



BVSD Equity Council:

Process & Recommendations



October 20, 2020

Equity Council Scope & Sequence

Date	Topic	Session Agenda	Presenters
9/16	Meeting 1: Overview, Welcome, Norms and Schedule	<ul style="list-style-type: none"> Welcome Purpose Norms Equity at the Center Timeline Personal Stories Shared Vision of Success 	Rob Anderson Welcome Mike Gradoz Why EC Board Members Charge
9/23	Meeting 2: Learning Session with District & Security Staff	<ul style="list-style-type: none"> Review Norms, Shared Vision All about SROs Closing Reflections & Further Questions 	SRO Overview External Partners
9/30	Meeting 3: Reflection and Discussion (Small Group and Whole Group)	<ul style="list-style-type: none"> Review Norms, Shared Vision Panels & Presenters Whole Group Reflections – create framework for recommendations 	Student Panelists Principal Panelists Public Defender CASA
10/7	Meeting 4: Designing initial recommendations	<ul style="list-style-type: none"> Review Norms, Shared Vision Impacted Students & Family Panel Creating initial recommendation set Presenting back out to the whole group 	Students & Families DAC Subcommittee Rep
10/14	Meeting 5: Finalizing Recommendations	<ul style="list-style-type: none"> Review Norms, Shared Vision Construct and finalize whole group recommendations 	
10/21	Meeting 6: Special Finalization Meeting		
10/28	Meeting 7: Transition to Next Stage OR Additional Information	Depending on final recommendation status either transition to the next stage of the process OR additional information and time to revise process	



Board Engagement In Progress

- Board Engagement: Update on Equity Council Launch (9/8)
- Board Engagement: Roundtables with School Personnel and District Staff (9/15)
- Board Engagement: EC Update & Status (10/13)
- Board Engagement: Work session around Recommendations w/EC, community and student leaders (10/20)
- Board Engagement: Action on Recommendations/Decisions (10/27)



Equity Council Purpose

- Our Equity Council will constitute a long-term effort to bring in the community, families, and students of Boulder Valley into discussion around large decisions related to equity in our district.
- Our first topic will be dealing with the issue of School Resource Officers and then will transition into looking at other issues that are in front of the district
- It's a powerful opportunity to co-create and co-produce decisions with an equity lens



Phase 1:
The Equity Council launched on September 16th and met weekly until last night

Reminder: What is a recommendation?

The task of the Equity Council is to provide a recommendation on the issue of School Resource Officers (SROs).

A recommendation is then presented to the Board and the Superintendent for consideration.

We are not solving the problem completely, but rather building a north star signal for the Superintendent and the Board.

