

Diversity, Equity and Inclusivity Committee Meeting

[WAPS Webpage for the DEI Committee](#)

Meeting Date:	Tuesday, August 22, 2023
Meeting Start/EndTime:	6:00 P.M. to 7:30 P.M.
Meeting Location:	WSHS Learning Commons
Membership List:	DEI Membership
Members Present:	
Members Absent:	
Other Attendees:	



Our Vision: A safe and inclusive community of compassionate, curious and resilient lifelong learners..	Our Mission: Inspire, curiosity, empower resilience, engage community.
District Belief Statements: • We believe that public schools should serve and engage students, families, staff and the community. • We believe learning and teaching is maximized in a safe, respectful and inclusive environment. • We believe every individual's diversity and experience is valued. • We believe healthy relationships are crucial for the success of our schools. • We believe that every student can achieve to the best of their ability. • We believe all decisions should be focused on students and their success.	Core Values: • Safety: Everyone's physical and emotional well-being is a priority. • Integrity: Everyone does the right thing and makes positive choices, even if it is difficult. • Inclusivity: Everyone belongs, is valued and is heard. • Equity: Everyone has the opportunities, access, information and support provided in the individual way they need it. • Respect: Everyone's differences are recognized, acknowledged and celebrated.

Committee Collective Commitments:

1. Raise hand for turn to speak.
2. Be comfortable with discomfort.
3. Receive the experiences of others and believe that it is true for them.
4. Regularly provide time to check in with members on what they are experiencing or have shared with them.
5. Free flow (no need for Robert's Rules)
6. Be specific in what you are speaking about in terms of identity, difference, and other terms/concepts; ask for clarification if you need it

<u>Agenda Item:</u>	<u>Type:</u> • Procedural, • Information, • Brainstorm, • Recommendation <u>(Minutes)</u>	<u>Discussion/Action:</u>
Call to Order	Procedural	Called to order by _____ at _____ P.M. Review Committee Collective Commitments: 1. Raise hand for turn to speak. 2. Be comfortable with discomfort. 3. Receive the experiences of others and believe that it is true for them. 4. Regularly provide time to check in with members on what they are experiencing or have shared with them. 5. Free flow (no need for Robert's Rules) 6. Be specific in what you are speaking about in terms of identity, difference, and other terms/concepts; ask for clarification if you need it. Committee Guidelines
Public Comment	Information	Individuals interested in addressing the DEI School Board committee are allowed up to 3 minutes for their public comments. The following speech will not be allowed: slander, defamation, profanity, personal attacks, or revelations of private data.
WAPS' responses to public comment	Information	Responses to the comments from the 6/27/23 DEI meeting: 1. Recognized Tina Lehnertz and Kristie O'Brien for attending the AIPAC American Indian student graduation recognition ceremony. Thanked Emily Johnson for the planning of the event. 2. Recognized the Herky Bus being at the Juneteenth event. Shared that students shared their experiences at school and others learned from this sharing.

		3. February PD: What will be the follow up and how will the district measure the effectiveness? Native American sessions not required and what is the follow up that the learning is being implemented? 4. Native American Standards: What is the district doing for curriculum work and implementation? What opportunities for PD for administrators and teachers? a. Response to 3 & 4: b. All participants of PD provide feedback via Google forms, and multiple groups analyze the feedback to inform further supports. E.g. the following groups analyzed data from Feb 20, 2022 PD: DALT, SDAC, The Tier 1 task force, & the instructional coaches. c. WAPS has assessment windows and data analysis cycles to continually monitor student growth and achievement to inform needs. d. Feb 20, 2022: WAPS contracted with Native American educator Regan Cluver to deliver PD on Native American standards and other topics, such as Native American Minnesota History. We established an on-going relationship with Regan and she will be providing PD to social studies G6 teachers in 2023-2024, since the curriculum contains many Native American standards. 5. Catalyst: Why was it chosen for PD? What is the research? a. Response: b. All professional development topics are driven by the district strategic plan & MTSS framework, including The Catalyst Approach. c. For example, Feb 20, 2022's keynote was from Top 20, an SEL organization, and focussed on positive mindset tool for faculty and students. The reminder of the day provided choice sessions for teachers all related to academic instruction and positive climate instruction. All of MTSS is equity & inclusion. d. PD are determined from student data, district-wide faculty and staff perception surveys, CAREI's comprehensive needs assessment of WAPS presented in August 2022, leadership teams, Building leadership teams and the district staff development advisory committee. e. All PD has a lens of equity and inclusion. E.g. structured literacy is social justice. f. PD providers, including Catalyst, are chosen after an identifying a topic, specific goals. PD providers are chosen based on reputation, evidence-based effectiveness and closest alignment to our goals, mission and vision.
Group Discussion	Information	
DEI Committee	Procedural-	DEI June 27, 2023 Agenda with Minutes (No Quorum for July meeting)

Meeting Minutes	recommendation	
Professional Educator Licensing and Standards Board (PELSB)		PELSB's Increase Educators of Color and Indigenous Educators Committee
DEI policy community input process		Continue developing plans for the process for community input on the proposed DEI policy during the 2023-2024 school year. PPT for guiding collaborative process. (starts slide 7) Resources within the PPT: • Summary of Planning for May DEI Mtg • DEI Community Listening Session Schedule • WAPS DEI Original Policy Proposed
Future Agenda Items	Information	Next Meeting: 1. September 26, 2023
Adjournment	Procedural	Adjourned at ____ P.M.