A Culture, Climate and Behavior Committee (CCB) meeting was held on December 19, 2017. Chair Cassell called the meeting to order at 6:35 p.m. in the Board Room. Committee members present were: Jennifer Cassell, Greg Johnson, Dr. Jackie Moore, Naomi Hildner, Aliyah Young, Ryan Moore, Naomi Leach, Sara Dixon Spivy, Laura Hardwicke, Andrea Riles, Wendy Daniels, Lee Williams, Gina Harris, Dave Walksler and Lee Wade. Also present was Gail Kalmerton, Executive Assistant/Clerk of the Board.

Visitors: Lincoln Chandler, consultant; Matt Baron, District 200 Board of Education member; Eugene and Latricia Varnado, community members

Public Comments
None

Small Group Breakout
Ms. Cassell invited the individual groups to meet in their assigned rooms and to return to the Board Room for the wrap-up discussion.

Student Tardiness Group Meeting Minutes
Present: Jennifer Cassell, Laura Hardwicke, Aaliyah Young, Jonathan Weintraub, Lincoln Chandler (first part of meeting only)

Discussion ensued regarding tardy data collected by Lincoln Chandler. The group reviewed the data set recently posted on the CCB webpage. The group discussed the following analysis:
  o 81 percent of discipline infractions are related to attendance and detention
  o 42% of OPRF students were tardy at least once
  o Grade level did not seem to have any bearing on tardiness
  o The number of Black students with tardies is disproportionally high relative to the student body
  o Black students are a quarter of the student body, but account for nearly half of students with 5 or more tardies
  o However, first period tardies are consistent across races (racial parity with student demographics)
    § 60 percent of tardies occur at first period
  o Difference between late to school versus late to class
    § Late to school – everyone goes to the attendance office
    § Late to class – each teacher has individual responsibility for enforcing tardy policy
  o Mr. Chandler discussed being tardy as a “gateway offense” that led to additional/more serious discipline.

Discussion ensued regarding potential recommendations that the group has discussed and researched over the semester. The group narrowed down the list and agreed to bring forth the following recommendations to the full CCB committee:
  o Professional development plan/framework
§ Recruit a small group of faculty (preferably at least one physical education teacher), staff, and administrators to develop a professional development plan to be included in the school’s ongoing racial equity professional development addressing the following aspects:
  · Consistent application of the school’s tardy policy
  · Framework for setting classroom expectations related to arriving to class on time
  · Framework for enhancing classroom management through the use of positive rewards and encouragement for students who arrive to class on time
o Positive student behavior management
  § Produce a student-led public service announcement video that will provide students with tips and positive-reinforcement about the importance of arriving to school and class on time.
  § Incorporate a question about the reasons for student tardiness in the school’s annual culture and climate survey. The survey would ask which factor contributes the most to whether a student arrives to school/class on time:
   · The distance you live from school
   · Your relationship with your teacher
   · Your extracurricular activities
   · Your outside obligations
   · Other
§ During the first week of school, use volunteer student ambassadors with assistance from school safety and support staff to direct freshman to their classes and positively encourage them to arrive to class on time.
o Operational changes
  § In addition to safety and support staff, allowing other staff and faculty who supervise hallways during passing periods to have HERO machines.
  § Creating a mechanism for reporting and fixing inoperable hallway countdown clocks.
  · Small group members’ responsibility for presenting to the full committee on Jan. 18:
    o Ms. Cassell: Present brief introduction covering group working process and research
    o Mr. Weintraub: Present group recommendations on development of a professional development plan
    o Ms. Young (with an assist from Mr. Weintraub): Present group recommendations on positive student behavior management
    o Ms. Hardwicke: Present group recommendations on operational changes

Community Voice and Communication
Discussion ensued about possible outreach methods and came up with the following list of proposals to send to the large group.

1. Place of worship outreach to get broader cross section of the community
2. Videos- get kids of parents who aren't as involved to participate to encourage parent engagement
3. Student advisory group- to help determine effective outreach to parents
4. Parent "partner"- pairing up parents of freshmen with a parent who has more experience navigating OPRF
5. Town hall meetings (D90 already does them)- for example on assessments, law and policies on privacy and technology, equity, safe social media use for teens, etc., and maybe in collaboration with other organizations such as the Village, Thrive, the Y, etc. to reach a broader audience-- then can video tape them and post to the website
6. Family visitation day- more notice for fall visitation day so people can rearrange schedules, or do it in the spring, or both
7. Parent workshops- not necessarily related to school, could be things like resume writing,
8. Survey parents to determine best method of outreach
9. Change public comment so it feels like more of a dialogue with commenters

The thought was to pick two or three to recommend for this year after discussing with the whole committee.

Student and Family Voice and Belonging
Ms. Riles spoke with Student Activities pertaining to using our cafeteria monitors to promote clubs/activities. She was advised to invest in TV monitors that will prevent the sun’s glare. Previous attempts because of the glare, it was almost impossible to see the screens. It would be great to invest in monitors to put throughout the entire school! Regarding the Activity Fair recommendations, this would be something for next school year. The Activity Fair is scheduled for Tuesday, January 23. When she suggested having a DJ, games, etc. Student Activities was excited. Another suggestion was the to ask the Hip Hop Club to DJ. This would be great to start planning soon for next year’s fair.

Faculty and Staff Voice and Innovation
Training and Supporting Staff
The overall scope of the work is as follows in the outline below. The challenge is break this down in such a way that we can see productive movement. In Naomi’s words: Real solutions.
I. Training and Supporting Staff
   a. What are we doing to develop the culture and climate of the school for all of us, such that we all are leaders.
      i. Restorative Justice: “calling in” and “radical love”
         • Working definition of RJ: What does true restorative justice practice look like?
         • Restorative Justice inventory—what are we doing?
         • Looking for appropriate parties to lead culture and climate work—shoring up the leaders
         • Discussion and brainstorming regarding restorative justice around Micro-aggressions
      ii. Breaking down the hierarchy between adults
          • Needing to break down the hierarchy in the school—perhaps starting with a book study
          • Focus of the book allows us to know about shame and guilt when we go in…and then find a way to move forward. Text: Race Talk and the Conspiracy of Silence

II. Recruiting Staff
   a. Current reality and efforts, specifically for staff of color

III. Retention of Staff
   a. What does it mean to be an OPRFHS teacher---is this defined?
   b. Faculty Code of Conduct
   c. Current reality and efforts

The whole committee resumed at 8:02 p.m.

Review of Parking Lot
Ms. Young informed the Committee of the presentation that would be made at the OPRFHS Institute Day on January 8 to all faculty and staff regarding the concerns about the current dress code. The results of
the presentation will be shared with this committee. The hope was to change the dress code as the policy lacked consistency, and the words “appropriate,” “decent,” and “modest” were subjective.

Dr. Moore desired for the Committee to have a deeper dive into the comments that were made at the forum relative to Race and Education held on November 14. Many of the comments were made by students. They appeared to be recommendations, rather than just observations.

Ms. Cassell asked the groups to send their minutes of the small groups and their recommendations to Ms. Kalmerton and she will forward them to all of the members. If the members of the small groups were unavailable or have reservations about their recommendations, these too should be sent to Ms. Kalmerton. At the next meeting, each group will have 20 minutes to present their recommendations. Ms. Cassell also encouraged each small group to outline who has what role in the presentations in their minutes.

Adjournment
At 8:12 p.m., Mr. Wade moved to adjourn; seconded by Ms. Hildner. A voice vote resulted in all ayes. Motion carried.