

2023-2024

Subcommittee  
One Kickoff  
Meeting

# Somers Educational Equity Advisory Team



Share something that is on your  
mind as you join today's  
meeting



# This Year in SEEAT

Codifying Systems and Structures



Creating a  
culture of  
belonging

**DEI GOAL: *We will work towards creating an environment in which all students, regardless of identity, feel a sense of belonging, by creating common procedures and practices for all schools that reflect a positive and supportive approach in hiring procedures, student discipline, classroom materials, and academic success.***

# How does it fit into SEEAT?



## **Committee One: Inclusive Environment**

Provide feedback on code of conduct violation investigation and reentry tools



## **Committee Two: High Expectations and Rigorous Instruction**

Giving feedback on IB tools (rubric understanding, assessment tools, student testimonials)



## **Committee Three: Professional Learning and Support**

Provide feedback on SCSD documents that communicate aligned process designed that ensure materials, resources and experiences guarantee students feel a sense of belonging (i.e. library books, text selection, health education, etc)

# 2023-2024 Collective Agreements



## How do we want to feel when we come together?

Heard  
Respected  
Energized  
Optimistic  
Validated  
Secure  
Safe  
Challenged  
Understood  
Helpful  
Engaged  
Curious  
Accepted  
Proud  
Productive  
Open-Minded



## What actions will we take to ensure we feel that way?

Make it about our kids  
Ask questions  
Be prepared  
Be self-aware and other-aware  
Be guided by facts  
Know it's ok to disagree  
Practice empathy  
Listen to understand, not to respond  
Be supportive and affirming  
Keep confidentiality  
Be willing to change perspectives and understand other points of view  
Be accountable for our actions, words and behaviors  
Challenge ideas, not people  
Show kindness by being firm on issues and soft on people



## How will we react when someone makes us feel other than the way we want to?

Pause and take a breath  
Remember this is for and about the kids  
Know what your purpose is for speaking  
Model the tone and respect you want to feel  
Speak in "I feel..." statements  
Model the change not only with words but also actions  
Ask for clarity and support  
Ask clarifying questions  
Reflect back to the other person "I'm hearing you say..." and "I feel..."  
Pause, take a breath before reacting  
Gather more information and ask for the story behind the emotion  
Go back to a point of agreement  
Address it—that's not our norm  
Don't leave without sharing your thinking



