

**Salmon Bay Building Leadership Team (BLT) Meeting**  
**December 9, 2014      Principal's Office**

**Attendance:**

Amy Gross – K/1st Rep

Dave Middleton – 2/3<sup>rd</sup> Rep

Brian Williamson – 4/5<sup>th</sup> Rep

Katie Hayes\* – 6<sup>th</sup> Rep

Jeff Callahan – Olympics Rep

Connie Gold – Cascades Rep

Linda Illman – Librarian

Nancy Gruber – IA Rep

Caitlin Racey – Office Rep

Markos Weiss – Specialist Rep

Darren Frink – Asst. Principal

Neil Gerrans - Principal

AJ Silva – Parent Rep

\*Acting Chairperson

---

**Agenda:** Preview for FOSB, CSIP Update, Budget Process

**Brought to order by Katie at 7:25am and time allotted for agenda items.** No corrections were made to previous meeting minutes; per previous agreement, they are approved.

**Preview for FOSB:**

Neil introduced a working plan for the upcoming surveys and meetings regarding the interim principal review process. The first of 3 planned meetings took place last week on Friday morning right after Friday Sing. That meeting was intended for families and was scheduled at a time when families are often in the building. 30-40 people attended the Q&A format event. Neil reported that a variety of topics came up during the course of the event, including: decision making, educational theory, long-standing programs including WEP, drama, Friday Sing, 5-day a week PE, and camp.

The next planned step in the review process will be to gather staff input this Wednesday the 10<sup>th</sup> at the weekly staff meeting. The third meeting will be held that same evening and is intended for any interested community members.

Neil asked how BLT folks would want to use our planning time today: Review last Friday's event? Preview this coming Wednesday's planned community forum? We decided to review a bit of what went on last Friday to inform the conversation/input for the upcoming Wednesday events. Neil shared some of the parent emails he has received - some very positive, some not, as would be expected. When speaking about the meeting itself, Neil said it was pretty positive overall and folks seemed generally pleased to have an open discussion. So far, the process has not been too divisive, but clearly there are strong, often opposing viewpoints within the school and in the near future, decisions will need to be made, whether Neil is the principal or someone else is. When there are factions within the school, the principal's

opinion might sway things, but Neil doesn't see the 'vision' of the school being singularly the principal's vision. The floor was opened for comments and suggestions for upcoming meetings:

**Member feedback/comments/suggestions included:** Attempting to use neutral language such as 'longstanding programs' instead of potentially polarizing labels such as 'sacred cows' or 'untouchables' to help neutralize discussions. Neil described his desire for a "Forums-not-arenas" approach which dovetailed with the neutral language idea. He added, however, that we need to be able to be reflective about our practices - including these longstanding traditions - in order to move forward. Jeff noted that continual 'examination/analysis' takes a lot of time and is not always useful. Example: Why do we go skating on the day before winter break? Well, ...because it's a lovely experience and fun for the kids... and maybe that's enough. Connie pointed out that we haven't quite gotten our decision matrix down, so HOW decisions are made is also part of the challenge and conversation. Everyone agreed that we need to address the decision making issue. Katie mentioned the value of having longer opportunities to discuss things. Shortened or rushed conversations are often unsatisfying and unproductive. Markos inserted his hope that there would be more social/emotional and/or medical 'traditions' put in place; he thought meeting audiences would want to hear Neil's point of view on that.

**8:00am Time Check-in:** The group chose to continue this agenda item and table the other items until next meeting. Neil said most of the feedback he's received has been about Friday Sing. Neil pointed out that Mary Kay is not a certificated teacher and said there are issues associated with that. He sees the need for SB to have full time music and art teachers for a variety of reasons. This could positively impact PCP for PE teachers, especially. Neil wants to protect teaching/learning minutes. He then reviewed some of the problems he sees in current allocation of minutes/staffing. He spoke about some issues of time and money allocation within the school day, particularly around part-time art, counseling, and reading specialist positions and how those impact scheduling for kids/teachers. He went on to assess the impact of some of the academic interventions he believes we need to add to the list of "favorite programs".

**In closing:** Neil shared a bit of his opening presentation for Wednesday evening. Next meeting will be December 16<sup>th</sup>, 7:20am in Neil's office.

**No Action Items assigned at this meeting.**

Submitted by Nancy Gruber  
Approved 12/16/14

