

**DELTA Minutes**  
**November 6, 2017**  
**5:30-7:00**

Co-Chairs: Njeri Shomari, Charlie Dominguez, Cynthia Eubanks

Members present:

<b>Rosina Aguirre*</b>	<b>Leona Antoine</b>	Kim Barbee
Cornelius Bell*	Mina Bischmann**	Michele Bointy**
Jesse Brinson**	<b>David Carrasco, Jr*</b>	<b>Charlie Dominguez</b> (Co-Chair)
M. Kay Emerson	<b>Cynthia Eubanks</b> (Co-Chair)	<b>Kim Fuller</b>
Myrone Grady	<b>Erica Hill</b>	<b>Melissa Johnson</b>
Jacqueline Kenoly*	Clarence Lang**	<b>Adrineh Mehdikhani</b>
Natasha Neal*	<b>Leonard Ortiz</b>	<b>Njeri Shomari</b> (Co-Chair)
<b>Verdell Taylor</b>	Marlon Wesley**	

*Kim Barbee, Cornelius Bell, M. Kay Emerson, Myrone Grady, and Jacqueline Kenoly: are excused from tonight's meeting*

**Executive Leadership Team Members Present:**

Dr. Anna Stubblefield, Superintendent of Schools  
Kevin Harrell, executive director, student support/special education  
Leah Wisdom, assistant director, student support services & equity

1. Welcome & Introductions

Any new **members or new administrative personnel attending**

- **No new members**

2. Review

- Review and approve minutes from prior (October) committee meeting.
  - **Minutes were approved by all**
- Review purpose and responsibilities of the committee members.
  - a. Take a few minutes to review and concur as to committee members' responsibility as Site Council Committee Liaisons.
    - i. **We will indicate who is from what schools and identify the dates of Site Council Committee meetings. The group was asked to contact Dr. Anna Stubblefield and/or Dawn Downing if they were not connected to the right school. Revisions will be made and the new list will be shared with the members at the next meeting.**
    - ii. Reports from Site Council members of their last meetings. (What is happening and being discussed in our schools.)
      - a. **Charlie and Cynthia reported about the Site Council at the school they represent**
      - b. **AVID report was helpful**
      - c. **Huck Finn discussion**
        - **Parents provided input and weighed in, shared anxieties**
        - **Staff at Site Council were open to parent feedback**
        - **Protocol was shared for teaching sensitive subjects**
        - **Opinions of those who attended were that meeting seemed positive, Principal was working to make positive change**
      - d. **Committee member suggested that as DELTA reps at Site Council, we should listen/observe and bring back things heard to DELTA to hear the**

feelings of the group and share that at the next Site Council on behalf of DELTA

- e. One committee member suggested that we look at Gifted education, at the Site Council that this committee member was at, it was relayed that little to no students of color are in Gifted (mostly White and Asian students)--- Kevin Harrell (Executive Director of SPED and Student Services) reported the way that numbers are reported, maybe we could look at the numbers, but not to increase numbers (it is a lack of advocacy, access issues, etc)
- iii. One committee Report from the last Equity Council meeting
- By-laws and Processes Review
  - Committee reviewed copies of purpose, procedures, and by-laws
  - By laws were approved by all**
  - Absences are a concern for some members the group
    - Reach out to those who've been absent to see if they still want to be members
    - There will be other parents of color at the next DELTA meeting (PASS), consider recruiting from those attending
    - Would like to have at least 20 regular members
    - Recognize the energy and commitment of the regular attendees and move forward with the people who are present at this time

### 3. Action Items

- Administrative Policy/Points of Concern:
  - a. **Personnel Equity Attainment**
    - Concern around percentages regarding staff and participation of adults/staff of color
    - District has been providing data regarding numbers of staff of color, asked for the other numbers as well
    - Would like to look at those percentages relative to other data (graduation rates and gifted education)
    - Possible sub-committee in the future once more data is provided and reviewed
  - b. Student Discipline
    - Some Site councils are sharing equity audit information, discipline information...some are not
    - Dr. Stubblefield will ask Principals to be prepared to share this info at Site Council
    - Per Lois Orth-Lopes, one of the co-chairs of EAC, the EAC sub-committees met on the same evenings as the EAC meetings. At the EAC monthly meeting, the group meets for about 30-25 minutes and then breaks into the 3 sub committees- Academic Achievement, Discipline and Policy . EAC meets the 3rd Monday of each month at 5:30 pm, either downstairs in the ITC (Board Room) or upstairs in the Multi-Purpose Room.
    - Equity audit info is being forwarded to you.
  - c. Curriculum

