

DRAFT Independent School District #256
Red Wing, MN 55066

Call to Order:

The Red Wing School Board held a Workshop meeting on September 28, 2020. Board members, Superintendent Karsten Anderson, and staff were present by teleconferencing. Chair Roe called the meeting to order at 6:02 p.m.

1. Agenda:

An agenda was available for review.

2. Workshop Items:

2.1 **Equity Planning-** Superintendent Anderson and Jess Whitcomb, Director of Teaching and Learning presented information for discussion on the following items related to Equity Planning:

- Recap of Recent work
- Use of adaptation of Racial Equity Analysis Protocol (REAP), a tool developed by Louisville Pubic Schools.
- Discussed the definitions of Equality/Equity/Justice
- Discussed the process for developing and implementing an equity plan, including outside facilitation and committee work.
- Identified areas to address such as implementation of anti-discrimination policies and curriculum review.
- Action for the School Board's Three Year Equity Plan include: Getting information, recommendations, and collaborations from the Administration and Equity Teams; Draft an Equity Statement; Look into Flexibility in Learning & Grading Policies; Reviewing the Student Experience; Identify barriers that keep us from hiring diverse employees and take action based on those findings; Outcome/Data based solutions, Lobby the state to Shift Teacher Education Programs to include differentiation and continue with Equity Planning Workshops.

3. Adjournment:

Motion made by Bryant and seconded by Jones to adjourn the meeting at 8:02pm. Upon roll call, Motion carried 7-0.

Aye: Christensen, Diercks, Farrar, Jones, Tauer, Bryant and Roe

Nay: None

Heidi Jones
School Board Clerk