

OAK PARK UNIFIED SCHOOL DISTRICT
BOARD OF EDUCATION
AGENDA #1015

NOTICE OF SPECIAL BOARD MEETING - AGENDA #1015

Written notice is hereby given in accordance with Education Code Section 35144 that a special Meeting of the Board of Education of Oak Park Unified School District will be held:

DATE: Thursday, January 7, 2021

TIME: 6:00 p.m. Open Session

PLACE: Pursuant to Governor Newsom's Executive Order N-29-20 in regard to the COVID-19 Pandemic, special procedures will be followed for this special board meeting. The meeting will be conducted via teleconference/video conference. Members of the public will have the right to observe the meeting using this link: www.opusd.org/Livestream. Members of the public may offer public comment on items on the agenda as provided on page 2 of this agenda.

Roll Call
Flag Salute
Public Comments – Speakers on Agenda items
Adoption of Agenda

OPEN SESSION

A. BUSINESS SESSION

1. Approval of Agreement with Leadership Associates to Provide Recruitment Services for a Superintendent

Board Policy 3312 requires Board approval for contracts for services

2. Collective Equity Training with Dr. Walker

Dr. Terry Walker, the District Equity consultant will provide training to the Board of Education on Collective Equity

Adjournment

INDIVIDUALS WHO REQUIRE SPECIAL ACCOMMODATION TO PARTICIPATE IN A BOARD MEETING, INCLUDING BUT NOT LIMITED TO AN AMERICAN SIGN LANGUAGE INTERPRETER, DOCUMENTATION IN ACCESSIBLE FORMATS, OR ACCOMMODATIONS DUE TO THE ELECTRONIC FORMAT OF THIS MEETING, SHOULD CONTACT THE SUPERINTENDENT'S OFFICE 24 HOURS PRIOR TO THE MEETING TO ENABLE THE DISTRICT TO MAKE REASONABLE ARRANGEMENTS TO ENSURE ACCOMMODATION AND ACCESSIBILITY TO THIS MEETING. PHONE (818) 735-3206 or e-mail: raggarwal@opusd.org

PURSUANT TO EXECUTIVE ORDER N-29-20, THE BOARD MEETING ROOM IS CLOSED. TO FIND OUT HOW YOU MAY ELECTRONICALLY ATTEND THE BOARD MEETING AND PROVIDE PUBLIC COMMENT PLEASE READ THE FOLLOWING GUIDELINES:

Members of the public will have the right to observe the meeting using this link: www.opusd.org/Livestream

Public Comments may be submitted via this link <http://www.opusd.org/PublicComments>. Your comments are greatly appreciated. The Brown Act requires that agendas for special meetings provide an opportunity for members of the public to address the body concerning any item listed on the agenda prior to the body's consideration of that item (Section 54954.3). Unlike regular meetings, in a special meeting the body does not have to allow public comment on any non-agenda matter. Thank you for your cooperation and compliance with these guidelines.

If you wish to make a comment regarding a matter on the agenda please submit your comment via the form accessed by the above link by 6:00 p.m. on January 7, 2021. Although not required, please submit all of the requested information. In keeping with the reasonable time regulations described below, every effort will be made for your name and comment to be read by the Board President, and your comment will be placed into the item's record at the Board meeting.

This public comment form will be open to members of the public 30 minutes (at 5:30 pm) prior to the public meeting which begins at 6:00 pm. This form will take the place of the "yellow speaker cards" available at in-person meetings.

The President of the Board will inquire if there is anyone in the audience who desires to address the board with respect to any item appearing on the special meeting agenda. Individual speakers will be allowed three minutes to address the Board on each agenda item. The Board shall limit the total time for public input on each item to 20 minutes. With Board consent, the Board president may increase or decrease the time allowed for public presentation, depending on the topic and the number of persons wishing to be heard. Due to the electronic nature of this meeting and to maintain the integrity of providing an opportunity for public comment, every effort will be made to read your comment into the record. In order to ensure that non-English speakers receive the same opportunity to directly address the Board, Google Translate will be used to translate any emails to the Superintendent's Executive Assistant at raggarwal@opusd.org who will receive and submit the public comments in open session.

