



EDUCATION AND WORKFORCE DEVELOPMENT ROUNDTABLE MINUTES

September 27, 2021

The Education and Workforce Development Roundtable of the City of Mesa met via a virtual format on September 27, 2021, at 11:04 a.m.

BOARDMEMBERS PRESENT

Councilmember Spilsbury*
Councilmember Heredia*
Dr. Lori Berquam*
Kevin Broeckling*
David DiDomenico*
Dr. Andi Fourlis*
Sally Harrison*
Katie Lohec*
Dr. Shane McCord*
Rich Nickel*
Dr. Joe O'Reilly*
Johathan Schmitt*
Vince Yanez*

BOARDMEMBERS ABSENT

Dr. Perry Berry
Toni Broberg
Dr. Dawn Foley
Dr. Chad Wilson

COUNCIL PRESENT

None

STAFF PRESENT

Lisa Anderson
Valerie Bond
Lisa Cartwright-Harris
Lucy Hambright
Melissa Hollenbeck
Natalie Lewis
Dee Ann Mickelsen
Melissa Randazzo
Alfred Smith
Sarah Staudinger
Amy Trethaway

(*Boardmembers participated in the meeting through the use of video conference equipment.)

1. Call meeting to order and welcome announcements from the Chair.

Chairperson Spilsbury provided an overview of the meeting and stated that staff will be monitoring the chat box for any questions.

2. Hear a presentation from the Chair and discussion regarding the proposed goals of the Roundtable, and the processes and structure to put in place to achieve those goals, including discussion of the following:

- a. Requests to speak and making motions.
- b. Decision-making process of the Roundtable.
- c. Strategic Focus Areas of the Roundtable, including introduction of City staff members to assist the Roundtable in accomplishing goals of each Strategic Focus Area and City-staff led meetings regarding the Strategic Focus Areas.

- d. Schedule and deliverables for first year of the Roundtable, including community engagement and outreach.

Chairperson Spilsbury displayed a PowerPoint presentation (**Attachment 1**) and stated the Roundtable Review Discuss Direct are the formal meetings of the Board where members will review information, ask questions, brainstorm, formulate direction for staff, and define recommendations. (See Page 1 of Attachment 1)

Chairperson Spilsbury highlighted the four focus areas and indicated Diversity, Equity, and Inclusion (DEI) will be included in each area. She explained the four focus areas will have work meetings in between the formal Roundtable meetings. She stated boardmembers are welcome to attend any of the focus meetings and can also send staff from any of the represented organizations.

Chairperson Spilsbury further explained that staff from the focus areas will provide feedback to the Roundtable where recommendations will be reviewed. She stated after the Roundtable has finalized recommendations, the information will be shared with City Management, who will help coordinate processes, resources, and ideas in preparation for presentation to the full Council.

Chairperson Spilsbury clarified the focus area meetings are not subject to the Open Meeting Law (OML); however, the Roundtable will continue to be subject to the OML.

Chairperson Spilsbury commented on the Strategic Focus Areas which align with the pillars of the Achieve60AZ organization. She stated each focus area has a staff member assigned from various organizations who will be responsible for leading the focus area. (See Page 2 of Attachment 1)

Chairperson Spilsbury highlighted the schedule with the four focus groups and corresponding team leads which will be emailed to boardmembers. She added each focus group will meet at least once before the next Roundtable meeting. (See Page 3 of Attachment 1)

Chairperson Spilsbury reported on the timeline for the Roundtable and stated the November meeting will include updates from the focus groups, in February additional updates from the focus groups will be provided in preparation for a Council presentation in February or March before City budget discussions begin, and in May the Committee would review Council feedback. (See Page 5 of Attachment 1)

3. Hear a presentation from the City's Diversity Manager and a discussion regarding recommendations to ensure diversity, inclusion, and equality values are reflected in Roundtable actions and recommendations.

Diversity and Special Projects Manager Andrea Alicoate explained her role will be to ensure the Roundtable captures the appropriate audiences, setting metrics at the beginning of the initiatives, tracks elements, and brings resources and connections to community members. She stressed the importance of involving community members in the projects, so the Roundtable hears the different perspectives as they pertain to the focus groups.

Ms. Alicoate reported the efforts of the Roundtable are a priority for the City Council and that the Non-Discrimination Ordinance passed in the spring sets the foundation for what the Mesa community wants to achieve in the coming years.

Boardmember Berquam requested clarification on the meaning of DEI, since there are various organizations represented on this board that may have different interpretations of DEI and having a consistent definition will assist the teams in working in the same direction.

