APPROVED

Whatcom Intergenerational High School

Minutes

Whatcom Intergenerational High School Board Meeting

Date and Time
Thursday November 20, 2025 at 5:30 PM

Location
Hybrid meeting. Available to join via Zoom or in person at WIHS.

Directors Present
A. Juarez Cordova (remote), N. Mughal-Barrows (remote), S. Clark (remote), S. Jara Arroyos (remote)

Directors Absent
M. Hudson

Ex Officio Members Present
C. Hackney (remote)

Guests Present
A. Anderson (remote)

I. Opening Items

A. Call the Meeting to Order

A. Juarez Cordova called a meeting of the board of directors of Whatcom Intergenerational High School to order on Thursday Nov 20, 2025 at 5:36 PM.

B. Record Attendance & Welcome

C. Land Acknowledgement

Land acknowledgement read by Chimere.

Whatcom Intergenerational High School acknowledges that we are occupying without permission the ancestral homelands of the Lummi (Lhaq'temish), the Nooksack (Nuxwsa'7aq), the Stillaguamish, the Nuwhaha, and the Coast Salish peoples, who have lived on and cultivated these lands and waterways since time immemorial.

We also want to recognize especially the fact that our occupation has not come by peaceful means, but rather the forced removal of these peoples through the enactment of documents such as the Treaty of Point Elliot in 1855, which the United States has broken without penalty, and the Dawe's Act of 1887. During our occupation, we hope to uplift the teachings these nations have shared with us, and to honor the histories they have had to endure because of us.

As we co-exist in this era, in which we all are facing climate crises, social inequality and injustice, and states threats against treaty rights, we ask you to join us in a moment of reflection on:

- How we benefit from occupying Indigenous lands
- How we can educate ourselves about the state-sanctioned violence and other struggles that Indigenous peoples face, which we may have the privilege to be unaware of
- How we can integrate this reflection into our everyday consciousness and actions.

Whatcom Intergenerational High School uses this acknowledgement here as a recognition of our responsibility to continue our learning of treaty histories, contemporary Indigenous experiences, and how we can better align ourselves as an institution of education with the truth. We offer our thanks and utmost respect to these nations, on whose lands we are located.

D. Mission & Vision

Mission and Vision read by Adan.

WIHS Mission: WIHS envisions learning designed with students and supported by elders generating deep inquiry skills, thoughtful interactions, and critical consciousness, ensuring every young person can contribute to a more just and sustainable world.

Vision: WIHS will ensure that Whatcom County high school students-regardless of their life circumstances-develop the competencies and agency for success in college, career, and life.

E. Approve Minutes

S. Jara Arroyos made a motion to approve the minutes from Whatcom Intergenerational High School Board Meeting on 10-16-25.
A. Juarez Cordova seconded the motion.
Adan asked if there were any comments on the minutes.
The board **VOTED** to approve the motion.

Roll Call

M. Hudson	Absent
N. Mughal-Barrows	Abstain
S. Jara Arroyos	Aye
A. Juarez Cordova	Aye
S. Clark	Absent

F. Consent Agenda

The following payments as audited and certified by the auditing officer, as required by RCW 42.24.080, and those expense reimbursements claims certified, as required by RCW 42.24.090, are approved for payment. In addition, payroll payments in the amount of $64,472.84 are also approved.
N. Mughal-Barrows made a motion to Consent Agenda.
S. Jara Arroyos seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

N. Mughal-Barrows	Aye
A. Juarez Cordova	Aye
M. Hudson	Absent
S. Clark	Absent
S. Jara Arroyos	Aye

II. Public Comment

A. Public Comment

Adan read the public comment special need supports.

Special needs: If you require translation services, or if you have special needs because of a disability that makes it difficult for you to participate in the meeting or if you require assistance to participate in the meeting, please contact the WIHS Board at WIHSBoard@intergenerational.school at least 24 hours prior to the board meeting. WIHS will attempt to accommodate your need.

Shirley Williams (Co-Founder of Whatcom Integrational High School and White Swan)
Shirley kicked off by doing a Native introduction, then transitioning into her English name.
Shirley shared the original vision of the school and willing to contribute to teachers, the

school, and the broader community. Elevating the ability to support professional development indigenous teachings that meet state standards for the partnership to thrive. Shirley shared the MoU that was drafted with the former principal, willingness and wanting to support with supports aligned in the original vision and MoU.

Adan acknowledged the documents shared by Shirley with Chimere that outlines the support for the original charter. Shirley is excited to be focused in supporting the school and the original vision. Shirley is feeling a lot more connected thanks to the support of Amy, it has meant a lot through collaboration, communication, consistency.

Chimere and Amy to lead the work on how to support teachers and the potential timeline of a retreat in alignment.

III. Financial Review

A. Financial Review

Finance Dashboard Oct 2025.pdf: The dashboard shows how the school is doing well across enrollment, public revenue, fundraising (we are lagging here, the board brainstorm to increase this number), expenditure we're on target, and days on hand. Continuing to improve enrollment and and private fundraising will allow us to meet our five year plan.

In thinking of our five year plan that allows us to keep a three person admin team. Bargaining agreement is still being discussed, we have been working with teachers to get dates on the calendar. A point of topic that need to be considered in this broader conversation are data days; a calendar to be proposed to the board in the coming weeks. Overall, we're tracking in a positive trajectory.

IV. WIHS Leadership Update

A. New Director of Operations

Amy Anderson introduced herself to the board. She's been in the new Director of Operations at Whatcom Intergenerational High School. Amy was able to share about herself at a personal level. Amy was at Whatcom Community College, in looking back, she named how she was able to support the initial work to build out the school. While not claiming direct contribution, she named the ways she feels connected to the school.

