



***Joint Equity Advisory Council and Parents of Color Advisory Team
Meeting Minutes
May 3, 2022
5:00 PM-6:30 PM***

Members Present (EAC):

Chair: Jessica Beeson

EAC Members: Gary Schmidt, Sylvia Trevino-Maack

Members Present (POC):

POC Members: Cynthia Eubanks, Kim Fuller, Njeri Shomari, and Rev. Verdell Taylor, Jr.

School Board Members: Andrew Nussbaum, Carol Cadue Blackwood, Kay Emerson

Executive Leadership Team Member Responsible:

Dr. Cynthia Johnson, Executive Director, Inclusion, Engagement, and Belonging

LPS Administrators, Curriculum Specialists, Executive Directors, and Facilitators:

Dr. Anthony Lewis, Superintendent

Dr. Danica Moore, Equity Facilitator

Jayci Roberson, Principal, Woodlawn

Kasey Van Dyk, ESL Facilitator

Kelly Walker, NASS Coordinator III

Kristen Ryan, Director of Elementary Schools/Executive Director, Human Resources

Leah Wisdom, Director of Instruction and Professional Development

Lindsay Buck, LEA President

Mark Preut, Associate Principal, Lawrence High

Rick Henry, Director of Secondary Schools

Zach Conrad, Executive Director, Data & Technology

Meeting Minutes:

Welcome:

Rick Henry opened the meeting. Dr. Johnson welcomed everyone to the meeting. Leah Wisdom guided us through the four agreements.

Strategic Plan Alignment–Cohesive Curriculum & Data-Informed Decisions - 5:05 pm - 5:30 pm:

● Behavior Data Update

- Dr. Zach Conrad gave a comprehensive explanation of behavior data in the district. He was happy to share this data with this group because it is written into what we do—how we can talk about the disaggregated data to make the change we want to see. In PowerSchool, we switched from collecting behavioral data from just log entries to using forms to get the cleanest, most accurate data. We concentrate on the restorative process before the behavior and what restorative practice took place after the behavior. Dr. Conrad said our focus this year was on resetting. Dr. Johnson said we worked on action plans and how behavior is handled and entered.
- Dr. Conrad shared some charts and explained them.
- Dr. Conrad said we made it possible for buildings to run their reports and now when the building pulls their own reports they are seeing exactly what he is seeing. Rick Henry said he has been meeting monthly with Assistant Principals to look at discipline data. They look at the behavior data and what it is telling us. Assistant Principals then take this information back to their buildings and share to make sure we are all on the same track, making sure data is accurate whether sad or happy data. Mr. Henry meets with them one on one and talks about it—we will continue not just looking at the data, but acting on it.
- There was some concern in the group regarding the “Other” category on the charts Dr. Conrad shared. After some discussion, Dr. Lewis said the “Other” category is not a catchall and we need to have deeper conversations. Rick Henry said they discussed this with Assistant Principals and this column is problematic; we need to break that down. Dr. Johnson said this is a continuous journey. It goes back to unpacking what the numbers are and who those students are.

● Restorative Practices Data and Next Steps



Dr. Johnson shared the above Road Map to Restorative Practices in Lawrence Public Schools.

- In Restorative Practice accountability projects are different for every single student. We bring students back to a very positive reaction. This is done through teaching and callibrating. In Restorative Practice, the individual has to be restored.
- Rick Henry said we work with Circle Forward Resource—our schools use every type of circle you can think of to meet the needs of each student.
- Jayci Roberson added that every principal is working through restorative processes.
- Where we are in the district is supported by you and your role (community partners, other stakeholders) in bringing trust and understanding and this is so important.
- Dr. Johnson said we are planning to do more parent training. We are also going to develop an implementation guide and process to make our school community better. We are partnering with Oakland Public Schools. We are developing quick reference cards for administration and staff for reminders. Dr. Johnson would like one member from the Equity Advisory Council and one member from the Parents of Color Advisory Team to work with us on this implementation guide. We want to make sure everyone is on the same page moving forward as it comes to this work. Please let us know if you are interested in doing this.
- Restorative Practice does not happen overnight. It is a shift in mindset and a shift in practice, which means it has to take everyone.
- Dr. Johnson said there will be training for all elementary schools in 2022-2023.
- The piece that was so instrumental for Oakland Public Schools to get the greatest shift in the Restorative Practice movement was training student leaders. One example of this in our district is the work at West Middle School where Jennifer Georgie has trained nine students.
- How will we partner? Every single month we are going to look at behavior data as well as a quarter report. This data will be shared at our Equity Advisory Team and Parents of Color Advisory Team meetings.