Ms. Alicoate responded by saying Equity is ensuring the target audience has access to information that is needed across the board, and that programs are achievable and reachable to everyone in the community. She added that it is also identifying gaps, while increasing strategies through engagement and outreach. She explained Diversity is representation of different lenses across the board and ensuring we are building perspective into work groups and having dynamic representation through personal or work perspectives reflected in programs. She stated Inclusion is ensuring everyone has an equal say when developing work in the community. She concluded by saying as the plan becomes more associated with the metrics, that will help support the mission moving forward.

Chairperson Spilsbury encouraged boardmembers to send their organizations' definitions of DEI to Ms. Alicoate to help define the value statements for this committee.

Chairperson Spilsbury thanked Ms. Alicoate for the information.

4. Take action to repeal formerly approved Subcommittees during the August 24, 2021, Roundtable meeting.

It was moved by Boardmember Berquam, seconded by Boardmember DiDomenico, that the Board repeal the formerly approved subcommittees at the August 24, 2021, Roundtable meeting.

Upon tabulation of votes, it showed:

AYES - Spilsbury-Heredia-Berquam-Broeckling-DiDomenico-Fourlis-Harrison-Lohec-McCord-Nickel-O'Reilly-Schmitt-Yanez

NAYS – None

ABSENT – Berry-Broberg-Foley-Wilson

Chairperson Spilsbury declared the motion carried unanimously by those present.

5. Take action to establish the Strategic Focus Areas of the Roundtable.

It was moved by Boardmember Nickel, seconded by Boardmember Harrison that the four strategic focus areas, Early Learning to High School, Workforce Development, Higher Education, and Data, Fundraising, and Metrics be approved.

Upon tabulation of votes, it showed:

AYES – Spilsbury-Heredia-Berquam-Broeckling-DiDomenico-Fourlis-Harrison-Lohec-McCord-Nickel-O'Reilly-Schmitt-Yanez

NAYS – None

ABSENT – Berry-Broberg-Foley-Wilson

Chairperson Spilsbury declared the motion carried unanimously by those present.

Chairperson Spilsbury reminded boardmembers that while the focus groups are not subject to the OML, if nine or more members are present, OML requirements would apply.

6. Provide direction to City staff leads regarding the goals of each Strategic Focus Area, including goals to accomplish prior to the next Roundtable meeting and goals to ensure diversity, inclusion, and equity.

Chairperson Spilsbury requested feedback from boardmembers on key initiatives and focus areas.

Boardmember Berquam provided the example of the need for more bilingual teachers and given the opportunity Mesa Community College (MCC) could offer bachelor's degrees in bilingual early childhood education.

Chairperson Spilsbury highlighted a recent statistic she received that 53% of Mesa High School seniors are not on target to graduate this year because of the pandemic. She stated this will affect East Valley Institute of Technology, MCC, Arizona State University, and higher education locations which will then affect the workforce. She expressed the opinion that this should be addressed in the focus groups.

In response to a question from Chairperson Spilsbury, Boardmember Fourlis explained many juniors and seniors are behind track for graduation. She stated specific to Mesa High, the district is waiting to get results back from the summer school extension, which was held to give students time to complete the Mesa Distance Learning Program (MDLP) to receive credits towards graduation. She stated she can provide a future update on the district wide percentage by school and added each school has a plan on how they are addressing credit recovery.

Boardmember Schmitt commented the Mesa Public Schools (MPS) specific information, as it relates to K-12, will assist with post-secondary and workforce development, and help the Roundtable make better decisions.

In response to a question from Chairperson Spilsbury, Boardmember O'Reilly stated he can present updated information on the 2019 college data and that it would be beneficial to have the data on progress the schools are making.

Boardmember Nickel expressed the opinion that the Roundtable can also coordinate with the data on the Arizona Progress Meter, which is a well-accepted data metric, and can also be looked at from a local level to coordinate data, which will fit in with the focus areas.

Boardmember Yanez suggested the Roundtable and focus groups review the data, so everyone is working with the same set of facts and the recommendations are grounded in the same data.

Discussion ensued relative to data-driven initiatives at the next Roundtable meeting and a field trip to see the data center.

Chairperson Spilsbury discussed suicide prevention rates and the need to address this concern. She expressed the opinion that this is a good place to discuss this tragedy and talk about what various organizations are doing and what more can be done to help these rates subside.

Boardmember DiDomenico stated at the high school level there is training to assist teachers and administrators recognize children that exhibit signs such as isolation or are struggling emotionally or academically. He stated when teacher recognize certain behaviors, they refer them to the appropriate resources on campus. He provided an example of a recent issue with a student.

Discussion ensued relative to the importance of children having a trusted person to confide in, getting them to the right resources, and helping children have a sense of self-worth.

