

Diversity, Equity and Inclusivity Committee Meeting

[WAPS Webpage for the DEI Committee](#)



Meeting Date:	Tuesday, Dec. 3, 2024
Meeting Time:	6:00 P.M.
Meeting Location:	WSHS Learning Commons
Membership List:	<u>DEI Membership</u>
Members Present:	Michael Hanratty, Pete Watkins, Maurella Cunningham, Heidi Monson, Jay Woller, Brad Berzinski, Theora Gilliam, Christine Koxlien
Members Absent:	Kelly Fluharty, Craig Putz
Other Attendees:	Alexandra Retter

<i>Our Vision:</i> A safe and inclusive community of compassionate, curious and resilient lifelong learners..	<i>Our Mission:</i> Inspire, curiosity, empower resilience, engage community.
<i>District Belief Statements:</i> • We believe that public schools should serve and engage students, families, staff and the community. • We believe learning and teaching is maximized in a safe, respectful and inclusive environment. • We believe every individual's diversity and experience is valued. • We believe healthy relationships are crucial for the success of our schools. • We believe that every student can achieve to the best of their ability. • We believe all decisions should be focused on students and their success.	<i>Core Values:</i> • Safety: Everyone's physical and emotional well-being is a priority. • Integrity: Everyone does the right thing and makes positive choices, even if it is difficult. • Inclusivity: Everyone belongs, is valued and is heard. • Equity: Everyone has the opportunities, access, information and support provided in the individual way they need it. • Respect: Everyone's differences are recognized, acknowledged and celebrated.

Committee Collective Commitments:

1. Raise hand for turn to speak.
2. Be comfortable with discomfort.
3. Receive the experiences of others and believe that it is true for them.
4. Regularly provide time to check in with members on what they are experiencing or have shared with them.
5. Free flow (no need for Robert's Rules)
6. Be specific in what you are speaking about in terms of identity, difference, and other terms/concepts; ask for clarification if you need it

<u>Agenda Item:</u>	<u>Type:</u> • Procedural, • Information, • Discussion, • Recommendation <u>(Minutes)</u>	<u>Discussion/Action:</u>
Call to Order	Procedural	Called to order by Michael Hanratty at 6:02PM Review Committee Collective Commitments: 1. Raise hand for turn to speak. 2. Be comfortable with discomfort. 3. Receive the experiences of others and believe that it is true for them. 4. Regularly provide time to check in with members on what they are experiencing or have shared with them. 5. Free flow (no need for Robert's Rules) 6. Be specific in what you are speaking about in terms of identity, difference, and other terms/concepts; ask for clarification if you need it. Committee Guidelines
Assign Notetaker	Procedural	Pete Watkins assigned at previous meeting
Public Comment	Information	Individuals interested in addressing the DEI School Board committee are allowed up to 3 minutes for their public comments. The following speech will not be allowed: slander, defamation, profanity, personal attacks, or revelations of private data. No Public Comments
DEI Committee Meeting Minutes	Procedural-Recommendation	Oct. 22 Meeting Minutes

New Committee Member	Information	Welcomed new committee member: Christine Koxlien, Speech Language Pathologist at WMS
Data Review	Information	1. Jay Woller, Jefferson Elementary Principal, presented on the Rios Dual Language Program & Student Support Committee a. Question regarding total # of Spanish speaking students district wide b. Question regarding if lottery system is used for student admission to Rios. Brad B. noted that in current year, WAPS had #'s for one full section w/ handful of students on waiting list. c. Question regarding how non-Rios families participate in cultural enrichment activities at Jefferson d. Discussion of how tiered support for students in academic, behavioral, social emotional learning e. Group noted opportunity for growth in inviting greater community (non Rios families) to learn about Rios programming at WAPS.
Support for Equity Planning	Information	1. Overarching Theme: School districts are not creating stand-alone equity plans. Even school districts with full departments dedicated to equity work do not have a stand-alone equity plan. None of our Big 9 counterparts have an established equity plan, and that includes school districts that are much larger and much more diverse than Winona. 2. Feedback from MDE encouraged a focus on two specific areas: a. Teacher Development & Evaluation i. SE MN region Community of Practice likely to launch in January. This could be an area of input for the DEI committee. b. Needs analysis related to Achievement & Integration funding i. WAPS will be eligible for this funding for the first time in the 2025-26 school year. This is based on our racial demographics compared to neighboring districts. There is a March 15 application deadline with a first step being a needs analysis focused on student data and input from staff and community. 3. School districts are generally using their district strategic plan or their Achievement & Integration Plan as a way to highlight equity focused priorities as opposed to having a stand-alone equity plan. a. Current language from the WAPS Strategic Plan: i. Goal 7: All children will be supported in culturally relevant learning opportunities. 1. Objective 7.1: By January 2023, develop a multi year professional development plan for all staff and school board

		that includes addressing implicit bias, anti-discrimination, exclusionary language and behavior, eliminating racial harm, and reducing disparities. 2. Objective 7.2: By the start of the 2023-24 school year, implement and monitor the multi year professional development plan for all staff and school board that includes addressing implicit bias, anti-discrimination, exclusionary language and behavior, eliminating racial harm, and reducing disparities. 3. Objective 7.3: By the start of the 2025-26 school year, implement culturally relevant teaching through meaningful professional development for our staff. ii. Goal 8: Improve our capacity to meet the instructional needs of every learner. 1. Objective 8.1: By August 2024, develop an instructional framework based on High Impact Strategies focused on how people learn. 2. Objective 8.2: By the start of the 2025-26 school year, eliminate barriers to learning by identifying and redesigning systems that reinforce academic gaps among our student groups. b. We will likely be going through a process in the spring of 2025 to refresh our strategic plan language. Opportunity for the DEI committee to provide recommendations in these goal areas. 4. Short-term goals for DEI Committee: a. Provide input on Teacher Development and Evaluation plan as it relates to the culturally responsive components that must be added by August 2025 b. Provide input on the needs analysis portion of the Achievement & Integration plan
Updates on equity priorities	Information	1. Grow Your Own Grant - Slow going so far with getting participants in the program.. Challenges exist in getting qualifying persons to consider pursuing a teaching license. Looking to expand higher ed partners. Also noted that other recruitment opportunities exist. 2. Student Experience a. Partnering with WSU to conduct an inclusion audit focused on students receiving Special Education services. More info to come; one conversation with WSU so far. b. Young Men's Network and Young Women's Network that started last year at WSHS have continued into this school year. They meet every Thursday from 2:45-3:30 (boys are 1st and 3rd Thursday and girls are 2nd and 4th Thursday).

Assign future notetaker	Procedural	Brad Berzinski assigned to future notetaking.
Future Agenda Items (including items from public comment)	Information	Next Meeting: 1. January 28, 2025, 6pm
Adjournment	Procedural	Adjourned at 7:29pm