sharing their practice and classroom space. Mr. Hsiao stated the program sounds exciting, and he
thanked President Kirkpatrick.

Mr. Ross shared he is extremely excited about the program and noted he began discussing this idea
with President Kirkpatrick ten years ago. He assured the Board he had nothing to do with Associate
Superintendent Musso independently vetting all programs and choosing Alder. Mr. Ross stated he
has enjoyed talking about teacher residencies for years because research indicates a job-embedded
environment produces the best teachers. He shared he is excited that so many county school districts
are participating in this huge adoption of a new way of developing a teacher, which signals San
Mateo County is on the leading edge.

Mr. Ross asked if the hiring of the director is a collaborative process. Associate Superintendent
Musso affirmed this, stating that in addition to Alder, district leaders would also have input. Mr.
Ross said having a superstar in the director role makes all the difference. He explained how much a
name helps in recruiting and stated perhaps the program deserves to be called something other than
the San Mateo County Teacher Residency Program. Mr. Ross expressed he has no doubt this will be
a stand-out program and it deserves a strong name.

Mr. Ross reported there are alternative, non-profit based, mission-driven teaching credential
providers, such as Relay and the Reach Institute, and asked how Alder is learning from them or how
they are different from Alder’s model. President Kirkpatrick replied the big difference is that Relay and the Reach Institute both started as intern models, which is more the Teach for America (TFA) model. She stated both Relay and the Reach Institute have begun to look at residency, but Alder has been running a program focused solely on residency for a lot longer. Mr. Ross thanked President Kirkpatrick for her response, reiterated how delighted he is with the program, and congratulated both Associate Superintendent Musso and President Kirkpatrick on their partnership.

Ms. Alvaro stated she is excited about the Teacher Residency Program and that President Kirkpatrick has a handle on what is going on. She said she understands why Alder would be willing to work with someone as phenomenal as Associate Superintendent Musso. Ms. Alvaro spoke of how wonderful it is that SMCOE, in addition to the preliminary administrative credentialing program, is moving master teachers into the pipeline. She agreed with Mr. Ross that the program is cutting edge and asked that Associate Superintendent Musso and President Kirkpatrick let the Board know what needs to be done next, as they would be delighted to follow up. She thanked both Associate Superintendent Musso and President Kirkpatrick.

Mr. Cannon thanked Associate Superintendent Musso and President Kirkpatrick for a great presentation and explanations. He recalled discussing with former Superintendent Campbell their first days in teaching when the Principal showed them to their classrooms, gave them a textbook, and wished them luck. Mr. Cannon observed how we have come a long way, and he appreciates the progress in teacher preparation.

Mr. Cannon brought up sustainability and asked if Alder has been in practice for more than ten years. President Kirkpatrick confirmed Alder has been in existence for at least ten years. Mr. Cannon stated he also knows Associate Superintendent Musso is a strong leader in teacher and administrator education, so he is very encouraged by their partnership, and he thanked them again.

Board President Camacho echoed his colleagues’ comments. He referred back to the number of Pell Grant recipients in the Alder program, and said given what he knows about the threshold for receiving Pell Grant, he thinks this is very telling and exciting. Board President Camacho commented he hopes those on the Coastside are taking note because that is an area trying to attract and retain teachers. He thanked Associate Superintendent Musso and President Kirkpatrick for their presentation and work, and shared he looks forward to the future progress and details moving forward.

B. Superintendent’s Comments

Superintendent Magee referred to Ms. Alvaro’s inquiry regarding the LCAP before reporting county superintendents are receiving updates from Peter Birdsall, the Executive Director of CCSESA. Superintendent Magee said although she expects an announcement about the LCAP process soon, she believes the LCAP discussion is making its way through the various political circles including California Department of Education, the State Board of Education, the Governor, and the legislature. Superintendent Magee stated it is widely anticipated that the LCAP deadline will be delayed and the LCAP itself will be uncoupled from the budget, the latter of which will proceed on its own track without LCAP alignment. She advised the Board to expect an announcement sometime in the week ahead.
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Superintendent Magee discussed the disturbing number of incidents of hate against people of Asian American or Pacific-Islander heritage in the region. She said the behavior reflects a serious lack of education about how a virus spreads. She emphasized that these incidents are completely unacceptable and flies in the face of everything for which SMCOE stands. She explained she signed onto a letter from elected officials speaking out against these assaults and hate crimes. Superintendent Magee shared she discussed this information with all SMCOE staff at the OneSMCOE meeting and said a social media campaign will be launched to fight against this ignorance. Superintendent Magee said many staff members thanked her for acknowledging this issue and taking a clear stand against the hateful actions. She referenced the resolution on the consent agenda approved by the Board earlier in the meeting honoring May 2020 as Asian Pacific American Heritage Month and explained an additional resolution would be brought to the Board on May 6, speaking out explicitly against racist speech and action of any kind in our community.

