

## EAG April 22, 2020

### Notes

**In attendance:** Pia, Paul, Haruka, Johanna, Maina, Betty, Alma, Brooke, Myra, Melody, Lena, Suzie, Shomari, Ivan, John, Pat (missing Terry, Kimberly, Mohammed)

Here we are working hard for equity in the Bellevue School District!

#### Updates:

##### 1) BSD - Dr. Duran:

- Launched last part of remote learning plan (8 weeks), always considering next phase of planning
- OSPI grading guidance: use letter grades
- 21,000 meals, 2000 meals per day, 37 pre-order pick up locations
- Child care: down to one site at Stevens, 60 kids per day, keeping costs down
- Tech requests: identifying gaps in tech

##### 2) EAG Policies - John

John put together a document that will track these polies. Will post in MS Teams.

##### 3) Non-Discrimination Policy Review

- From Jill R: I think it would be helpful to have a reference point and quick guide for families to know how to access the policies. Fuch as: [Bsd405.org](http://Bsd405.org) à About à Policies and Procedures à 3000: Students à 3210: Non-Discrimination
- Paul: Can this policy/procedure clarify what “misconduct” and “discrimination” are. Include microaggression terms.
- Pia agrees, put it in real terms. (Pia, Haruka and Jill worked on this last year).
- Betty: Add language to describe the policy’s intent (to eliminate the possibility of people saying “I was discriminated against by not being invited to the XXX”)

##### 4) Annual Report for Policy 0130 Equity and Accountability

- The Policy requires a written annual report.
- John is working with a consultant to write the first report. Will call on some EAG input.
- Some of what EAG provides can also become part of the EAG 2.0 Report.



## 5) Community Forums

- Postpone until we can get together in real time. Change is built on relationships.
  - BSD has done two Town Halls on MS Teams – got qus ahead of time to respond to
  - Could get some push back from people who say we're "hiding behind equity" in our response to providing online learning
  - How to assure privacy to participants on those forums, feel safe to share? Manage the "avatar phenomenon" that people can hide behind online.
- Student Forums follow up
  - Could host an all-in-one by invitation of the students who previously attended
  - Students at HS are used to joining meetings with teachers
  - Paul and Myra will organize a virtual follow up for students on MS Teams, log in with BSD address. Get Terry to help with student email addresses.

## 6) Team Updates

### Group 1: Commitments A, D, F: Myra, Paul, Betty, Brooke, Johanna

- Looking at culturally relevant and sustaining pedagogy: what that means, cross referencing with Teacher Eval tool.
- Will look tonight to categorize what makes sense for school leaders.
- Build in accountability and a practical/technical way to help evaluators, principals and admin and teachers to have a conversation about what culturally relevant curriculum looks like – this is where the shift takes place. Not just a training.
- Also acknowledge the training for those having these conversations (revise PD to engage these questions in a consistent way)

### Group 2: Commitments B & C: Suzie, Alma, Haruka, Maina, Pia, Lena

1. 2140 Guidance Counseling: Academics, Personal Social Emotional Development - Working with counselors to get input and questions answered. Will have ready to present by end of May
2. Student fees – hope to have this finalized to present by May.
3. Enrollment fees – would work on that next, as our time permits.
4. 2110 – Bilingual Policy - We should look at this before tackling a third policy

### Group 3: Commitments E & I: Terry, Mohammed, Kimberly, Melody

- Have not met since March 25 – document on MS Teams
- Positive Behavior Information System – and Restorative Practice. How to address that – Terry was reaching out to staff. How to support students before behaviors escalate.
- Oversight teams at schools.

- I: detail around what full implementation of Restorative Practices would look like.
- Also how to utilize the people we already have in place, rather than hire new folks.
- Dr. Duran will follow up with the team

## 7) Team Meetings

- 30 min Commitment Group meetings
- Follow-Up Questions

## 8) Actions and Closing

- Student Forum Follow Up: Paul, Myra
- Pat - Post EAG Policy Tracker on MS Teams
- All teams prepare draft recommendations for May 27 Meeting. Circulate drafts to EAG by 5/22.
- Pat - Website updates to coincide with May/June closing – get back with Chris next week

Thanks everybody!