All Board Actions and Discussions are electronically recorded and maintained for thirty days. Interested parties may review the recording upon request. Upon request by a student's parent/guardian, or by the student if age 18 or older, the minutes shall not include the student's or parent/guardian's address, telephone number, date of birth, or email address, or the student's name or other directory information as defined in Education Code 49061. The request to exclude such information shall be made in writing to the secretary or clerk of the Board. (Education Code 49073.2)

Date: January 6, 2021

Anthony W. Knight, Ed.D.
Superintendent and Secretary to the Board of Education

TO: MEMBERS, BOARD OF EDUCATION
FROM: DR. ANTHONY W. KNIGHT, SUPERINTENDENT
DATE: JANUARY 7, 2021
SUBJECT: A.1.a. APPROVAL OF AGREEMENT WITH LEADERSHIP ASSOCIATES TO PROVIDE RECRUITMENT SERVICES FOR A SUPERINTENDENT

ACTION

ISSUE: Shall the Board approve the agreement with Leadership Associates to provide recruitment services for a Superintendent?

BACKGROUND: The OPUSD School Board held a special board meeting on December 16, 2020 to interview the four superintendent search firms who responded to the District’s request for proposal. On December 21, 2020 the Board held a second special board meeting to and selected Leadership Associates to help the District with the search and recruitment of the new Superintendent. At this meeting staff is requesting the Board approve the service agreement with Leadership Associates. The agreement has been reviewed by Fagen, Friedman, and Fulfroost, the District’s Legal Counsel and is included for the Board’s review.

FISCAL IMPACT: The cost of services \$23,500 will be funded by the General Fund and is included in the current board approved operating budget.

- ALTERNATIVES:**
1. Approve the service agreement with Leadership Associates to provide recruitment services for a Superintendent.
 2. Do not approve the service agreement.

RECOMMENDATION: Alternative No. 1

Respectfully submitted,

 Anthony W. Knight, Ed.D.
 Superintendent

Board Action: On motion of _____, seconded by _____, the Board of Education:

VOTE:	AYES	NOES	ABSTAIN	ABSENT
Hazelton	_____	_____	_____	_____
Helfstein	_____	_____	_____	_____
Rosen	_____	_____	_____	_____
Ross	_____	_____	_____	_____
Wang	_____	_____	_____	_____



**SERVICES AGREEMENT
LEADERSHIP ASSOCIATES**

LEADERSHIP ASSOCIATES
www.leadershipassociates.org
3905 State Street #7-407
Santa Barbara, CA 93105
(805) 364-2775

AGREEMENT FOR CONSULTANT SERVICES

THIS AGREEMENT is made this **7th day of January, 2021**, between LEADERSHIP ASSOCIATES, hereinafter called the Contractor, and **OAK PARK UNIFIED SCHOOL DISTRICT**, hereinafter called the District.

The Contractor agrees to perform services for the District as follows:

The Contractor will conduct a Superintendent search, as delineated in the attached Summary of Services.

The District agrees to pay the Contractor **TWENTY-THREE THOUSAND, FIVE HUNDRED DOLLARS (\$23,500)** for services provided pursuant to this Agreement. Payment is to take place in two increments: **(1) \$11,750** upon completion of stakeholder input, and **(2), \$11,750** upon selection of a finalist. The Contractor will submit invoices to the District for each of the payment increments. Payments are due within 30 days of receipt of an approved invoice.

Remittance payable/forwarded to: Leadership Associates
Attn: Linda Hunt
50-855 Washington Street #C-205
La Quinta, CA 92253

The Contractor is to perform the services set forth in the attached Summary of Services beginning January 8, 2021.

Contractor agrees to hold harmless and indemnify the District, its officers, agents, Board of Education, and employees with respect to all damages, costs, expenses or claims, in law or in equity, arising or asserted because of injuries to or death of person or damage to, destruction, loss, or theft of property arising out of faulty performance of the services to be performed by Contractor hereunder.

It is expressly understood and agreed to by both parties hereto that the Contractor, while engaged in carrying out and complying with any of the terms and conditions of this contract, is an independent contractor and is not an officer, agent, or employee of the aforesaid District. Either party may terminate this agreement by providing the other party with ten (10) days written notice. Upon such termination, fees will be determined on a pro rata basis for services provided through the date of termination.

Leadership Associates does not participate in a California public pension system. Leadership Associates and the District understand that the work/services provided should not be considered creditable toward the STRS earnings limit as the work is not normally performed by employees of the District and requires less than 24 months (496 business days). REF. CA Education Code § 26135.7 (2014)

CONTRACTOR:
LEADERSHIP ASSOCIATES
Taxpayer ID#: 68-0383653

DISTRICT:
OAK PARK UNIFIED SCHOOL DISTRICT

By: 

By: _____

Name: Peggy Lynch, Ed.D.

