

Equity Task Force Committee Meeting Minutes
June 18, 2018
A.L. Stanback Middle Schools

Present: Jean Bolduc, Kiley Brown, Charlene Campbell, Sherita Cobb, Patricia Coleman, Emily Elstad, Intisar Hamidullah, Maggie Holly, Jason Johnson, Elvira Mebane, Kelly Monroe-Porco, Phyllis Portie-Ascott, Kay Singer, Latarndra Strong, Todd Wirt, Michele Woodson, Engaging Schools Facilitators M.J. Austin (On site) and Carol Lieber (Skype).

AGENDA

Essential Question for the Meeting: What recommendations for revisions to the Code of Conduct and disciplinary and student support practices will serve each and every student effectively and equitably and meet the multiple interests of all stakeholders?

Outcomes for the Meeting:

- Deepened awareness of differences between a punitive and restorative approach to discipline
- Exploration of the content of exemplary Codes
- First assessment of current Code
- Completion of “First Thoughts about Revising the Code”

Activity: Committee members wrote on Post-It notes goals for discipline sharing thoughts in small groups and then shared out with the full committee. Comments included, but were not limited to: need to change negative behavior and to learn to and to feel accepted; change negative behavior and replace with positive behavior with strategies for self regulation (success)!; What do you do if student is not behaving appropriately ... Ask why, seek to understand, teach, plan, reteach; reach the student where they are to assist with better behavior/behavioral change; shift from punitive to teaching and support opportunity; want data to not be predictable based on race; goal for discipline is to improve behavior – teach the value of respect for self/others; the consequence meets the offense and serves to teach instead of punish; goal for discipline - a fair, equitable growth-minded process modeled for students, led by students; redirect or suggest student take a different favorable approach (change behavior) to reach desired outcome (that works more positively); find out what the problem or issue is and try to find a solution.

Activity - Reflect & Connect: committee members wrote individual goals for discipline - what outcome do you want for a child when you respond to inappropriate, unskillful, or unacceptable behavior?

Facilitator M.J. Austin reviewed *The Partnership* between Engaging Schools and Orange County Schools and the way Engaging Schools works, and the Essential Question and Outcomes for the Meeting as listed above.

Activity: members reviewed and shared thoughts on 2 specific excerpts on *What Research Says About Punishment and Discipline*.

Activity: members placed disciplinary actions cards provided into appropriate categories – punitive or restorative approach sharing thoughts about selections made. Facilitator Austin reviewed punitive v. restorative - what it does mean, what it does NOT mean. Exemplary components of a code were reviewed. Committee members shared likes and dislikes after reviewing sample sections that would benefit students, staff, and family if included in a revised Code. Discussion also included benefits of being transparent, goals for a Code of Conduct, alternative titles for a Code of Conduct such as Code of Character, what is important and would benefit students, what we believe about kids and what principles we hold that are important and drive working with children.

Committee members reviewed *First Review and Assessment of Current Code* (a rating scale of 1 to 5) and *First Thoughts about Code Revisions*.

As a wrap up, participants shared thoughts on consequences having to be clear and narrow in order to avoid inequities noting that in the Code, format is everything.

Wrap Up

Sherita Cobb reviewed upcoming meeting dates: July 2 – Cancel due to holiday; July 16; July 23.

Recorded by: Patricia Coleman