● **Question & Discussion Session**

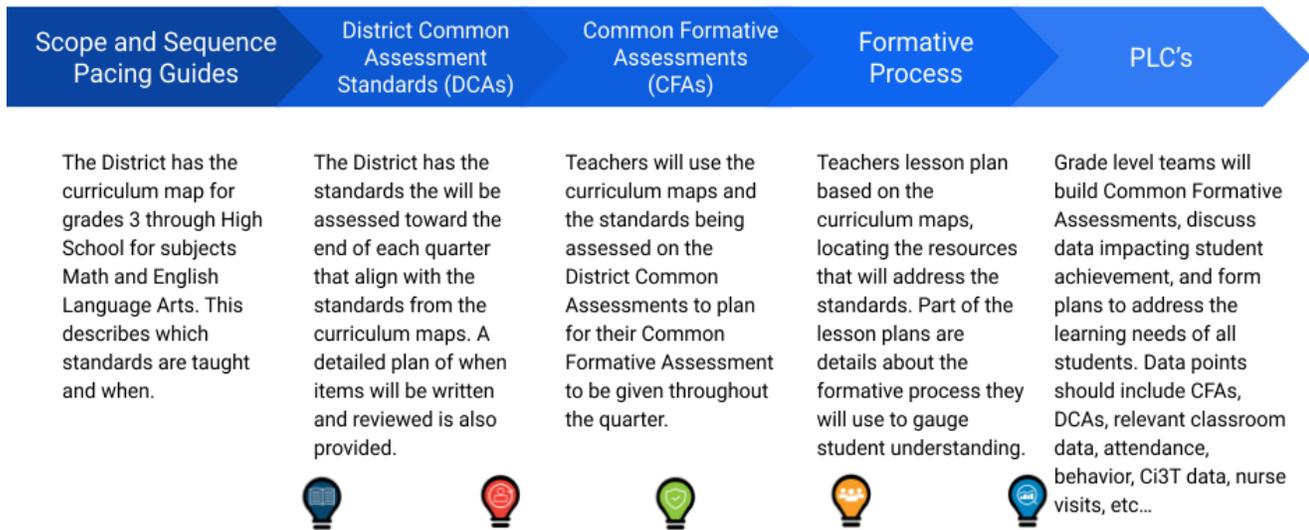
- Kay Emerson said we learn so much about this work at our monthly meetings and we can share our information.
- Cynthia Eubanks asked how information will be given out? Please simplify it for people that don't have the educational background, but are interested. People that come to these meetings want to know more. Educator lingo is a foreign language.
- Dr. Johnson said there's a disconnect on-line. Restorative Practice is just not a district movement, it's a community movement. We need to share statewide what is Restorative Practice for the common person.

Strategic Plan Alignment - Cohesive Curriculum & Data-Informed Decisions - 5:30 pm - 5:55

pm:

- **District Common Assessment (DCA) Data Review - Reading**
- **District Common Assessment (DCA) Data Review - Math**
 - Dr. Conrad said District Common Assessments are designed to give us data throughout the year and align with the blueprint associated in our state assessment. He shared charts that showed narrow achievement gaps in both Reading and Math and shared what we will be doing next year:

Plan for Backward Design Next Year



Question & Discussion Session

- Leah Wisdom said Ci3T operationalizes this. It starts at system level with building and team meetings.
- Restorative Practice and Restorative Justice have multi-tiered layers. It tries to repair who's been hurt.
- We need to look at gender equality and erase opportunity gaps.
- What happens in the social that is causing the behaviors.
- It's about how adults respond, not just how students respond.
- Connect students to support where students need them.
- Hold each other accountable. How do we close that gap? The system creates a barrier.
- Dr. Lewis said we need to look at opportunity gaps. What options are we not providing to our scholars? We need to fix the system. Hope is not a strategy. Identify how well they do.

Strategic Plan Alignment - Safe and Supportive Schools Updates - 5:55 pm - 6:15 pm

(Approximately 2 minutes each):

● Equal Opportunity Schools Update

- Equal Opportunity Schools wants to have a virtual training in May or August to come in at a better curve. Dr. Johnson asked which month might be better for anyone in the group. Jessica Beeson felt August might be better.
- Mark Preut shared that the training he has been to has been phenomenal. The content is rich. It sparks controversial introspection. Some of it has been repetitive. A fresh look caused him deep thought and reflection.
- Dr. Johnson said the training focuses on the role belonging plays in connecting students. What it looks like in the classroom and schools is powerful. School connectiveness shows how much more a student that relates with an adult will be successful.