Amy used to work with the running start population in her career; in her last role she was in school operations. She has been feeling at home professionally, but at a human to human level is loving working at the school while being in alignment to her broader career.

B. Academics

Academics

There is is focus on being standards aligned and backwards planning in the following areas:

- Math/Science
- ELA/SS/Lang
- Tpep Process

In collaboration with Instructional Partners, they combined key features to start planning resulting in a Unit Planning Template. In one of the first meetings as a school leader, Chimere centered the conversation around planning rooted in data. This resulted in anchor standards that would have the biggest impact while aligned with teachers across disciplines, allowing teachers to use these in their planning process.

Sergio asked about how teachers are navigating so many of the new structures. Chimere learned that teacher's past experience in something similar like this resulted in not using these systems because it was more for show. Through so much change Chimere was able to have a conversation with teachers, resulting in relationship building to make sure people feel supported.

While listening to teachers, Chimere is making the connection to Tpep, versus focusing on this resource centered on accountability. Instead, it becomes a roadmap that begins through everyday instructional needs.

Building Culture
Staff is feeling appreciated, they are connecting with leadership more and more. Leadership has been providing snacks, activities, and support with students. Chimere has been leaning into classroom to provide informal feedback and support. Additionally, there's been events with students in honor for Hispanic Heritage Month, there was a very strong turn out. Additionally, the school highlighted the work of elders, veterans were sharing about their experience (students were hyper engaged). Lastly, a part of building culture, the school is participating in a donation drive.

Compliance
Overall insights:

- You are moving in the right direction.
- You two are the right leaders for this place at this particular time.
- We will give you time you need.
- Feel free to call us for support.
- With the presentation you can tell you are on it.

Some areas of improvement feedback:

- Attendance
- Compliance
- Skyward is not working correctly.
- Rigor (math/science, ELA/SS Unit Designer, Tpep Process, Memo with practices)

C. Operations

Enrollment

- We're building a stronger plan.
- We're focusing on community engagement.
- Amy has a strong background in recruitment; exploring ways to engage in the community.
- Transition from School Ops will come to an end at the end of December.

Operations

- Data clean up
- Attendance
- CEDARS; issues with this have been resolved.
- P223 & P223H; amendments needed to be made to OSPI.
- Food Services: students are liking food a lot more as of recently, JJ is currently in the kitchen and the students are loving her. Additionally, food vendors have been switched and student feedback has been very positive.
- Deledao has not been working effectively, Amy is supporting here.
- ParentSquare has been another area of focus to ensure parents have access to information.
- The technology challenges are known and now we're working on addressing them.

Adan asked the question if the point of contact was informed of the changes, Amy confirmed that the point of contact is aware as these are connected to our past evaluation.

V. School Updates

A. ICE Protocol

ICE Protocol: WIHS ICE Protocol.docx

Chimere has shared how a parent has contacted them when it comes to ICE. In partnership with the parent, a plan was created. It has been reported in two occasions that a vehicle similar to ICE was circling the school premise.

Nasreen asked how we'll support teachers with ICE Protocols. Chimere shared how she's bringing the protocol to board and then legal council in preparation to support students, teachers, and families.

In the meantime following protocols that Bellingham Public Schools is doing as protocol.
N. Mughal-Barrows made a motion to we are voting to adopt Bellingham ICE protocol policy while our ICE protocol policy is reviewed and implemented.
S. Jara Arroyos seconded the motion.
The board **VOTED** to approve the motion.

VI. Governance

A. CAP Update

S. Clark made a motion to Approved board minutes from October.
S. Jara Arroyos seconded the motion.
The board **VOTED** to approve the motion.

Roll Call	
A. Juarez Cordova	Aye
M. Hudson	Absent
S. Jara Arroyos	Aye
N. Mughal-Barrows	Abstain
S. Clark	Aye

Board discussed and reviewed completed and upcoming Compliance Calendar submissions at the
October 15, 2025, regular board meeting.
• 100% of Compliance Calendar Deliverables Submitted for October 2025
• P-223/P-223H for October was submitted on time.
• School working on CEDARS system changes to correct errors
• 2 submissions were returned in October and have not been re-submitted in the 10 days required by the Corrective Action Plan.
• School is in the midst of a leadership transition which has impacted the re-submission of compliance deliverables

We are waiting for an update in December.

B. Compliance Overview

Adan walked us through Reportwell; this tool has been helpful to capture all things compliance. The goal is to be on time when it comes to compliance.

C. Upcoming Items

Upcoming items:

Initial S-275 Due (submitted to OSPI)

11/22/2025
Katie Silberstein

SEFA due through SAO Portal (SAO deadline)
11/30/2025
Katie Silberstein

EOY Financial Report FY25
12/01/2025
Katie Silberstein

Annual School Board Meeting Schedule Posted
12/15/2025
Adan Juarez Cordova

Charter Financial Statement Attestation
12/15/2025
Katie Silberstein

D. Board Member Recruitment

Would like to bring on one new member at the start of 2026 and an additional two before the school year end. Adan is asking individuals in the Bellingham community to engage with this board process. Adan is happy to connect with prospects interested in joining the board.

Nasreen invited Shirley to be part of the board given that she's the co-founder of the original charter. Adan and Shirley have connected on this. Adan needs to look into the bylaws to understand the best path forward.

Nasreen and Sheri were able to reconnect and relaunch the Culture Committee work. They are trying to be intentional when engaging with the broader community. They're excited to get this work going. A financial proposal has been drafted to provide a pathway forward in connection with Community Consortium for Cultural Recognitions | Western Washington University,

VII. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 7:27 PM.

Respectfully Submitted,
N. Mughal-Barrows

B. Announcements