

EAG - Feb 26, 2020

Notes

Attending: Maina, Haruka, Paul, Johanna, Betty, Shomari, Mohamed, Terry, Myra, Melody, Dr. Duran, Lena, Pat

A. Check In: What is something you learned through Black History month that you didn't know before?

B. Cluster Group Check In:

1) B&C: Focusing on Counseling, Fees and Enrollment. Chose these because of the other policies, Homelessness is robust, Spec Ed could be incorporated into the above others, Advanced Learning is being worked on already.

2) E&I: After hearing student feedback, honing in on:

E) Ensure disciplinary actions are undertaken without bias and/or disproportionality.

- Full implementation of restorative practices, including full time restorative practice coordinator at all secondary schools. Split/part at Elem, Equity requires \$ for these positions (needs cultural buy-in by the teachers at each school – relationship based, takes longer but and in the long-run will reduce negative interactions)
- RP coordinator tracks discipline referrals and restorative requests from students and provides targeted training to those with racially disparate referrals and those identified by students frequently
- Accountability/Oversight at schools consist of parents, students, community and staff quarterly to evaluate data and racial disparities

I) Develop reporting, investigation, communication...

- Track, mandatory staff reporting of all racist language, acts, microaggressions; Efficient anonymous reporting mechanism;
- Standardized follow-up to all requests for restorative justice in the face of acts of racism, simple reporting tool
- 24-hour initial response
- Weekly follow up before and up to one month after completion of restorative processes
- Clear guidelines for when communication with parents is advised and required

3) A, D & F: Ideas around culturally-sustaining (not just responsive) practices, instruction and curriculum.

- Auditing instruction in a building and auditing curriculum that's district or grade-wide

- Have a document that can make it more tangible for teachers, from awareness to responsive to sustaining to it's-just-the-way-I-teach. What it is, what it's not.

4) Dr. Duran Update on use of Critical Criteria at Board and budget

- Developing an online form that will collect data over time, repository, using the completed forms and “fails” as a training tool (workshop in groups – did they get it, did they miss something?). Show us what we didn't know, raise consciousness, and make dis-consciousness more visible – I think I'm good at it but what did I miss?
- Applying to specific goals
- Make sure groups / POC's are reviewing have cultural competence and racially literate, so not just one person's same perspective going through the form which won't necessarily yield new information, so the process has fidelity
- Who is the checkpoint/checkpoint to be sure it's gone through a solid Equity Lens process
- Using it, be aware of what do we need to interrupt – hearts, minds and beliefs – can this tool help deepen people's experience of equity, and change hearts, minds and beliefs, and how do we measure that?
- “Everyone has to be an equity specialist”

5) Update from visit to LWSD Equity Team – Paul, Haruka, Maina

- Over two years went from 70 ppl to about 20, previous Superintendent started it, the group continued with the new Super (not as involved). Nice that Dr. Duran is here and involved and the school board is on board.
- Learning and advice: EAG worked very quickly last year – they've been meeting for 2 years – lesson learned: if you see an opening, get everything done you can, now. Superintendent + community + board + staff support is critical – when you have it, go for it!

6) Scope and Sequence Update

- The next two meetings still work with small groups on recommendations; BSD staff to attend March 25 EAG meeting as SME support
- Community Forums in April prior to April 22 EAG meeting
- April – update recommendations;
- May - large group sifting before finalizing
- June – Final recommendations. Party

Next Steps:

- **(Terry's group E&I)**- If recommendations involve potential budget allocations, meet with staff before 3/25 (like a RJ coordinator)
- **Pat** follow up with **John H**: get the BSD EAG Phase II website up to date!
- Community Forum – **Paul, Lena, ...? Pat** to invite others via email that goes out with Feb meeting notes. Group to get together in early March.
- **Dr. D** - Schedule BSD staff guests to come to EAG March 25 to meet with Cluster Groups