

**Superintendent's Cabinet**  
**Pelham Middle School Library**  
**March 14, 2023**  
**3:20-4:30**

**Agenda:**

- [Minutes](#) from the last meeting were brought forward for a motion and were approved.

- Committee Charge:

*“The Cultural Competence Committee will oversee the implementation of the action steps of this goal area in the District’s Strategic Plan. Specifically, the committee will work with District wide staff to support efforts to increase student voice and agency, align curriculum to reflect principles, values and lessons of inclusivity and equity, incorporate culturally responsive theory and practice, and build a more diverse and culturally proficient staff.”*

Dr. Champ reviewed the committee charge outlined above, and reminded the group that the next Strategic Plan would be built over the next year, with its implementation being in the fall of 2024.

- Dr. Champ reviewed the below norms with the group.
  - Respectful and civil discourse
  - Seek first to understand and then be understood
  - Assure all voices are heard
  - Expect and accept non-closure
- Updates:
  - The committee was asked to click on the following link: [Info on DEI Initiatives from WPSBA](#)
    - Dr. Champ explained that a recent survey about DEI Initiatives had been conducted by WPSBA, and that this link provided information about that survey.

- Dr. Garcia was thanked for his work with this organization and his work with a diversity job fair. Dr. Garcia then shared the history prior to and since COVID, and explained the positive experiences that this has provided.
- Dr. Champ also shared that Dr. Garcia had presented information to administrators regarding the importance of being aware of implicit biases, and how to actively work to minimize that impact.
- Dr. Champ also thanked Dr. Thompson for leading the charge on ensuring that students are provided with diversified literacy experiences through such areas as book baggies, libraries, and read alouds
- A rubric has been developed to bring a lens of Cultural Competence to our curricular work over time. Dr. Bowman will help to shepherd that work forward given her ability to focus solely on teaching and learning.
- Information on District Communications Survey
  - The communication survey has been sent out, and we have worked with the company through our internal audit focus groups.
  - Surveys were sent home with our ENL students through their backpacks and that information was entered by volunteers at Hutchinson.
  - Mereyem Gashi and Gene Farrell set up a Spanish speaking focus group, in order to find ways to engage families who do not have English as their first language.
  - We are not surprised by the initial results and we are looking to be able to start the year with some recommendations in place.
- Update on Cultural Competence Website Design:
  - An initial follow up on language and definitions has taken place. We are looking to continue that work after budget season and over the summer. We potentially have something to launch at the beginning of the school year.
- Student Resilience Survey:
  - This survey has school climate elements to it. 8th, 10th, and 12th grade students take this survey. It provides us with

longitudinal data around respect and belongingness, as well as drugs, alcohol, etc. and is done with the district's wellness committee and Pelham Together.

- Staff Survey:
  - Long term we have been doing the background work this year on a staff survey. We spent some time looking at different climate survey providers and vetting that through you, and the administration. We decided to go with Core Collaborative. Their national surveys have constructs on belongingness and trust and provide a research based background and customization. Now Dr. Garcia will be our climate survey champion and is working with administrators on that survey, planning to roll it out in the fall and identify action areas for growth to improve our school climate, implementing it in the same year with the people who are actually part of the survey. They also have the capacity to do a student level survey aligned with the faculty, and eventually a parent survey. That was from CCC recommendations. We believe that it was most critical, coming off of Covid, to start with staff and strengthen our work toward supporting them and making them feel valued, trusted and supported so that they can be that foundation for our students.
- New course offerings:
  - We have a human rights course, but this may be an area for future growth. Mr. Berkowitz recently presented a vision to the board with some direction on where he wants to move ahead. This is an area in which we can continue to grow, adding student voice to courses that we want to offer.
- Update on Cultural Proficiency RFP:
  - Dr. Champ will plan how to review the RFPs and have a PD plan in place coming out of the gate in September. The district is still trying to find the right approach for our DEI Coordinator. It is in the current budget proposal and we are considering a few different approaches. The goal is to have a plan before the end of the school year, including framework and appointments to the position(s). We are ready to go down multiple paths. Dr. Champ explained that since it's a new position, we wanted to start small and establish the value of it and then when we have developed an understanding of the value added that the position brings, looking then to expand. Dr. Champ

explained that we will continue to work on this and make sure we are mindful about what we are hiring for. As the budget is proposed currently, we don't have clinicians expected to be hired.

- [Holidays Discussion](#)

- Dr. Champ discussed the role of the school district in celebration and recognition of holidays, based on being inclusive and understanding while also separating church and state.
- When we look at the three categories, we have months, days of recognition, and then color coded categories of religious, cultural and governmental. First, the committee was asked to consider which category each item fits into. And then how are we recognizing those? The committee was charged to check for consistency and inclusiveness.
- We have created some expectations around our month displays and announcements - from a developmentally appropriate standpoint. Our PTAS have been wonderful about supplementing above and beyond what we can do in the classroom. We worry, too, that we run the risk of missing something and/or putting too much in and so all become token and meaningless. This has been a challenge that we wanted to bring to this group for some time and we want to continue to provide students with rich and consistent experiences. Dr. Champ explained that staff do not specifically have their own activities, and that events are predominantly for students but faculty is involved.

- Future Dates:

- 5/23/2023