

Board Equity and Inclusion Committee meeting

Wednesday, May 11, 2022 1:00 PM

Due to COVID-19 Board meetings will take place via Zoom

1. Call to Order

1.A. Board goals tied to the Equity and Inclusion Committee

1.A.1. Raise visibility of MESD to advocate for adequate funding and program resources with a racial equity lens

1.A.2. Ensure inclusion through implementing our equity lens to achieve equitable student outcomes

1.A.3. Advocate for inclusive educational curriculum to address racist history throughout the region and the state

1.B. Strategic Plan goals tied to the Equity and Inclusion Committee

1.B.1. Improve outcomes for students

1.B.2. Become an acknowledged leader and convener for improving educational outcomes

1.B.3. Increase district, student and community participation and satisfaction with our services

1.B.4. Attract, develop, and retain high-quality staff

2. Review minutes from the April 7, 2022 meeting

3. Breaking the School to Prison Pipeline

3.A. Review next steps from last meeting and determine additional action items

4. Inclusive Curriculum

4.A. What are we doing internally within our agency where we have direct influence?

4.B. How can we provide some help and guidance to our component districts?

5. Reviewing policy amendments for gender neutral language and our equity lens

Board Equity and Inclusion Committee

Thursday, April 7, 2022

2019-2021 Agency Goals

#1 – Improve outcomes for students

#2 – Become an acknowledged leader and convener of improving educational outcomes

#3 – Increase district and community participation and satisfaction with our services

#4 – Attract, develop and retain high-quality staff

The meeting was called to order at 1:00 p.m. on Thursday, April 7, 2022 by Committee Chair Ying.

- **CALL TO ORDER**

Present: Helen Ying, Chair
Samuel Henry, Board member
Denyse Peterson, Board member

Absent: Mary Botkin, Board Member

Administration: Sascha Perrins, Assistant Superintendent
Deon Logan, Human Resources Director
Heather Severns, Board Secretary
Reiko Williams, Director of Regional Equity Initiatives and partnerships

Guests:

1. **Review notes from the March 3rd meeting-** The committee reviewed the minutes from the March 3rd meeting and accepted them.
2. **Reviewing policy amendments for gender neutral language and our equity lens**
 - a. We will add social/emotional growth to number 4 and clean up the repetitive language and bring this to the Board on April 19th for a second reading.
 - b. We will continue to have a goal of reviewing policies to see if it needs to come through the Equity and Inclusion Committee.
 - c. Suggestion to OSBA, please take a moment to look over these policies as you update them with an equity lens. This will help all districts across the state and weave the equity language in without changing the new language. We will not have to worry about possibly changing legal language when we make our equity changes.
3. **Inclusive Curriculum-**
 - a. What are we doing internally within our agency where we have direct influence?
 - i. We have direct power to change things at our schools and in our programs.
 - ii. Examples at Helensview, they are providing inclusive curriculum in many different ways included CTE work.

- iii. Wheatley –Students are working on IEP goals that are fundamental building block type skills. The curriculum is based on their IEP.
 - iv. The Creeks-Students are focusing on behavioral goals. Examples are positive interactions. IEP based and overlapped with curricular goals
 - v. DEL/Three Lakes-Grade level instruction. Half of the students are on IEPs.
 - vi. Hospital programs-Regular Curriculum for kids based on their age level and ability and where they are in the hospital. Sometimes their location can affect what they can do and learn.
 - vii. Outdoor school is a set curriculum that is built and attended to. They have done a lot of equity work over the past few years. Coordinator Jennifer Basham has done a great job with this.
 - viii. Sascha Perrins said he could bring in staff from each of these programs to describe what they are doing if they committee would like to hear more about these programs.
- b. How can we provide some help and guidance to our districts?
- i. We are providing influence through the advisory groups
 - 1. We meet monthly with instructional and social emotional people and roll out ideas and things we are working on. Everything from adoption to best practices to emerging issues. We are doing this in a methodical way department to department academically and curriculum. We have specialists that go out into our districts to do this.
 - 2. Our work with our districts in our advisories with the curriculum directors in some ways can be our most profound influence and our biggest impact because it touches so many students and a real clear baseline can be created.
 - 3. Last year during the pandemic these groups were meeting every week to keep up on everything.

4. Breaking the School the Prison Pipeline

- a. Committee members were asked to review what we have discussed over the past meetings for a discussion at the May 11th meeting.
- b. Samuel asked for clarification on what is considered the School to Prison pipeline. What actually happens and what are the intervention points? Helen suggested that Samuel review the minutes for the past years discussion on this topic. Sascha will provide a brief overview at the May meeting. Helen will also go through the minutes and outline what our journey has been on this topic.

Adjourn

There being no further discussion, the meeting was adjourned at 2:07 p.m. The next meeting of this committee will be May 11th at 1:00 p.m.

Respectfully submitted,

Heather Severns
Executive Assistant/Board Secretary

