

Board Meeting Agenda Item Cover Sheet

Staff Linkage Debrief (Staff Voice Events)



Meeting Date: August 7 2025

Agenda Item: L.3

1. Purpose, Objective and Process of this Agenda Item

This debrief covers Staff Voice Events and includes a Staff Linkage Debrief form for use at this meeting.

Prior to the meeting:

- Review agenda documents.
- Reflect on Staff Linkage Events and process.

During the meeting:

- Reflect on Staff Linkage Events and process.
- Provide feedback for future event continuous improvement.

After the meeting:

- Approve 2024-2025 Staff Linkage Process Debrief on the July or August 2025 Consent Agenda.
- Complete additional action items as determined by the BOE.

2. Agenda Item Details

Submitted By: Lisa Webster, BOE Vice President	Date Submitted: August 4 2025
Recommended Action: ☒ Information ☒ Discussion ☐ Preparing for BOE Action	Revised Agenda Item? ☐ Yes ☒ No Previous Agenda Dates/Item#: Dec 19 2024 / K.3. , March 6 2025 / J.2.
Pertaining to Governance Policies: GP-1, GP-2, GP-3, GP-4, GP-5, GP-6, GP-7, GP-8, GP-12	Alternatives: ☐ Approve this agenda item, as written ☐ Incorporate changes from recorded agenda item discussion and documented in the End-of-Meeting debrief ☐ Update all agenda item materials for a near-future BOE meeting ☒ Not Applicable (N/A)

3. Executive Summary

This agenda item provides the space to debrief the 2024-2025 Staff Voice Events and provide suggestions for future event improvement.

4. Background

The Board has been hosting structured community dialogues ("linkage meetings" or "Voice Events") for two years. These provide valuable input from students, staff, families, and the community.

- 2024-25 Linkage Theme: *We Belong*
- This is the second of three planned Voice Events (Linkages) this year.

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- The Board appreciates staff collaboration in organizing these events.
- All Staff Voice Events occurred during March - April 2025.
- Two Board members, and the school principal, attended each event to the max extent possible.
- Events took place during staff lunch periods with exceptions for Facilities and Transportation.
- All BOE directors signed up for 2-3 events, as a minimum.
- Google Calendar invites were sent to Board members for their assigned Voice Event(s).
- Additional event details were provided as needed.

5. Cost Benefit/Analysis

Costs:

- Planning and execution time for Board members and staff.
- Potential food costs (aligned with GP-5).

Benefits:

- Stronger understanding of community needs and school experiences.
- Feedback on Board Ends policies and the impact of belonging on education.
- Increased opportunities for staff and community voices in decision-making.

The Board believes these benefits outweigh the costs.

6. Advantages (+) / Disadvantages (-)

Advantages (+)	Disadvantages (-)
+ Working towards and aligns with approved Board goals. + Provides monitoring evidence for Board policies. + Expands professional learning. + Encourages meaningful staff engagement and relationship building.	- Planning and coordination require significant effort. - Extended turnaround for gathering feedback. - Some previous feedback from the 2024 staff linkage events have not been fully addressed. - Some event materials won't be available by the June 18 2025 meeting.

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7. List of Attachments (If applicable):

[Presentation](#) - Staff Linkage Summary of Themes

[Consolidated End of Meeting Debrief](#)

[Staff Linkage Debrief Form](#) (For use at June 18 2025 Meeting)

[Cover Sheet - Staff Linkage Planning](#) (March 6 2025 regular meeting)

[Staff Linkage - Follow Up to Nov 2024 LMC Meeting](#) (March 6 2025 regular meeting)

[Board Member Sign Up Sheet for Staff Voice Events](#) (March 6 2025 regular meeting)

[We Belong Questions for Staff](#) (March 6 2025 regular meeting)

[Letter to Principals and Supervisors - Staff Linkage](#) (2025 Events)

[Staff Voice Event Flyer](#) (2025 Events)

Principal Feedback Form - Staff Linkage ([Editor](#) / [Responder](#) Link – both Form have limited permissions) (2025 Events)

Staff Voice Feedback Form ([Editor](#) / [Responder](#) Link – both forms have limited permissions) (2025 Events)

Reference(s):

[Cover Sheet - Staff Linkage Debrief](#) (including [Consolidated End of Meeting Debrief](#)) (May 2 2024 regular meeting)

[Cover Sheet - 2024 Staff Linkage Planning](#) (February 15 2024 regular meeting)

☐ N/A - No Attachments