Chairperson Spilsbury discussed a recent trauma training she attended and that the brainstem is a fight, flight, freeze part of the brain; the limbic system is the part of the brain where a person feels emotion; and the prefrontal cortex is the part of the brain that contributes to development. She stressed the importance of making sure children feel safe and connected which then allows them to grow and contribute in a positive manner.

Boardmember DiDomenico stated he uses fight, flight, freeze in his classes to help build connections for kids who need help and how to determine if someone needs help.

Boardmember McCord explained Gilbert Public Schools has added social workers and mental health counselors in every elementary and junior high and have mental health counselors in high schools. He said each employee is charged with making connections with students; and if a child needs to be on the radar, keep them there and check in with them on a continual basis. He added over the past 12 years a Signs of Suicide class has been provided to staff and students from 5th-12th grade on how to identify signs of suicide.

In response to a question from Chairperson Spilsbury on teacher shortages, Boardmember McCord commented good teachers are always in high demand, especially in the areas of special education, science, math, and English. He said Gilbert students and staff struggle in terms of being back in the schools and finding a balance, students understanding expectations, and dealing with the mental health of students and staff.

Boardmember Furlis expanded by saying this conversation is also happening at MPS. She said behavioral issues that have not been seen in some time are arising due to the pandemic and children living in isolation. She stated there is an increase in altercations, and parents becoming more agitated. She indicated a lot of the behaviors can be connected with teen suicide and behaviors. She stressed the need for community efforts on utilizing the best resources for children and families so schools can remain places of learning.

Boardmember Furlis said the Tempe Union School District is forming a Community Taskforce to help children and families, that law enforcement officials are also seeing a trend in these

behaviors in the community, and that Mesa Police Chief Ken Cost has expressed interest in such an effort in Mesa.

Boardmember Furlis emphasized MPS is always looking for teachers as well, but added this year there is an overall labor shortage which extends to all areas of the district including a lack of instructional assistants, bus drivers, and bus aides.

Boardmember Broeckling inquired if there was behavioral data that includes the student voice. He also stated the opinion that when we see a large percentage of students not pursuing post-secondary education, we need to determine the reasons so that we can try to influence that thinking and give them another perspective that might alter their motivations.

Boardmember DiDomenico stated a student climate survey was done last week and staff is gathering the data. He added college enrollment is down, that we need to look at educational incentives, and that students are earning a lot of money doing other jobs, which is an obstacle.

Chairperson Spilsbury indicated that City staff can present at a future Roundtable meeting about rescue dollars the City has received and how the funds have been utilized. She concluded by saying Mesa has a new workforce development center where some of these programs can be triaged.

7. Review direction, next steps and the next meetings scheduled.

Chairperson Spilsbury stated the next meeting of the Roundtable will be held on November 9, 2021, at 1:30 p.m.

