



**Equity Advisory Council
Meeting Minutes
June 6, 2023
5:15 PM-6:25 PM
Virtual**

Please click on this link to the Equity Advisory Council Meeting Presentation: [6.6.2023](#)

Facilitated (Via WebEx) by Dr. Cynthia Johnson, Executive Director of Inclusion, Engagement, and Belonging

Equity Advisory Council Members Present:

Adrineh Mehdikhani
Annette Dabney
Gary Schmidt
John Rury
Rebekah Gaston
Travis Tozer

Agenda - June 6, 2023

- Welcome
- Four Agreements
- Cultural Highlight
- Safe and Supportive Schools 3rd Quarter Board Review
- Revision and Plans for 2023-2024 School Year (Survey Results/Comments)
- Closing

Discussion:

Members were welcomed to the meeting and the four agreements were read.

Our cultural highlight is June Pride Month! We honor and celebrate students, staff, and families who identify with the LGBTQIA+ community. The Lawrence community celebrated this with a parade this past Saturday.

We had an Attendance and Behavior Update which showed our current chronic absenteeism rate was 33.1%, as of the end of our third quarter. The presentation for the fourth quarter Attendance and Behavior Update will take place at the end of June. A recording and slide deck will be sent out then. Attendance Matters! When a student misses 2 days a month, they are missing 30 hours of math, 60 hours of reading and over 1 year of school by graduation. This doubles when a student misses 4 days a month. We have got to engage

students. We are adding to the work we are already doing to improve this situation. It hits more at the secondary level. When we meet to talk about truancy, the District Attorney's office sends a representative as well as other organizations within the community. We are working hard to put systems in place. This is not punitive, but rather along the lines of how can we help? We have to get these students into seats within the classroom.

We discussed behavior events by race/ethnicity. We are working to calibrate what we are entering regarding our behavior events. Our new social emotional learning curriculum will guide us with Tier 2 behavior. We want students to perform and behave in a way that is acceptable.

Restorative Practices in our schools were utilized in 782 instances of 949 behavior entries. 52.8% of the 782 instances kept students in school, rather than out in ISS or OSS. There were 47% of instances where Restorative Practices were not used. We came back and looked at our data, reviewing what steps we are taking to help all students. How are we moving these students? What do they not know? Do we have qualified teachers? What areas are students scoring lower? We need to know who our students are! A majority of our students of color are needing our help to move to higher levels. We need to utilize strategies and skills that we can learn from one classroom and use in other places. We need to be in sync with what's going on in each classroom. One strategy that works at Hillcrest is moving students to another group that works better for them.

Jana Craig-Hare has done an outstanding promo for the board regarding how parents can go in online and look at their child's data.

When we talked about plans for next year, there was much discussion, mainly about chronic absenteeism and what we can do to help turn it around. We now have student support teams reaching out to families before things get out of hand—this is very important. The question was asked if we have resources to help. Mental health and student support teams are offering different community resources. We have these students involved in summer learning. Next year, we will have a greater emphasis on attendance and it will include Pre-K through Grade 12. We talked about our transient population and how we might look for ways to assist them and ways to help get their students to school. If a busing situation can help, Ron May, Assistant Human Resources Director, who is in charge of transportation will make that decision based on a case-by-case situation. School connectedness is extremely important. Building relationships and positivity makes a big difference. We need to talk to students and caregivers and ask them about what excites them about school and what keeps them coming every day! Students motivate parents!

When we talked about next year, Dr. Johnson clarified what the Equity Advisory Council does and doesn't do. Some long-time members shared the value of subcommittees and how that worked in the past. The Equity Policy, which came into place in May 2020, guides our overall process.

Results of the Equity Advisory Council Feedback were shared. The link for the results can be found [here](#). The group voted to meet monthly for an hour and a half next year. Part of these meetings will be for subcommittee discussions. They also voted to meet monthly, but alternate between in-person meetings and virtual meetings. These meetings will not only

align with our district goals, but also with goals the Team IEB (Inclusion, Engagement, and Belonging) is working on. Recommended topics for subcommittees include:

- Marginalized Populations
- Attendance
- Behavior & Restorative Practices
- Family Engagement

Please feel free to recommend any changes.

2023 -2024 EAC Meeting Format

August 1, 2023 - In Person

September 5, 2023 - Online - WebEx

October 3, 2023 - In Person

November 7, 2023 - Online - WebEx

December 5, 2023 - In Person

January 2, 2024 - Online - WebEx

February 6, 2024 - In Person

March 5, 2024 - Online - WebEx

April 2, 2024 - In Person

May 7, 2024 - Online - WebEx

June 4, 2024 - In Person

Notes taken by Michelle Hunter