

# Agenda

October 23, 2024

## Inclusivity Advisory Committee

3:30pm – 5:30pm

**Attendees:** Orlando Benzan (co-facilitator), Shana Cutaia (co-facilitator), ~~Taj Smith (co-facilitator)~~, Jennifer Canning, ~~Kevin Curran~~, Kristen Dolan, Danielle Gary, ~~Sarah J. Jacob~~, ~~Linda Dickey~~, Stephanie Barg, Nahoko Kawakyu-O'Connor, Annalise Johnson-Smith, Elizabeth Saint-Joy, Radhika Ramesh, ~~Eric Rathfelder~~, Karoline Trojian, Heather Clayton, ~~Shaunta Vallejo~~, Worni Vimika

15 mins

**Connection Activity**

**All**

5 mins

**Committee Code of Conduct**

**Orlando**

LD, ER, SV

45 mins

**Review of SEL Committee Work**

**Orlando/Shana**

- Shared that the Health and Safety Committee was replaced with the District SEL Committee
- The SEL Committee began last year with creating a vision statement and moved into review of current data and gap analysis.
- The Committee recognizes the need for a survey of students, staff and families to determine a starting place for determining goals
- There was a review of vetted questions followed by discussion on format and ending in timeline for administration of questions
- Surveys that were looked at were the grad survey, Youth Risk Assessment Survey, Federal Culture and Climate Survey and check-in survey
- The SEL committee felt that it was important to create student questions first and then use that as a framework to help create the staff survey
- 4-12 was the grade range that the survey was determined would be the best grades with a variation of the survey being done for k-3 if so desired

**The committee gave the below feedback regarding survey questions:**

- Question #1 might be too hard to jump into from the start, change the order/placement of the questions.
- Language in the questions needs to be worded to help align the questions better.
- Have a script that everyone follows/reads so that students understand what the purpose of the survey is.
- Reading Lexile of the questions to ensure that the students can comprehend the language
- Option has been discussed to have the form be an audio experience beyond the visual self-guided reading
- Discussion was had regarding when the best time would be to administer the questions.
- Staff survey designed to check in on SEL wellness as well as modelling and teaching SEL competencies
- Discussion was held regarding co-regulation with students. Some adults don't know how to or can't co-regulate.
  - Help adults understand what and how co-regulation works
- The question order should be examined like the student survey so that the adults survey builds towards the more difficult questions towards the end

45 mins

**Review of Superintendent Conference Day**

**Orlando/Shana**

- Discussion was had regarding the events that took place during superintendent conference day that helped guide people in how to have conversations with students on controversial topics
- How to interrupt harmful language and the creation of norms in the classroom that helps students understand rules and expectations in the classroom
- Looking at the CRSE Framework and looking at the population of students and our school community through a culturally responsive lens
- Preparation for events that may arise because of the current election cycle and our societal events
- Discussion with committee on the different discussion protocols that were/are available for teachers to help teachers have discussion starters with students and build into courageous conversations
- Practice and role model of how to encourage conversations that are meaningful and powerful to students including circling back to conversations that students may have so that people feel validated and heard
- Setting clear expectations for adults with regards to sharing of personal political views with students
- The committee shared that they would like to see many of the practices that have been shared with staff be shared with the BOE so that they know how to address the situations when it happens at board meetings and what to say or how to say it
- Committee members shared that the experience in their building was powerful due to the scenarios being shared and people voiced that they were given some tools to stop harmful conversations
- Conversation was had regarding continuation of the work so that people don't forget to continue to move the work forward.
- How do we get adults to recognize sooner when harm is being done.
- Work needs to be done to ensure all students are being brought to the table, including those who have differing abilities.
- Work is shared during induction process for new teachers and mentors annually
- Use of Cypherworx to embed natural learning during the onboarding process

10 Mins

Closure

All

**2024-2025 Goals:**

1. The Inclusivity Advisory Committee will review and provide feedback toward the District Equity Action Plan
  - a. Continued work toward Equity Audits/Walks at all levels (internal structures, process, tools)
  - b. Will receive updates on completed work
    - i. Committee will be updated and give feedback on SEL Committee and survey tools/data review
    - ii. Progress monitoring/success metrics
2. The Inclusivity Advisory Committee will make recommendations to the Superintendent regarding communication of District work toward Equity Goals
  - a. The committee will engage in a review of current communication strategies and analyze any potential gaps
  - b. Committee will provide feedback on communication templates for use in Equity-focused communications
  - c. Committee will provide feedback on additional ways to share progress toward equity goals and current positive happenings/growth/learning

**IAC Group Norms:**

- Keep students at the center

- Listen with intention of learning
- Be present- physically and mentally
- Speak your first draft
- Maintain a safe and confidential space
- agree upon items to share out
- Respect the process
- Keep work within the role and scope of the committee
- Expect to experience discomfort/non-closure
- Assume positive intent and be responsible for your impact
- Remain tough on ideas, soft on people