Superintendent Magee said she was happy to share that two new district superintendents have been named. The first is Gina Sudaria, who was selected by the Ravenswood City School District School Board after serving as Interim Superintendent for a year. She said Superintendent Sudaria has served in the Ravenswood City School District for more than 20 years and is a smart and engaging district leader with a focus on equity. Superintendent Magee also announced the Belmont-Redwood Shores School District Board chose Dan Deguara to replace Superintendent Milliken. Superintendent Magee described Superintendent Deguara as a Bay Area native with 25 years in TK-8 education. She said he is currently serving as the Associate Superintendent in the Evergreen School District in the San Jose area.

Superintendent Magee also informed the Board that SMCOE’s Director of Human Resources/Teacher and Administrator Development, Julie Eastburn, has been named as the new Director of Human Resources for the Belmont-Redwood Shores School District, and offered congratulations to Director Eastburn as she looks ahead to leading that district forward.

Lastly, Superintendent Magee reported she would be reaching out to the Budget and Real Property Board Subcommittees to schedule upcoming meetings over the next few weeks.

10. **BOARD MEMBERS**

A. Board Member Comments

**Ms. Gerard**
Ms. Gerard thanked everyone at SMCOE for working so diligently and being leaders in the fight against COVID-19. She shared excitement for the fantastic teacher residency program and said she looks forward to hearing more as the program evolves.

**Mr. Cannon**
Mr. Cannon agreed with Ms. Gerard’s comments and thanked everyone at SMCOE for doing a fantastic job and amazing work through unchartered territory. He stated this is a long haul, and we are just getting started.
Mr. Hsiao
Mr. Hsiao shared great appreciation for the gestures of support and stance against the hate and racism against Asian American or Pacific Islanders and expressed feeling sorry such a stand must be taken in the midst of much bigger crises and need. He stated he is excited about the teacher residency program and all other hard work being done to support closing the digital divide. He said although the digital divide should have been closed many years ago, it is good to close it now.

Ms. Alvaro
Ms. Alvaro echoed all other comments, including Mr. Hsiao’s comments on taking a stance against racism. She suggested the anti-racism resolution be distributed to the newspapers and media, who could possibly do op-eds.

Ms. Alvaro expressed thanks to Dr. Morrow who has been a great leader and taken a strong leadership role. She said he is getting a lot of flak, but she is grateful for what he is doing. She shared that Letitia Bhatia, Assistant Superintendent of Curriculum and Instruction at the Cabrillo Unified School District, announced Comcast is offering free internet but pointed out that personal information and a credit card number must be supplied. Ms. Alvaro noted when the crisis is over, individuals will be signed up for a long term contract with Comcast unless they cancel the internet service. She described this as a dangerous situation for some residents who may forget to cancel at a certain point.

Ms. Alvaro shared that the Big Lift Inspiring Summers program on the Coast is ready to be completely offered online. She explained the program is being run by Debbie Silveria, in partnership with the library, which continues to provide storytelling and afternoon science sessions.

Ms. Alvaro shared there was an article in the San Mateo Daily Journal earlier in the week about challenges in the special education community, which extensively quoted Associate Superintendent Pelletier, and she thanked Associate Superintendent Pelletier for her comments.

Lastly, Ms. Alvaro thanked everyone for all the work being done and for hanging in there, and hoped that everyone stays safe and healthy.

Board President Camacho
Board President Camacho thanked Superintendent Magee and all those who presented during the meeting, and commented on the exciting programs going on in the county. He stated he loves the partnership between SMCOE and districts, something he is aware SMCOE always strives to ensure. Board President Camacho described the Teacher Residency Program as an awesome way to continue district relationships, and he thanked everyone for all the work being done.

Board President Camacho reminded Board members of the San Mateo County School Boards Association (SMCSBA) call the following day, sharing it is great to hear news, questions, and concerns from local Board members throughout the county. He expressed how the current situation has strengthened relationships among the County Board of Education, local school district Board members, and municipal colleagues on city councils. Board President Camacho said he hopes such partnerships continue moving forward, and he hopes the importance of schools will be conveyed in
all conversations. He thanked all who have been engaged in those conversations, particularly Superintendent Magee, who has been on the calls answering questions.

11. ADJOURNMENT

There being no further business to come before the Board, the meeting was adjourned at 4:24 p.m. Board President Camacho announced the next regular meeting would take place on May 6, 2020, at a new start time of 4:00 p.m., to continue as long as the Board meets remotely.

Nancy Magee, Secretary
jlp