

**Tamalpais High School Site Council Minutes Wednesday, Nov. 18, 2020, from 3:00 – 4:30 p.m.
via zoom**

Members in Attendance:

Administration: J.C. Farr

Karin Hatton, Laura Keaton

Teacher Reps Scott Birkestrand, Nicholas Blechman

Classified Reps: Lisa Giuliani, Laura Keaton

Parent Reps: Elaine Wilkinson (foundation), Suzanne Alpert, Natalie Bitton, Shana Katzman

Student Reps: Adrian McCory

Guests in Attendance: Karen Hatton: Assistant Principal

Suzanne Alpert: Thank you for all that is happening, despite the chaos- measure M passes. Recognize the good and bad (anti-Semitic posts from Redwood HS)

Call to Order: 3:00 pm by Suzanne Alpert

Introductions: Question for everyone: What is your stress level from 0-10 (10 is the most stress possible) and one thing in your life that reduces your stress?

Approval of the Agenda: Elaine Wilkinson motions to approve the agenda. Laura Keaton seconds. All in favor. None opposed. Motion passes.

Approval of the previous meeting minutes: Nicholas Blechman motions to approve the agenda. Scott Birkestrand seconds. All in favor. None opposed. Motion passes.

Update of the bylaws: Natalie Bitton worked to update the bylaws in collaboration with Luc Chamberlin. There remained one final section that needed to be voted on: the number of people from Foundations as well as use of the correct term to incorporate gender neutrality- decision to replace the use of a pronoun with the word “member” because it is gender neutral. New bylaws can be found [HERE](#).

Approval of the updated bylaws: Laura Keaton motions to approve the updated bylaws, Suzanne Alpert seconds. All in favor. None opposed. Motion passes.

Public Comment (2 mins per guest):

- Executive Director of Tam High Foundation: Elaine Wilkinson .
- Approved spending of \$50,000 to put new tech in every classroom, monitor, speakers, adapt to Zoom in Room (Roomies and Zoomies). New tech will be installed in classrooms over Thanksgiving break in preparation for Hybrid Program. On Monday night, THF passed a grant of \$72,000. Thank you everyone for passing measure M. Spent \$120,000 since we first met. Now THF is in full fundraising mode. Only 25% of parents have

contributed. We cannot carry work forward without funds donated from parents. Anything helps, all adds up. Spent \$15,000 on picnic tables, trash cans etc. so kids have somewhere to sit outside when they get back to campus.

Reports:

- Sexual Harassment Education Update and Discussion: Karen Hatton (Yvonne Milham could not attend the meeting but is an important leader in the work.)
- Karin Hatton: shared her work on Sexual Harassment issues at Tam. Last year district started a district-wide student harassment and prevention task force. Each school site was asked to respond separately according to school culture. The task force provides Tam students both leadership opportunity and a voice to tackle the topic at Tam. The task force met with 15 students with “MeToo” at Tam. A total of 15 students (5 men and 10 women) was established for the purpose of task force, create 3 committees, create education and awareness building, looking at toxicity of current culture and normalization of harassment.
 - Actionable tasks will be established by May 2021 with a plan to roll out new ideas in Social Studies class.
 - Look at toxic masculinity and look at feelings of safety. How do we create at Tam ways in which students can be supported as people who have experienced sexual harassment?
 - Group has come together to create and move forward, not a place for reporting of instances. No agenda, looking for the ways that students can guide the solution to this problem. Karin has reached out to colleges and universities to see how they have addressed this problem.
 - Meet again in early December in order to organize this group.
- Elaine: not very many parents are aware of the fact that this happens within the student population.
- Karin: students really want to educate people as to what is happening, this includes parents. Students are loud and clear about why they want to be part of this committee. They want to change the culture to make it safe for students to speak up, they will have allies, not be dismissed or pushed to the side. The middle school side is also important, we can do proactive work early for students that will join the community.
- This is a district wide issue- each site has a task force starting.
- Suzanne: Who specifically is experiencing this? How protected are the various types of students?
- Karin- there are multiple shades of consent and different types of experiences with sexual harassment. There is a MeToo Instagram account for Tam for recounting sexual assault at Tam
- Adrian McCory: Most students have not heard about the accounts and may not understand the amount of sexual harassment

Update: end of 1st semester and start of 2nd semester (J.C. Farr)

- Appreciative of all the support that we have received. This is critical to reopening. From grants to visits and encouragement, all of it has been important. As it stands, we are preparing. Are we confident of our return? No, but we are done making predictions. Regardless of the date of our return, I would like for us to be fully prepared for this.

