

CAC DEI COMMITTEE MINUTES

April 4, 2023

In Attendance

Jonathan Casey, Christina Garber, Betsy Gayner, Deborah Lawrence, Adrian Murray, David Pettegrew, Autumn Reely, Emily Rudy, Teresa Smith, Tanisha Young

By Zoom: CM

Absent: Lolly Bentch, Jessica Henderson Regan, Dan Serfass

Welcome

Adrian Murray called the meeting to order at 6:04 pm and welcomed everyone.

He recognized that it is the month of Ramadan. He along with school district leadership members and a school board member were invited to attend a Cumberland County Muslim Iftar dinner on Sunday, April 2nd. During Ramadan Muslims fast from sun up to sun down. They can only drink water during the day. The dinner also included information about their religion and traditions.

Passover starts tomorrow, April 5th and Easter will be celebrated this weekend.

Debbie noted it is also Autism awareness month.

Debbie read the FERPA statement.

Approval of Agenda

Adrian asked if there were any amendments to the agenda. Hearing none, the agenda was approved.

Approval of March Meeting Minutes

Adrian asked if there were any changes to the meeting minutes. Hearing none, the March meeting minutes were approved.

CAC for DEI Vacancy

We had 2 candidates apply for the open position on our committee. Each committee member cast their ballot, ballots were collected and tallied by Autumn. Candidate #1 was selected. Autumn will contact the candidate and once she verifies that the candidate is still interested, she will contact Adrian and Debbie with the candidate's name. The person's name will be sent to CEC for their approval. Once approved, Betsy will put a packet of information together for the new member and deliver prior to next month's meeting.

Take-aways from March Town Hall

There were a variety of topics presented including: school safety and security, PAYS (Pennsylvania Youth Survey), CAC for DEI and Lion Foundation information. There were approximately 25 people in attendance.

The PAYS survey is done by the State of Pennsylvania and is given to all 6th, 8th, 10th and 12th grade students in participating districts. The surveys are anonymous, voluntary and confidential. The questions pertain to attitudes, knowledge, behaviors and experiences regarding violence, bullying, drug and alcohol use, depression and gambling. It then identifies risk factors that increase the chance of a student having a problem as well as protective factors that decrease their chances.

Debbie felt the information was timely and appreciated the presentation on school safety especially their plans on how to reunite families with children should a situation occur. Christina felt the PAYS information was sobering about what our students are thinking and doing. She would like to see more breakdown on data by gender.

Adrian felt the PAYS survey would give us good information about how well students feel connected to the school and community as well as substance abuse issues and their overall feeling of acceptance. Is there a way for us to get access to this data and how can our committee intervene to assist.

Discussion about families that leave the district and if there are exit interviews being done to determine why. What are the issues as to why they are leaving? If there is a common theme then it is important to address and if so what can our committee do to assist. Autumn reviewed the most recent monthly enrollment report. In February, we had 9 students leave CH and 11 move in. There are no specific exit questions asked due to privacy. She reported that the older the student when they enter the district, the harder it is for them to acclimate. The SD helps by getting them to engage in sports, clubs, and music.

Debbie discussed it is difficult for families to uproot their children and move them to a new school. We hopefully have a culture that allows people to share their concerns to prevent unenrollment.

Christina mentioned looking at data points of where unenrollment occurs to see if and how we can impact.

Adrian discussed the PAY survey bullying results. According to the survey, students don't feel as if bullying is being addressed by the district. If students feel this way, will they report bullying or feel protected and heard. Due to the confidential nature, the district can not discuss. Tanisha discussed how it is similar to a "HR issue" and that districts are not able to discuss incidents and consequences, just like businesses and employers can't as well.

Emily having spent 20 years in the educational field and currently a MS guidance counselor says that bullying education is the most important piece. Continual education on what bullying is and how to handle it. We need to reinforce expectations of students.

Christina mentioned the education of parents and the importance of delaying device use as long as possible. The devices provide a 24-hour avenue to bully.

Adrian discussed re-establishing a new and improved version of the Lions Connection program. This program was initially launched prior to COVID where new families to the district were connected to established families in the district who could offer them support in getting acclimated to the Camp Hill community. He will provide a write up of the program and a motion was made and approved to submit the information to the CEC for their input and consideration.

The welcome packet was sent to the Borough Council and their input was added. It is now finalized. Adrian will submit to the CEC for their consideration.

Student Use of Electronic Devices and Social Media

Christina discussed wanting to put forth educational information that is empowering and not judgmental. Her ideas are an educational program for students, a workshop for parents and digital safety information for the website.

Autumn will reach out to Max Stossel whose dynamic educational program that he has done with students was shared last month at our meeting. She will contact him for cost and availability.

The workshop for parents would center around device usage and access. Please send Christina any names of people in our area that might be appropriate to do this workshop. Christina has many good resources about digital safety to share with district for website.

Adrian reiterated the view that education should be the initial focus. Any discussions on changes to policy may need to wait until the community is better informed on the scope and scale of the problem.

Discussion about how to get the community to attend. Ideas mentioned were getting information on website early, using Facebook, blackboard alerts and maybe a one page newsletter.

Adrian made a motion that the CAC for DEI is supportive of educating our students and community in the proper use of electronic devices and social media in all age groups. It was approved by all members present.

School Lunch Options

Adrian reviewed parts of the March menu options. There were days when there were 2 meat options offered and days when there were 2 non meat options offered. The first step would be to better distribute the meals so that there would be more days when there would be non-meat options.

Autumn will ask the CEC to invite the Food Service manager and Finance manager to the next meeting to discuss.

Tabletop Gaming to Support Neurodiverse Students

Adrian has created a document to solicit 10 volunteers to be trained as a facilitator for this program. At his time, he and a staff person at the library have committed. Autumn has spoken to several teachers that may be interested but want more information as to time commitment. There will be (2) 8-hour days of in person training. This training includes learning the 6-10 games, how to facilitate the group in regards to conversation, socialization and should issues arise.

The document will be circulated to teachers and the community. If you are interested in being trained, please contact Adrian.

CAC for DEI Web Presence

Due to time constraints, this item was put on hold until the May meeting.

Comments, Announcements, and Any Other Business

David reminded us that we are nearing the two-year mark for our committee. We need to start discussing the re-formation of our committee. Adrian will put it on the agenda for next month's meeting.

Adjournment

To contact the CAC for DEI please email us at CAC4DEI@camphillsd.k12.pa.us

Adrian adjourned the meeting at 7:32 pm

Our next meeting is May 3rd at 6:00 pm