



## Superintendent’s Advisory Council on Equity Meeting Minutes March 5, 2020 Kelly Leadership Center, Staff Library

Attendees:			
Mr. Tracy Blake	Maria Burgos	Dr. Jennifer Cassata	Andrea Castro
Rae Darlington	Melissa Davis	Kim Gudinas	Adrienne Harrison
Dr. Tim Healey	Meisram Hernandez	Tanisha Holland	Denise Huebner
Keith Imon	Glorya Jordan	Felicia Norwood	Dr. Kate Olson-Flynn
Maria Ramadane	Rojan Robotham	Rebekah Schlatter	
<u>Meeting Outcome</u>			
Participants will understand the timeline and focus for the first year of the Superintendent’s Advisory Council on Equity			
<b>Activity</b>	<b>Facilitator</b>	<b>Notes</b>	
Citizen Comment *If all the time is not needed the committee will move to the next agenda item.	Rae Darlington Retired Deputy Superintendent	No Citizen Comments	
Introduction and Overview	Rae Darlington Retired Deputy Superintendent	Welcome and introduction of Keith Imon Overview of the work around Equity	
Approval of Minutes from December Meeting	Rae Darlington Retired Deputy Superintendent	Motion to Approve: Dr. Kate Olson-Flynn Second: Dr. Tim Healey Vote - 8 yay, 2 abstain (they did not attend the previous meeting)	
Approval of SACE Bylaws	Rae Darlington Retired Deputy Superintendent	<ul style="list-style-type: none"> <li>→ Mr. Imon shared that the proposed bylaws continue to be under review and have been pulled from the agenda.</li> <li>→ Division Counsel advised that the council can still move forward.</li> <li>→ The postponement will allow confirmation the reporting structure and final edits.</li> <li>→ Final draft will be sent out for review.</li> </ul>	

Review of Equity Priorities Survey	Dr. Jennifer Cassata Director of Accountability	See end of this document for survey results.
Equity Scorecard and Strategic Plan	Dr. Jennifer Cassata Director of Accountability	<p>→ The Equity Scorecard (ESC) was shared at the School Board meeting on March 4, 2020.</p> <p>→ The ESC includes a new section that shows information comparing Title I and non-Title I schools for a variety of areas such as staffing, technology, and trailers.</p> <p>→ There were questions and interest in seeing some additional information school by school.</p> <p>→ Three website/resources were shared  Edopportunity.org  Researchforaction.org  Edtrust.org</p> <p><i>Some general questions were accepted:</i></p> <p>→ Do we have a way to measure the percentage of students who have access to computers to complete homework? (Does the Division have a record of the number of computers in students' homes?)</p> <p>→ Is there a way to look at work orders and compare schools?</p> <p>→ Can numbers be presented by zip code or area? <i>Verbal answer by Dr. Jennifer Cassata - Considering looking at feeder patterns or by magisterial districts. A council advisor cautioned against looking at areas as it may perpetuate negative perceptions.</i></p> <p>→ How will we find areas of excellence if we haven't defined them?</p> <p>→ Is there a way to look at teacher evaluation from a magisterial aspect?</p> <p>→ What are the causes of dropouts? Who is dropping out? How can we fund or bolster positive practices?</p> <p>→ Is there ever a conversation about training teachers on how trauma impacts students/trauma informed instruction. <i>Verbal answer by Rebekah Schlatter: 50 people have been trained on ACES and trauma informed care. These trainers will begin training school staff in the coming weeks. There is a plan to develop work with parents who have experienced their own trauma.</i></p> <p>→ Do you collect data about military students?</p>


		<p>→ Would looking at the mobility rate between Title I and Non-Title I be an area of focus?</p> <p>Homework: Members are encouraged to view the full presentation of the Equity Scorecard delivered at the March 4 School Board meeting. Presentation link – <a href="https://youtu.be/M1eUcmzVaEU?t=5028">https://youtu.be/M1eUcmzVaEU?t=5028</a></p>
Equity Statement Activity and Equity Lens	Rae Darlington Retired Deputy Superintendent	<p>The group participated in the activities and shared their learning with the group. After reviewing examples of Equity Statements, teams provided feedback on areas they felt would be valuable to include in the PWCS Equity Statement. The group also reviewed a draft of the Equity Lens tool and provided feedback.</p> <p>Common themes from council input:</p> <p>Equity Statement</p> <ul style="list-style-type: none"> <li>→ Including an acknowledgement of disparities</li> <li>→ Diversification of staff</li> <li>→ Access and exposure to rigorous academic opportunities in K-12 and post-secondary</li> <li>→ Equitable resources, to include facilities, across all schools</li> </ul> <p>Equity Lens</p> <ul style="list-style-type: none"> <li>→ Simplify the questions</li> <li>→ Provide more information about how it is to be applied to decision making</li> </ul>
Round Table *Members may bring up other items related to the meeting agenda.	Rae Darlington Retired Deputy Superintendent	<ul style="list-style-type: none"> <li>→ Importance of using data but keep in mind there is more to the story.</li> <li>→ Keeping the idea of trauma in mind</li> <li>→ Does the council have a budget? Should that be in the bylaws or do we need a budget? <i>Verbal response by Keith Imon - We will consider and look at the current resources we have, ex: Hanover Research. Is there ever the possibility of having a work group? Is there any interest in having a book talk or participate in discussion for the</i></li> </ul>

		<p>council? (note: Some research that has been provided has been posted to the website)</p> <p>→ Interested in understanding the work of the committee/goals – organizational opportunity year to set the goal. <i>Answer: Verbal response by Rae Darlington- the outcome is to take specific recommendations to the Superintendent.</i></p>
<p>Next Agenda:</p> <ul style="list-style-type: none"> <li>• Add a discussion on the next agenda regarding an interest in work groups.</li> <li>• Provide information about PWCS equity work.</li> </ul>		

**Next Meeting – May 28, 2020**  
**Kelly Leadership Center, Staff Library**  
**5:00 – Dinner**  
**5:30 – Citizen’s Comment Time**  
**6:00-8:00 – Meeting**

1. Please rank the four priorities below related to the area of Education Design identified in the Ten Steps to Equity in Education (1 = top priority, 4 = lowest priority).


Item	Overall Rank	Rank Distribution	Score	No. of Rankings
In upper secondary education, provide attractive alternatives, remove dead ends and prevent dropout.	1		41	13
Limit early tracking and streaming and postpone academic selection.	2		31	13
Offer second chances to gain from education.	3		28	13
Manage school choice so as to contain the risks to equity.	4		26	12

  
 Lowest Rank      Highest Rank


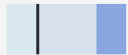
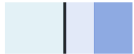
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2. Please rank the three priorities below related to the area of Education Practices identified in the Ten Steps to Equity in Education (1 = top priority, 3 = lowest priority).

Item	Overall Rank	Rank Distribution	Score	No. of Rankings
Identify and provide systematic help to those who fall behind at school and reduce year repetition.	1		29	12
Respond to diversity and provide for the successful inclusion of migrants and minorities within mainstream education.	2		24	12
Strengthen the links between school and home to help disadvantaged parents help their children to learn.	3		22	13

  
 Low Rank      High Rank

3. Please rank the three priorities below related to the area of Education Resourcing identified in the Ten Steps to Equity in Education (1 = top priority, 3 = lowest priority).

Item	Overall Rank	Rank Distribution	Score	No. of Rankings
Set concrete targets for more equity, particularly related to low school attainment and dropouts.	1		27	12
Provide strong education for all, giving priority to early childhood provision and basic schooling.	2		24	12
Direct resources to the students with the greatest needs.	3		24	13