# Subcommittee One

Codifying Systems and Structures Around Code of Conduct Violations

# Why streamline the incident response process?

To ensure fairness and consistency in approach

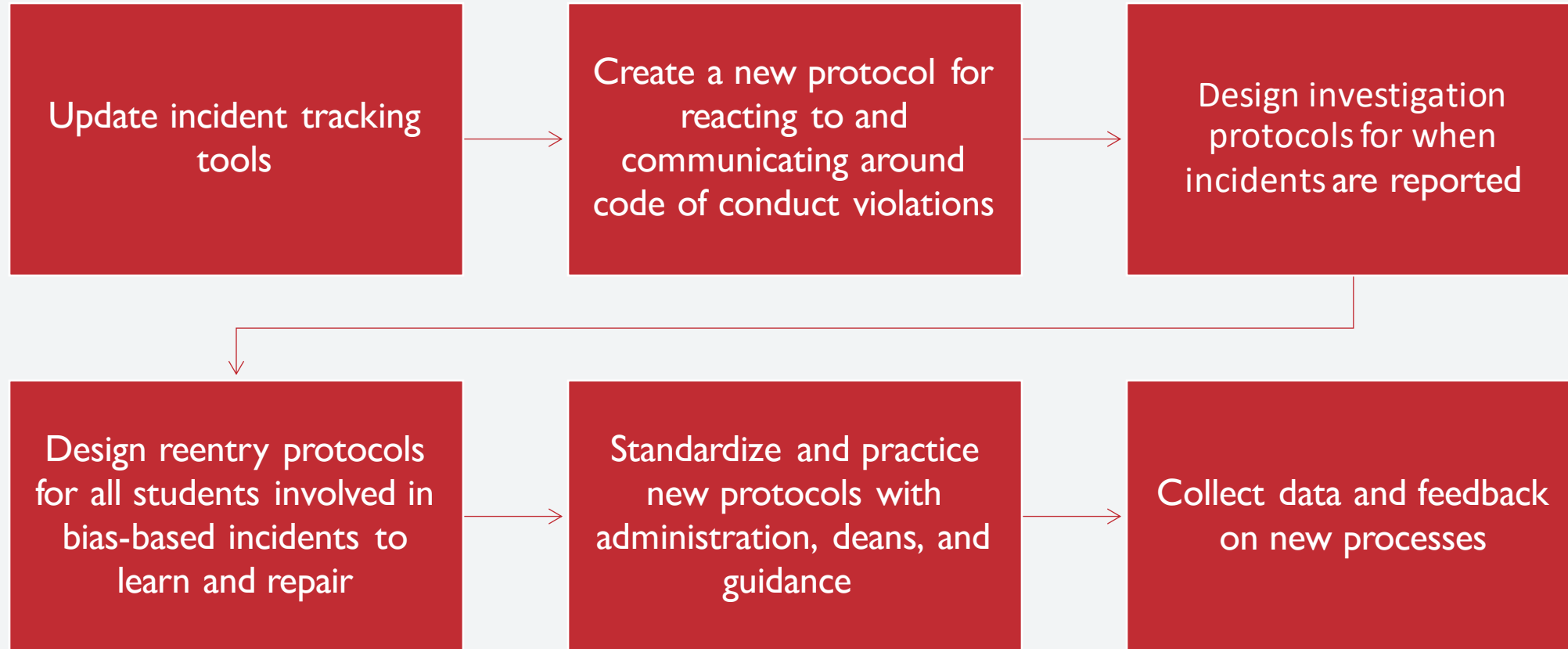
To ensure transparency

To ensure students and families know what to expect

To ensure all involved staff feel prepared and supported



# What are the work streams?



# Who's doing the work?

Work Stream	Planning Team
Update incident tracking tools	DEI Coordinator, Director of Technology, Assistant Principals, Secondary Deans
Create a new protocol for reacting to and communicating around incidents	DEI Coordinator, SEEAT subcommittee members, Cabinet
Design investigation protocols for when incidents are reported	DEI Coordinator, Secondary Assistant Principals, Secondary Deans, Director of Learning – Secondary (advice from SEEAT and student voices)
Standardize and practice new protocols reentry (learn and repair) conversations for all students involved in code four incidents	DEI Coordinator, Secondary Assistant Principals, Secondary Deans, SEL Interventionist (advice from SEEAT and student voices)
Norm with administration, deans, and counselors	DEI Coordinator, Secondary Assistant Principal, Secondary Deans, Director of Counseling
Collect data and feedback on new processes	DEI Coordinator, Director of Technology, Assistant Principals, Secondary Deans

# Our Work Together

Meeting Date	Area of Focus
December 4	Develop a shared understanding of why we need normed practices
January 8	Provide on investigation protocols
April 8	Provide feedback on reentry protocols
May 20	Consider special populations and tools to measure success

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# Norming on Practice

Looking at a Case Study

The bottom-right corner of the slide features a cluster of decorative circles in various colors including purple, orange, pink, and blue, with varying diameters.

As you  
read each  
segment,  
consider:



What do you think of the actions of the school/district?



Is there evidence of a protocol being used? If not, what protocols may have helped?

# Next Time: Reflecting on Our Own Practice

- What Went Well?
- What Could Have Gone Better?
- What Lessons Did We Learn?





# Next Time

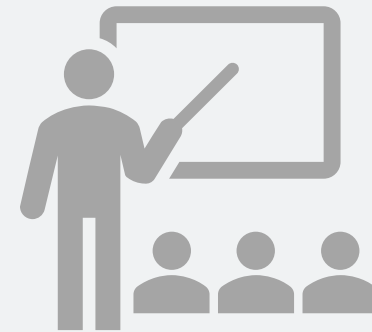
looking at our investigation protocols



# The purpose of the investigation



Is not to pass judgement or determine guilt beyond a reasonable doubt



Is to determine student well-being, student mindset, and what needs to happen to rebuild safety and trust; and is to determine (to the best of our ability) violations of the code of conduct