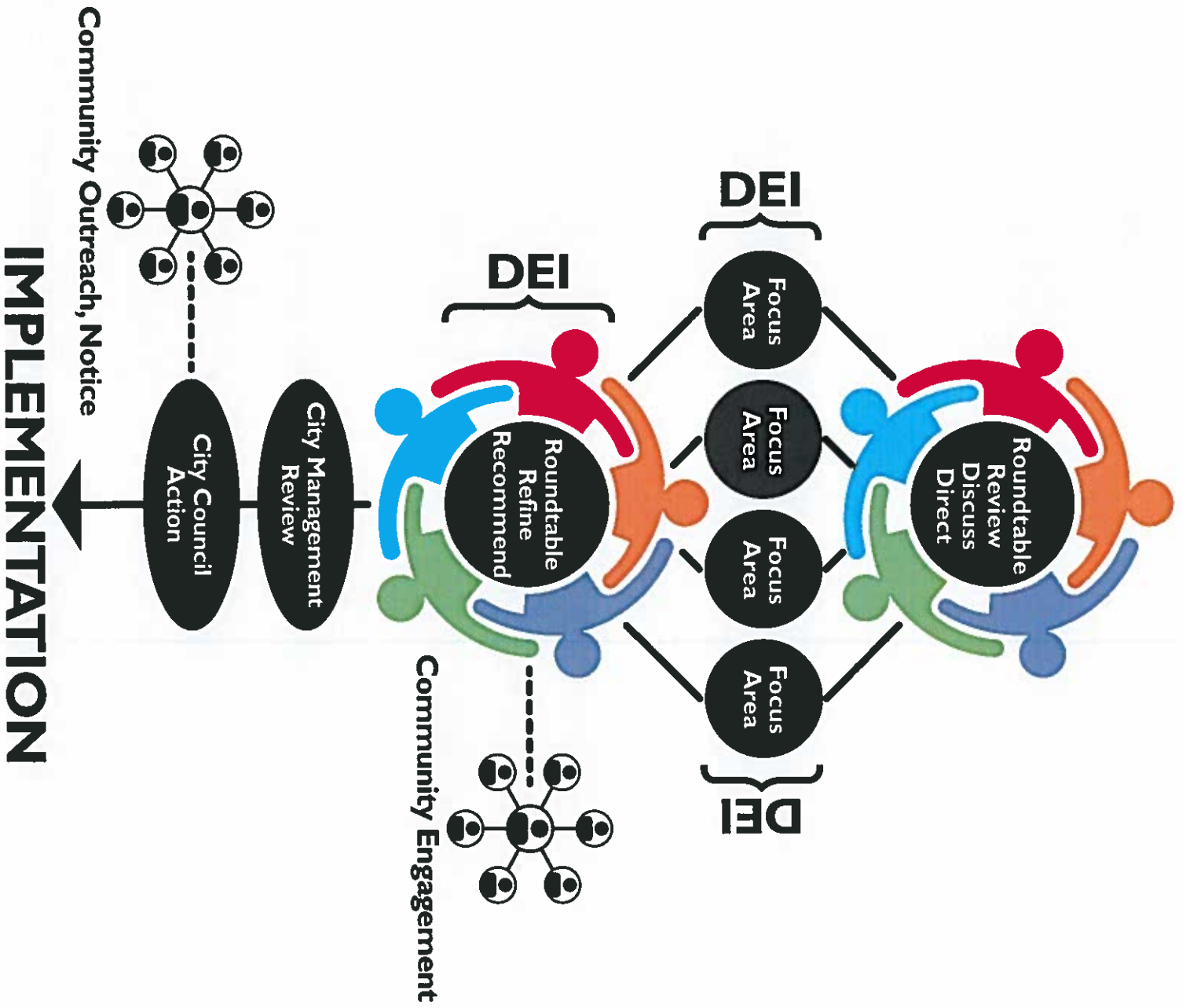
8. Adjournment.

Without objection, the Education and Workforce Development Roundtable meeting adjourned at 11:58 a.m.

I hereby certify that the foregoing minutes are a true and correct copy of the minutes of the Education and Workforce Development Roundtable meeting of the City of Mesa, Arizona, held on the 27th day of September 2021. I further certify that the meeting was duly called and held and that a quorum was present.

DEE ANN MICKELSEN, CITY CLERK

dm
(Attachments – 1)



Strategic Focus Areas



Early Learning to High School staff:
Amy Trethaway, COM

Higher Ed - Post Secondary Staff:
Heidi Doxey, MCC
Lisa Harris, COM

Workforce Development Staff:
Michael Voss, MCC
Marlo Loria, MPS

Data & Fundraising & Metrics Staff:
Christos Chronis, MCC
Dennis Mitchell, MCC

Mayors Education and Workforce Roundtable

Strategic Focus Area	Organization
Early Childhood through High School	
Dr. Annapurna Ganesh	MCC
Lisa Harris	COM STAFF
Amy Trethaway	COMSTAFF
Michael Hutchinson	East Valley Partnership
Post Secondary Success	
Amy Trethaway	COM STAFF
Dr. Michael Garcia	MPS
Heidi Doxey	AZ Education
Workforce Development	
Michael Voss	MCC
TBD	City of Mesa- Eco DEV
Marlo Loria	MPS
Amy Trethaway	COM STAFF
Data and Fundraising (Formerly Systems and Structures)	
Dennis Mitchell	MCC
Robert Carlisle	MPS
Evan Alred	City of Mesa- Data
Diversity Equity and Inclusion	
Andrea Alicote	City of Mesa- Diversity
Lisa Harris	COM STAFF
Deanna Villanueva-Saucedo	MCCCD
Reyna Montoya	Aliento
Community Engagement	
TBD	

Mayors Education and Workforce Roundtable

Monthly Meeting Rotation	October	November	December
Early Childhood thru High School 1st Wednesday of the Month	10/6/2021	11/3/2021	12/1/2021
Post Secondary Success 2nd Wednesday of the Month	10/13/2021	11/10/2021	12/8/2021
Workforce Development 3rd Wednesday of the month	10/20/2021	11/17/2021	12/15/2021
Data and Fundraising 4th Wednesday of the Month	10/27/2021	11/24/2021	12/22/2021
DEI choose one above	10/6/2021	11/10/2021	12/15/2021
City Council Presentation Schedule	2022	2023	2024
Early Childhood thru High School	Feb-22	TBD	
Post Secondary Success	Feb-22		
Workforce Development	Feb-22		
Data and Fundraising	Feb-22		
DEI choose one above			

Draft - Year 1