- **ESOL Update**

- Kasey Van Dyk shared that we will have an ESOL Picnic on May 15, 2022 from 2:00 PM-4:00 PM at Hillcrest Elementary School. Lawrence High ESOL students helped plan this picnic.
- Find a new and creative way to share with general education staff.
- 20 students applied for the Seal of Biliteracy (12 Spanish, 1 Portuguese and 7 French). This is the second year that students have applied for the Seal of Biliteracy.
- We are beefing up our support methods with interpretative support. If anyone knows of someone interested in this work, please contact us.

- **Equity and Inclusion Update**

- Dr. Danica Moore shared a couple of clips from the docustory regarding Crazy Hair Day and Spirit Day. We are hoping to have this produced by the end of summer. The subject matter is about bullying and not wanting to offend others for who they are.

- **Elementary and Secondary Schools Update**

- Kristen Ryan said we are balancing what the needs are and what needs to occur at the end of the school year.
- This is the time of year to be safe. Students are looking forward to field trips.
- Working on staffing multi grade classrooms next year. Principals are navigating with staff.
- Expectations are high.
- We need to finish strong and set the tone for next year with our budget and teacher appreciation.
- We are working on getting ready for summer learning.
- We will be having building goal check-ins.
- We will have Benchmark advance training for our staff.
- Secondary schools are getting ready for summer learning as well.
- High school graduations are coming up. Free State High School's Graduation will be May 24th and Lawrence High School's Graduation will be May 25th.

- **NASS Update**

- Kelly Walker has coordinated work for the Title VI Grant. A signature is needed and it will be finalized for 2022-2023.
- This is Missing and Murdered Indigenous Women: Actions for Justice week.
- The planned self defense class was canceled as a teacher was ill.
- Tutoring is still happening at Billy Mills Middle School on Tuesdays and Thursdays from 4:00 PM-6:00 PM and at Liberty Memorial Middle School from 3:00 PM-5:00 PM on Thursdays.
- We are currently working on a recognition for our Indigenous seniors at the Double Tree.

- **Social Emotional Learning and Mental Health Update**

- LPS continues to collaborate with Bert Nash Center on transitioning the WRAP Program into Certified Community Behavioral Health Clinic Model.
- May is Mental Health Awareness Month. Both High Schools have activities planned during lunch periods and messages for Daily Announcements.

- Dr. Johnson shared that the KESA on-site visit went well and we look forward to the report from the on-site visit team.
- **Social Emotional Learning Curriculum Pilot & Selections**
 - We need one representative from the Equity Advisory Committee and the Parents of Color Advisory Team to look at the social emotional program through an equity lense. Please contact us if you are interested.
- **Question & Discussion Session**
 - We need to have a meeting on our vision for next year and hold true to the work we are putting together.
 - We do not want to go back to DELTA. Dr. Johnson commented that we will not go back to DELTA.
 - We need to look at what we need to do to bring more people in.
 - Have a member of Justice Matters to attend our meetings.

Additional Discussion Topics - 6:15 pm - 6:30 pm:

- **Professional Development Opportunity**
- **EAC / POC Vision for 2022-2023**
- **Move to In-Person Meetings for 2022-2023**
- **Move EAC and POC to meet separately as originally designed**
- **Review/Alignment of EAC/POC Board Committees**

Restorative Data Note:

Data shows year to date information for middle and high school. The elementary data is included and shows some schools are using the Restorative principles. Elementary schools will be trained during the 2022-2023 school year.

Please see and respond to the email below from Kay Emerson :

Question for the Committee

Good Evening,

Please see the below question to be sent out to all committee members as time did not allow for the full discussion to assist with the work ahead.

During the board advance, board members discussed the need for realignment of all board committees to the current needs of the district. In addition to what is meaningful participation in board committees

To support the policy committee in this discussion. Please provide feedback on the following.

1) What does meaningful participation look like in practice? (i.e. giving suggestions on projects that are not yet developed, helping to develop a communication plan, etc.)

2) After reviewing the strategic plan- [here](#) and taking into consideration the work that the groups have done in the past respond to the following questions.

- 1. For the Parents of Color Advisory Team which strategies goal does this committee align?**
- 2. For the Equity Council what strategic goal and action plan does the work align?**

Notes by Michelle Hunter

From the desk of Dr. Cynthia Johnson, Executive Director, Inclusion, Engagement, and Belong