\*\*\*Equity Council has sub-committees that are similar. DELTA members could join and attend the meetings of those subcommittees to avoid redundancy if they so desire. Further discussion regarding subcommittees and redundancy dealt with the lens of experience, skills, and knowledge that people of color bring to variety of conversations that will take place regarding critical concerns in the subcommittees.

- Awareness:
  - a. Reaching out to school liaison, Anthony Butler, as to ideas for preparing monthly fact sheet, "Did you Know"
    - i. Committee members can prepare this short research/fact sheet ourselves.
    - ii. Create monthly short fact sheet that can become a part of each committee members' "5-minute elevator introduction"
    - iii. Can use this 'fact-sheet' as introduction with other groups as we begin outreach.

- **Dr. Stubblefield will reach out to Anthony Butler**
  - b. Discuss/Review District's position on Student Protest during the National Anthem
    - **District provided their written information regarding guidance in regards to this issue (Document will be shared)**
  - c. Reports from Site Council members of their last meetings. (What is happening and being discussed in our schools.)
  - d. Report from the last Equity Council meeting
- Social Media
    - a. **Discuss DELTA creating and managing FaceBook site**
      - i. **A place whereby committee members can remain in touch with each other between meeting**
      - ii. **Sharing of articles pertaining to other schools as it relates to equity issues**
      - iii. **Launch site as a closed membership with committee members alone participating**
        - **Dawn is creating a FB page to be used by EAC and D**
        - **DELTA**
        - **Group would like to use the FB to share articles, resources, etc**
        - **To get better attendance, we need more action, it's time to start moving**
4. District Presentation
- **Dr. Stubblefield reported that at the next DELTA meeting, members will attend and take part in the PASS meeting (same date, 5:00-7:00, dinner provided, childcare provided) at College and Career Center) More information will be sent via email**
  - Memorandum Of Understanding  
**LPS has entered into a two-year MOU with Midwest and Plains Equity Assistance Center. Midwest will provide customized services (professional learning opportunities), collaborative consultation and resources related to operationalizing intersectional approaches to redress identified marginalizing educational practices.**
  - Superintendent Search update  
**Last month the board met with our team from Ray & Associates to review the input from students, staff, parents and community members gathered through online surveys, focus groups and public forums. They were able to determine the candidate profile with the top 11 characteristics they were wanting in the new superintendent. Board members reviewed the district's salary history and peer districts' superintendent salaries and finalized for the position a salary range of \$215,000-\$220,000, plus benefits. The successful candidate's final salary will be negotiated and determined based upon experience, qualifications and meeting the board's criteria. A copy of the flyer that is being used as marketing by Ray & Associates will be shared.**  
**Ray & Associates will advertise the position for 30 days, as of October 20th, and will use the board's criteria to recruit candidates. During the month of December the firm will assist the board in developing interview questions, screening candidates and selecting finalists to invite to interviews. Since school board elections occur in November, and by state statute, newly elected board members may not take office until the second Monday in January, finalist interviews will not occur until after January 8.**
  - Beyond Diversity Workshop-The district has 2 spaces for EAC and DELTA (4 total) to attend the next Beyond Diversity training on Nov. 29-30. Njeri & Cynthia indicated they would like to attend.

5. Other Items for Discussion

- **Let's start the Sub-committees**
  
- **We discussed wanting to have a collaborative effort with the Equity Council, Site Councils, etc. so that information will be shared and perhaps we will not be duplicating our efforts. This might help us all make more progress toward our goals.**
  - i. Site Councils are important to this

**Next Meeting-December 4, 2017**

5:00-7 pm College and Career Center (2910 Haskell Ave)