Name: _____

Title: Lead Consultant

Title: _____

Date: January 7, 2021

Date: _____

SUMMARY OF SERVICES

OAK PARK UNIFIED SCHOOL DISTRICT SUPERINTENDENT SEARCH

I. TOTAL FEE TO CONDUCT SEARCH: \$23,500 (all-inclusive)

This fee includes:

- All expenses incurred by Contractor
- All consultations with the District's Board of Education ("Board")
- Development and posting of the position description announcing the position
- Cost of advertising in EdCal (Two consecutive publications)
- Acceptance of applications and responding to all inquiries regarding the position
- Recruitment of candidates and extensive background checks
- Gathering of community and staff input and providing Board with a written report, including online survey
- Coordination of logistics of the search:
 - scheduling appointments
 - notification of unsuccessful candidates
 - scheduling community visit
- Assisting in the development of interview questions and supporting the Board with the interview process
- Assisting the Board's administrative assistant throughout the process with templates, checklists, online posting updates and sample agenda language
- Acting as an advisor to the Board of Education
- Assisting the new superintendent and Board through transition and community verification process, if conducted
- Facilitating a Board Governance workshop after the new superintendent has been selected

II. GUARANTEE

- Should the new superintendent leave within up to two years, Leadership Associates will conduct a new search at no cost except for travel and advertising expenses, provided the Board majority remains the same.

TO: MEMBERS, BOARD OF EDUCATION
FROM: DR. ANTHONY W. KNIGHT, SUPERINTENDENT
DATE: JANUARY 7, 2021
SUBJECT: A.2. COLLECTIVE EQUITY TRAINING WITH DR. WALKER

INFORMATION/DISCUSSION

ISSUE: Shall the Board of Education receive training on Collective Equity from the District's Equity Consultant Dr. Terry Walker?

BACKGROUND: The District's Diversity and Equity Task Force, formed in January 2020, is intended to support the school district's goal of educating compassionate and creative global citizens by honoring and valuing the diversity of our community and enhancing a learning environment that promotes equity in both curricular and co-curricular programs. The task force recommended that the District engage the services of an equity and diversity consultant who will help OPUSD work to review curriculum, provide staff development, and help to diversify our hiring practices. At its September 15, 2020 meeting the Board approved the agreement for Dr. Walker to serve as the District's Collective Equity consultant. Dr. Walker has since then conducted training for the District's administrators and the Diversity and Equity Task Force. Dr. Walker will also be training the staff in the upcoming months. At this meeting Dr. Walker will review and discuss the following with the Board of Education as part of the planned Collective Equity Board of Education training:

- Discuss Oak Park USD mission and indicators of fruition
- Highlight current state of Collective Equity work
- Discuss the role of the Board of Education in advancing Collective Equity
- Create Next Steps for the Board of Education with the desired future state of Collective Equity

FISCAL IMPACT: None, Information only

Respectfully submitted,

Anthony W. Knight, Ed.D.
Superintendent

Setting the Conditions for Collective Equity: Board of Education Oak Park Unified School District

Presented By:
Dr. Terry Walker, ESS Consultant



Community Building Activity

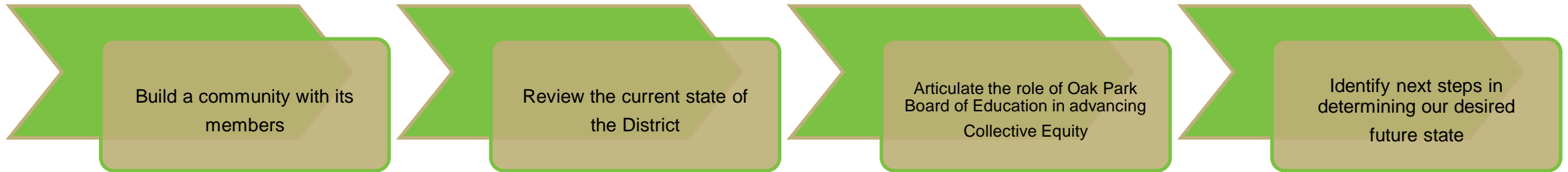
The mission of the Oak Park Unified School District is to provide students with a strong foundation for learning which meets the challenge of the present and of the future through a balanced education which includes academic achievement, personal growth, and social responsibility.

After reading the mission, using the Google Slide Deck, respond to this question:

1. *What indicators would you see **students** doing, hear **students** saying that the mission is coming to fruition at Oak Park USD?*
2. *What indicators would you see **staff** doing and hear **staff** saying that the mission is coming to fruition at Oak Park USD?*
3. *What indicators would you see **families** doing and hear **families** saying that the mission is coming to fruition at Oak Park USD?*

Outcomes for the Day

Oak Park Unified School District Board of Education will...



Agenda:

- Welcome
- Discuss Oak Park USD mission and indicators of fruition
- Highlight current state of Collective Equity work
- Discuss the role of the Board of Education in advancing Collective Equity
- Create Next Steps for the Board of Education with the desired future state of Collective Equity
- Closure and One Word description

Collective Equity



Figure 3: retrieved from <https://childhaven.org/about/racial-equity/>

What is the current state of the District?

