



***Equity Advisory Council  
Meeting Minutes  
Tuesday, December 6, 2022  
5:15 PM - 6:45 PM  
ESC, Boardroom***

***Educational Equity—when educational policies, practices, interactions, and resources are representative of, constructed by, and responsive to all people so that each individual has access to, meaningfully participates in, and has positive outcomes from high-quality learning experiences, regardless of individual characteristics and group membership (Fraser, 2008; Great Lakes Equity Center, 2012, p.2).***

This is the link to the Equity Advisory Council Meeting Presentation: [EAC 120622 Presentation](#)

This is a link to the Futures Planning Committee Update by Dr. Lewis: [Future Planning Update](#)

**Members Present (Equity Advisory Council):**

Executive Leadership Team Chair: Dr. Cynthia Johnson, Executive Director of Inclusion, Engagement, and Belonging

**EAC Members Present:**

Adrineh Mehdikhani  
Doris Ricks  
Gary Schmidt  
John Rury  
Kenneth St. Pierre  
Mark Preut  
Rebecca Reaver  
Sheila Wells-Moreaux  
Dr. Sylvia Trevino-Maack  
Therese Brink Edgecomb  
Travis Tozer  
Wendo Kimori

**District Guests:**

Dr. Bill DeWitt, Lead Secondary Principal  
Jennifer Georgie, Student Support Facilitator, West Middle School  
Kiley Lockett, Coordinator Mental Health  
Jake Montgomery, Student Support Facilitator, Southwest Middle School  
Students from West Middle School

**Guests:**

Cynthia Johnson Cartney, Justice Matters

## **Agenda - December 6, 2022**

- Welcome
- Four Agreements
- Futures Planning Committee Update
- Intersectionality of Attendance, Behavior, and Mental Health
- What's Happening in Schools to Respond to Data to Change Student Outcomes?
- Building Goal Check-Ins
- Next Steps

The meeting was opened with acknowledging our guests and going over the four agreements.

A Cultural Highlight with the LHS Latin American Student Organization (LASO) students. This group started during the second semester last year. They celebrated Hispanic Heritage Month by connecting with Quail Run students, attending the Maya Exhibit at KC Union Station, celebrating the Day of the Dead with an exhibit and supporting an exchange student from Ecuador.

We are working hard to extend the Native American month. Everyone was invited to attend the Lawrence High-Shawnee Mission East game on December 16th where they will have Native American dancers performing.

We will be celebrating Martin Luther King with a ceremony at the Lied Center on January 19th. The students chose the theme: "Loves Illuminates Life!"

A video was shared with the group by Dr. Lewis on the Futures Planning Update. (See link above.)

We reviewed our previous data including attendance and behavior. There was a request to see demographics of this data to get a better understanding. (Please see attachment.)

Regarding Restorative Practices, the question was asked for Justice Matters if there is full representation at all three levels of schools that are trained in Tier II and Tier III interventions? No, we are not there yet. We are working hard to get this done, but it is not an overnight process. Oakland Public Schools is a national leader in Restorative Practices and is partnering with us. They have said the work is a ten year process. We are seeing positive outcomes already. Not every teacher needs to be trained in Tier II and Tier III. All teachers in a building are trained in Tier I and we are working very hard to get the additional training for our Student Services and Mental Health personnel, counselors and others that have the highest need.

Three middle school students from West Middle School came tonight to help us with our circles. Students leading the circles help students to engage more and also helps with building empathy. Secondary assistant principals met today and the message addressed was that we need to be more consistent with what we do and how we do it. This is hard work. Elementary is on the same track as secondary in this work. Our pilot for emotional social curriculum has been very positive. When the question comes up as to what we are doing, it's important to know that we are looking at the data and trying to work with different solutions like our emotional social curriculum. The equity dimension is implicit. The students that participate in the circles shared how they try to help other students, whether it is encouraging them to talk or telling them it is okay if they don't feel like talking. They try to help overcome the awkwardness. We broke into two circles to see what this is like in Restorative Practices. At the end, it was asked for one word to describe the circle to close the meeting.

## Behavior Events by Race/Ethnicity

		1st Quarter 2021-22	1st Quarter 2022-23		% Change
		% Incidents	% Incidents	% Population	
<b>Elementary Schools</b>	African American	7.1%	10.3%	5.6%	3.2%
	Am Indian/Alaska Native	4.6%	1.0%	1.7%	-3.6%
	Asian	0.4%	0.0%	2.9%	-0.4%
	Hispanic	17.1%	12.6%	13.5%	-4.5%
	Multi-Racial	25.7%	19.5%	14.5%	-6.2%
	Pacific Islander	0.0%	0.0%	0.1%	0.0%
	White	45.0%	56.6%	61.4%	11.6%
<b>Middle Schools</b>	African American	15.2%	20.7%	6.3%	5.5%
	Am Indian/Alaska Native	4.2%	5.1%	2.6%	0.9%
	Asian	0.0%	0.2%	3.1%	0.2%
	Hispanic	11.5%	9.7%	11.7%	-1.8%
	Multi-Racial	23.9%	18.7%	12.0%	-5.2%
	Pacific Islander	0.3%	0.2%	0.1%	-0.1%
	White	44.8%	45.5%	64.0%	0.7%
<b>High Schools</b>	African American	20.4%	19.3%	6.5%	-1.1%
	Am Indian/Alaska Native	7.7%	3.9%	3.1%	-3.8%
	Asian	2.6%	1.2%	3.3%	-1.4%
	Hispanic	13.8%	12.6%	11.8%	-1.2%
	Multi-Racial	17.3%	20.1%	10.4%	2.8%
	Pacific Islander	0.5%	0.0%	0.1%	-0.5%
	White	37.8%	42.9%	64.9%	5.1%

Updated 11/7/22 to include Population %