- Moving ahead on a daily basis to prepare, while holding our current student performance at the forefront. Looking at the future and also the current situation. R1: 1150 grades of D, F or Incomplete (DFI). Now as R2 approaches, we have had teacher conversations and student conversations, now only 900 DFIs. This is a significant improvement, but there is still room for improvement. Counseling and admin still engaged in discussions to support staff and students toward mental health and a decrease in DFI. Meeting will happen tomorrow to flush out this discussion further. How do we care for and assess our students? How do we support our students? How do we create a student centered and focused culture? Students at the heart of everything that we do as an organization. We need to manage the emotional component. There is a limited amount of bandwidth that a human has to address new ideas and ways of being.
- Group activity for today: We need to provide feedback on our potential schedule. There are two options for a schedule. We will go into breakout rooms to discuss. In order to address safety concerns and make this manageable- the students need to go into three cohorts and not two, with 500 students on campus at any given time. Because of the size of our classrooms, we do not have the space to have our students sit 6 feet apart. We need to address the space concern while balancing the student's need to be on campus. A compromise was necessary, we needed a middle ground. We tried to utilize the same schedule. The schedule of classes will not change, same start and end point. Today we will look at how students are cohorted and the amount of time that they spend on campus. We will be divided into groups and we will go through both. Recorder will record strengths weakness and wonders for each of the schedules. We will share out outcome with JC Farr.
- All participants put into breakout rooms to discuss the two options.
- We are putting mental health and safety first before academics. This creates challenging potential scheduling options. The content in curriculum is further down and safety and health is being prioritized.

Teacher Report:

- **Nicholas Blechman:** There is a lot of anxiety on the part of teachers. In terms of the hybrid model, there is anxiety as far as what teachers are being asked to do in terms of safety, meeting with three different cohorts of students per room. Teachers are being exposed to three different groups of students. Rotating groups represents potential exposure. The other aspect of anxiety is the planning and the workload of effectively teaching hybrid model. As it is being proposed, there is new hardware in the classroom, thank you Elaine, but this is also a learning curve for the teachers. Concern about being in the classroom simultaneously with students in cohorts at home. Concern about how to plan and teach effectively to different cohorts. "Roomies and Zoomies" is a huge workload. Have heard from other teachers who have already transitioned to hybrid, that workload will be large.
- **Scott Bikestrand:** Has talked to teachers on counseling team. Grading policies and practices – trying to be accommodating, teachers need time for planning and as we work through grading practices, Teachers are having to undo what they have already

done and teachers are being incredibly flexible. Teachers are working really hard – looking at their grading practice. There are no right answers, but counseling department is working on making suggestions and trying to help teachers.

Students:

- **Adrian McCory:** Clarification on the definition of DFI (D's F's and Incompletes) The 10th graders are looking for fundraisers. Maybe a scavenger hunt but rebranded. Are we still thinking about this? What has been going on with the antisemitism at Redwood HS? There are numerous Instagram and TicTok accounts, made by various students or one students with multiple alias to target students within Marin community. In terms of school reopening- a few people are wondering how long school will be open until it shuts down again. Finally, Adrian created Instagram account for site council. Asked about adjusting schedule once we start back again. Lunch is too early, there is too much homework. Classes are too long; 1hr and 15 min is too long to sit at computer. Mondays are a joke- teachers explain what homework you have the rest of the week and no class time.

Classified:

- **Lisa Giuliani:** Working hard on teacher and staff requests. Looking forward to kids coming back and smooth transition.
- **Laura Keaton:** Most of offices are up and moving- getting ready for kids to come back. Misses kids and teachers.

Parent report:

- **Suzanne:** hoping that all goes smoothly and appreciates teachers.
- **Natalie:** No updates, she has been working with Career and college and giving presentations. No feedback from parents.
- **Shana Katzman :** Asking about where to find the specifics on reopening in terms of keeping the classroom safe. JC Farr: there was an email communication from Tara Taupier – spells out all of the specifics for the return. There will be a webinar for protocols and procedures, Dec. 2 for parents and students
- **Elaine Wilkinson:** with regards to parents- there was a shift to a more manageable workload. Earlier lunch is not ideal. One day a week or two days a week- kids would like to be back in school
- **Natalie Bitton:** Lunch delivery people are phenomenal. Thank you for doing this.

Wrap up:

JC Farr: by staying together and working together we will survive as a school. We grieve for the loss of opportunities that students had when we had our school open.

Meeting adjourned at 4:30 p.m.