Oak Park USD Goals 2020-2021

1. Adapt the school system to educate students during the pandemic.
- 2. Strengthen the Climate of Care by developing and promoting the factors that distinguish Oak Park's model of educating the whole child.**
3. Continue to ensure that District-wide athletic, arts, enrichment, and extracurricular activities complement the academic mission of our schools.
- 4. Engage staff more deeply in shared-decision making and improve communication with staff, parents, students, and the community.**
- 5. Continue to expand school safety and student/staff well-being initiatives.**
6. Deepen student learning through Nature-based Experiences and Environmental Stewardship in all areas of the instructional program and foster creativity, play, experiential, and inquiry-based learning.
7. Use resources responsibly to maintain a balanced budget this year and in subsequent years.

What is the current state of the District?

Equity Definition for OPUSD

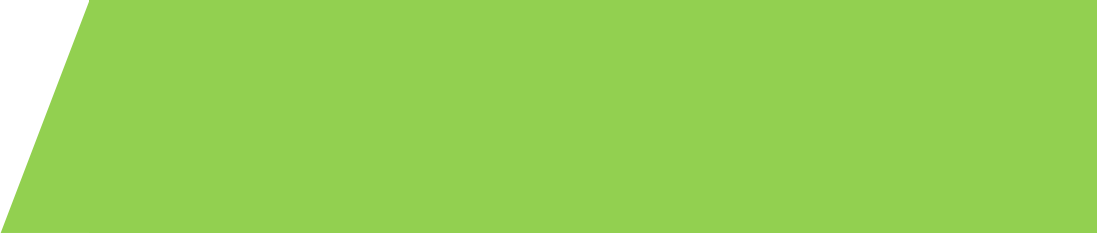
Equity: A non-negotiable collective pursuit of a system and environment that is accessible to all students and adults. Equity requires:

- ❖ *Active engagement in identifying and meeting the intrinsic and extrinsic needs of all individuals,*
- ❖ *Building meaningful relationships that provide support and ensure success, access to opportunity, school connectedness, and*
- ❖ *Continuously seeking out and addressing inequities throughout the learning community.*

What is the current state of the District?

Established Diversity and Equity Task Force

- Subcommittees
 - Curriculum
 - Policy and Personnel
 - Student Culture
 - LGBTQ+
 - Ableism and Disabilities
 - Events and Celebrations
 - Racial Healing, Justice and Protection



“By leading with an equity mindset, board members can set the tone and direction in their districts and counties, helping to close gaps in access and opportunity, and ensure success for all students.”

Dr. Emma Turner, CSBA President 2019

What is the role of the Board with Collective Equity?

Sets policy that drive the direction of the district

Assures the achievement of strategic goals

Has a shared moral imperative

Holds the district accountable

Provide leadership to the community

Govern with unity of purpose

What are other districts' Boards doing to advance equity?

- A. Lynwood Unified School District
- B. San Diego County Office of Education
- C. Menlo School – Independent College Preparatory School

Activity

With the partner listed review the District's Plan that has the same letter next to your names

- | | | |
|---|---|---------------------------------------|
| A. Lynwood Unified School District |  | A. Allen Rosen and Tina Wang |
| B. San Diego County Office of Education |  | B. Drew Hazelton and Denise Helfstein |
| C. Menlo School – Independent College Prep School |  | C. Derek Ross and Dr. Knight |

Activity

- Guiding questions as you review the plan that you and your partner are assigned for reviewing:
 1. *What practices does Oak Park have in place already?*
 2. *What are some noteworthy practices you read about?*
 3. *What practices might Oak Park want to explore?*

What is the role of the Board in relation to the intersection between educational policy, leadership, and equity?



Having equity conversations

Make it an ongoing agenda item



Reflect on roles as influencers on policy that directly impact students

Have an equity focus



Balance accountability with support of superintendent

Understand dynamics of school leadership



Be bold in advocating for the students who have the least power to invoke change in the system

Act with urgency to develop policy

What are the next steps for the Board in the desired future state with Collective Equity?

What policies would you prioritize as a focus for the Board?



How would you like staff to follow-up in providing future presentations to the Board?





Share one word that describes how you are leaving the session today.

“For us to fulfill our moral imperative to provide every child with the excellent education in the way they deserve, we must not be satisfied until every part of our system is exceptional.”

Lasalle & Johnson, Shattered Inequities, 2018

Thank You

Dr. Terry Walker
Terry.Walker@aalrr.com

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Atkinson, Andelson
Loya, Ruud & Romo
A Professional Law Corporation

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