

Inclusivity Advisory Committee December 11, 2018 – Minutes

Members Present: Rosabel Antonetti, Bill Castle, Fernan Cepero, Shana Cutaia, Roger DeBell, Nawal Ismail, Christie Karpovich, Rachel Kest, Rohan Krishnan, Mike Leone, Tamara Minter, Nahoko, Kawakyu O'Connor, Maureen O'Neil, Mark Puma, Radhika Ramesh, Kristi Seaver, Patricia Vaughan-Brogan.

Invited Guest: Melanie Ward, Assistant Superintendent for Instruction

Members Absent: Julie Barker, Linda Beckford, Susan Gould, Stella King-Turner, Tanishia Johnson, Flavia Nobay, Robin Scott, Hinna Upal.

The meeting was called to order at 3:35PM. The group was asked if there were any concerns or requested changes to the minutes. There were none. There was a general update on the Board of Education presentation and its acceptance of the Success Statement. The Superintendent of Schools shared the success statement with all PCSD staff and thanked the IAC for its creation.

We then shared two items happening at PCSD. The first was the educator exchange program with Modi'in Israel, their recent visit to our school and our classroom partnerships that have developed. Committee member Rachel Kest, who coordinates the exchange program and ASI Melanie Ward gave an overview of the program, which has resulted in multiple administrators and teachers from PCSD traveling to Israel to learn about education practices and having multiple educators and students from Israel visit our schools. One of the great outcomes has been classroom partnerships where teachers plan a joint lesson and then have both classrooms participate via video calls. In sharing about the program Rachel and Melanie took phrases from the success statement and made direct connections to elements of the exchange program. This method of "unpacking" the Success Statement was powerful and can serve an good example for our future work.

Shana Cutaia presented to the group on her experiences at a national education conference titled, Champions of Equity. She discussed some of the common themes that came from the conference, such as this is difficult and often messy work and it should not be done in a "checklist" approach. She went through some exercises that can help promote helpful discussions on inclusivity and provide insight to other's perspectives and increase understanding and empathy. As part of this she discussed the book Tell Me Your Name that tells the story of a young girl who changes her name to try to better fit in at school.

We spent most of our remaining time discussing and setting up two major sub-committees in order to move ahead in our work. The first is the Climate Survey Sub-committee. This is being led by Bill Castle and will focus on developing a climate survey for our district. Once done the goal will be for the IAC to make a recommendation to DPT about the survey's distribution, collection and analysis of responses and what our responses to the information should entail.

The second is what we initially called the Communications Committee, but after discussions with the Superintendent have changed to the Education Committee. In our discussions it was pointed out that while we have started the distribution of our Success Statement it has not yet reached our students. Moreover, there was discussion on how the Success Statement should be shared out in a way that truly allows students, staff, parents and community members to understand its purpose and meaning and become engaged in its achievement. Shana Cutaia will be chairing this sub-committee.

We wrapped up by getting an update about the Impact Interact meeting that was open to the general community. This is the same group that did a presentation at CRMS about inclusion and equity.

We agreed that we can communicate that we are setting up these two sub-committees to continue our work.

We adjourned at 5:35PM.

Next Meeting: January 15, 2019 Board of Education Meeting Room