System Analysis & Recommendation Framework

System Analysis

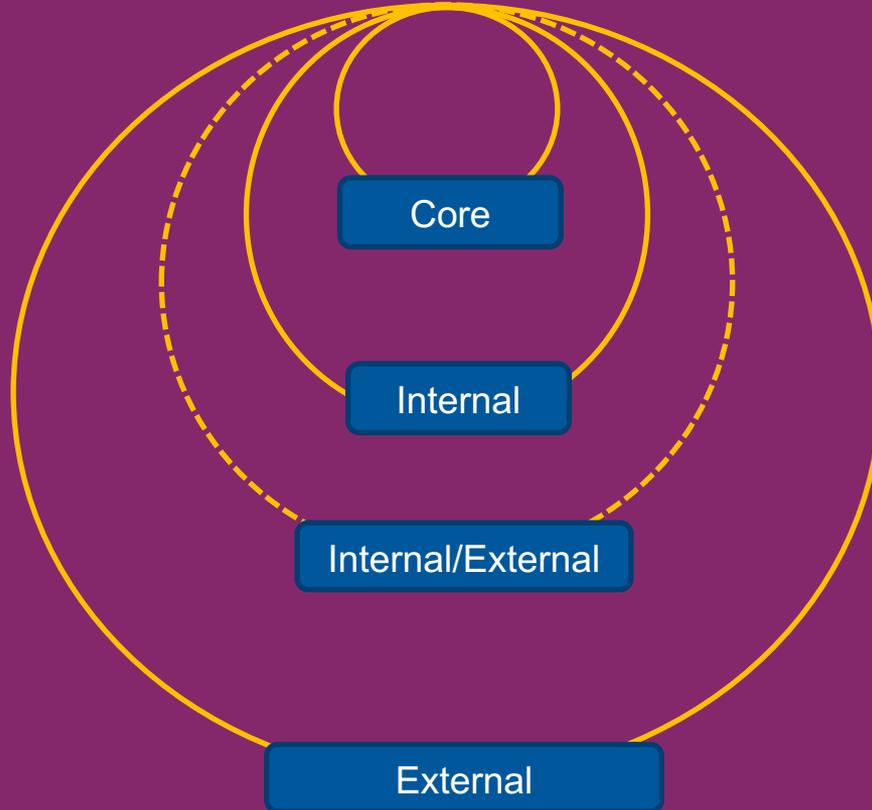
- Students, Families
- Teachers

- Safety Staff
- Data & Fiscal Analysis
- Principals

- Student Support Services

- SROs
- Public Defender
- CASA

- Police Departments
- District Attorney



Recommendation Framework

- Recommendation 3, 4

- Recommendation 2, 6

- Recommendation 5

- Recommendation 1

Why Consensus

The demand for consensus is a demand for inclusion. And the politics of inclusion are, in principle, a vindication of democracy.

-The Moral Commonwealth-

Modified Consensus Practice

Fist-5

5 means completely agree

1 means I hate it but I won't block

Fist is a block

You listen to the lowest rankings and can incorporate feedback

Then adjust the recommendation if you want

Group Process:

1. We share our feelings on the question
2. We make proposals
3. We build consensus

Modified
Consensus: 85%-
90% threshold

Sample: Small Group Recommendations

Group 1

End the SRO program in schools, and train teachers and administrators to be better equipped to deal with de-escalation.

Group 2

Redefining the role of a school resource officer, but removing them from discipline (i.e. writing of tickets). SRO takes place outside of school and supports the school if there is a significant issue with school safety. Add additional guidelines (MOU) to clarify rules of engagement and structures. Training for staff/educators around discipline.

Group 2

Adopt DAC 1 - District ends existing SRO program. District works with local partners, including law enforcement to build safety plans. +Additional perspective and next steps from the DAC. +School wide safety training and conversations.

Group 3

Remove school resource officers, with a simultaneous movement towards school climate and school safety as phase two following the removal. The second phase should not be left up to individual schools but a resolution and policy should be put in place regarding anti-racism, school climate and school safety in schools.

Recommendation 1

Current SRO Program:

- End the current SRO partnership and remove SROs from all school buildings.

Recommendation 2

Safety Moving Forward:

- **Future non-emergency issues and/or mental health concerns should be internally managed from within BVSD**
- **External safety concerns and threat of death or serious bodily harm are excluded**
- **Any future safety staff should be a BVSD employee with a trauma-informed approach**

Recommendation 3

Student Voice:

- **Student voices, in particular BIPOC and LGBTQIA students, should be elevated in the design and ongoing oversight of future school safety issues**

Recommendation 4

District Support:

- All BVSD Staff should receive bias and anti-racist training
- BVSD should expand mental health and trauma informed staff at schools
- BVSD school staff should regularly review discipline data with senior BVSD leaders

Recommendation 5

Future Relationship with Police:

- **As BVSD navigates any future relationships with the various police departments, a diverse task-force should consist of administrators, teachers, and students and ensure BIPOC and LGBTQIA voices, in particular Black voices, should work to design a MOU that clearly defines any relationship between BVSD and local police departments**

Recommendations 6

Systemic Issues:

- **BVSD should create a task force/committee consisting of administrators, teachers, students, parents/community to include BIPOC and LGBTQIA voices, particularly Black and Latinx, to address larger systemic school safety & equity issues through ongoing engagement with this Equity Council, BVSD leadership, and the broader community.**

Reflection & Intention

...I saw clearly...at a local level, we – Americans – don't know how to do democracy. We don't know how to make decisions together, how to create generative compromises, how to advance policies that center justice.

It was and is devastatingly clear to me that until we have some sense of how to live our solutions locally, we won't be successful at implementing a just governance system regionally, nationally, or globally.

-adrienne maree brown, Emergent Strategy -