



***Joint Equity Advisory Council and Parents of Color Advisory Team
Meeting Minutes
January 11, 2022
5:00 PM-6:00 PM***

Members Present (EAC):

Chair: Jessica Beeson

EAC Members: Annette Dabney, Lois Orth-Lopes, John Rury, Chris Tilden

School Board Member: Paula Smith, Kay Emerson, Carol Cadue-Blackwood

Members Present (POC):

POC Members: Kay Emerson, Cynthia Eubanks

Executive Leadership Team Member Responsible:

Dr. Cynthia Johnson, Executive Director, Inclusion, Engagement, and Belonging

LPS Administrators, Curriculum Specialists, Executive Directors, and Facilitators:

Jose Cornejo, Mental Health Coordinator

Dr. Bill Dewitt, Principal, Career and Technical Education Center

Kevin Harrell, Executive Director, Special Services

Jeff Harkin, Assistant Principal, Free State High

Rick Henry, Director of Secondary Schools

Dr. Danica Moore, Equity Facilitator

Mark Preut, Associate Principal, Lawrence High

Jayci Roberson, Principal, Woodlawn

Kristen Ryan, Director of Elementary Schools

Meeting Minutes:

Dr. Johnson welcomed everyone to the meeting.

MLK One Dream - January 20:

Lawrence Public Schools is hosting its annual ONE DREAM Martin Luther King, Jr. Celebration on Thursday, January 20, 2022, at the Lied Center of Kansas. We are very excited to have the One Dream–Kickoff this year. We have the entire auditorium so

people can spread out. Masks and safe distancing are required for this in-person event. The ONE DREAM Gallery opens at 5:30 PM. Auditorium doors open at 6:00 PM, and the ONE DREAM ceremony begins at 6:30 PM. Staff and school families are welcome to attend. The ceremony will also be live streamed at www.usd497.org/OneDream. Thank you to Dr. Moore and the committee. Will send the official flyer.

ECAP Data and E Team Updates:

At our next meeting in February (February 1, 2022), we will have an update on ECAP data per building, an update on E teams, Rick and Kristen will share how we have revamped our E team check ins, and an update on EOS. The update on the next visit in February will include all this information.

Revision of Grade Level Principal Meetings - Monthly Focus on Equity and Inclusion:

After meeting with the affiliates, we needed to refocus our time and revised our principal meetings. Equity and Inclusion are on the agenda for every Principal Professional Development meeting and it is working already. Kristen and Rick shared this month's focus of how to address microaggressions. This work takes all of us! We are beginning to make plans for next year and how to expand.

Paula Smith asked: "How much time is the Professional Development? How are you measuring microaggression?" Dr. Johnson replied: "30 minutes for each group, which is more time than in the past. The measurement will be in the PowerSchool data, but the data is only as good as what gets put in."

John Rury asked: "About the building level key pressure point—curious about achievement gaps, looking at overall data." Dr. Johnson said starting with microaggression, based on what has happened this year.

KESA Visit—Social Emotional Learning:

KESA information was shared. We are in Year Four of the ESA System Update. The USD 497 Teaching and Learning Team will use this document to complete the Kansas Educational Systems Accreditation (KESA) Yearly Update: Year Four and prepare for the Outside Visitation Team (OVT) visit on Tuesday, April 19, 2022. The Yearly Update: Year Four must be completed one month prior to the OVT visit. The following calendar will be used to ensure progress is made towards specific guidelines.

Questions from KESA:

- 1. Describe the progress made in Social-Emotional Growth, according to your disaggregated assessment data.**

Jose Cornejo at the Elementary Level - Positive Action, Secondary Level - Connect with Kids buildings using parts of curriculum to support students, all buildings have MHT teams - counselors, social workers, school psychologist, principals, WRAP workers.

- 2. Has the analysis of your data led you to any modifications or adjustments to your social-emotional growth practices? Please explain.** - As a team we will come together, looking at our tiered systems of supports, systems of supports. At the elementary meetings, morning meetings as an opportunity to launch their day off on a particular skill, at middle school use advisory, high school spread lessons throughout the day.

- 3. How are you incorporating diverse stakeholders' input and feedback to develop strategies that are responsive and culturally relevant?**
Faculty staff and your input, Lois Orth-Lopes said your input regarding Social Studies input, feeds into curriculum and also social and emotional curriculum.

- 4. How are you striving for equity, and how does a strength-based approach support your efforts?**
Annette Dabney - Building relationships with all students so we know the student, family to get to know who they are and celebrate them. Mark Preuit - building relationships, oftentimes the barrier in taking an AP class, building relationships with the student to have the confidence.

- 5. How do you ensure that all staff are implementing with fidelity the selected practices for social-emotional growth?**
Social Emotional Survey going out so we can get a snapshot where we are K-12, and what areas we need to continue to improve on.

Dr. Johnson said she will share with you the work that is coming up - your voice is welcomed and needed for our work. There are 5 different areas - if you want to champion one or two of them, please let us know.

Restorative Practices Parent Meeting:

Restorative Practices Parent Training for middle and high schools is coming in February, 2022.

Equity Talks Event:

The Superintendent from Topeka led the last conversation. If you would like to attend at 2:00 PM, you can join Dr. Johnson and it is free of charge. The date is Thursday, January 20, 2022. This is the link: [Equity Talks](#)

Community Talks About Safety:

Before winter break, Dr. Johnson and Dr. Lewis set dates for school safety, safety focuses on the entire community. Meetings will be done in virtual format. Topics are

listed on the flyer. ALICE protocols were also on the flyer.

Disaggregated Data Review–Violence Toward Staff:

From our equity policy we will bring our data violence towards staff shared with LEA, schools, BOE and EAC/POC. Data shared in all categories. What was going on in the buildings. High schools reported fights occurred at the beginning of the year, students who had not been in school for almost 2 years, students lacking social norms and students saying things to one another online. Fighting decreased in the fall, restorative practices working.

Dr. Johnson reviewed Counts of Students and Incidents by race. What types of systems are in place for males - their behavior is a cry.

Counts of Students and Incidents IEP Status- Kevin Harrell shared that we would work at programming for individual students, using behavioral consultants, teachers, and principals.

Lois Orth-Lopes asked: "Gender: are these one time things, are there few students who really need more help than others?"

Kay Emerson asked: "Regarding gender, are we looking at students who are non binary, etc?" Kevin Harrell responded: "We don't have group data in that manner."

Lois Orth-Lopes asked a question: "Are some of the students having difficulties in September? Didn't know where we were at with suspensions."

This is focused on violence directed towards staff. Students really needed to learn social norms, FSHS - Amy said restorative practice is really working when students are ready.

Jayci Roberson commented that both Prairie Park and Sunflower have self-contained classrooms. September and October putting plans in place, students getting a lot of support.

Disaggregated Data Review–Incidents Related to Race and Equity:

Incidents Associated with Race and Equity 9 out of 1689 Entries

KIPCOR:

Finalizing our dates to take our student support facilitators to a higher level training.

Two dates, February 8th and 10th. Kay Emerson asked if this training would be virtual and Dr. Johnson responded, "Yes, they will Zoom."

Budget Reductions Recommendations and Equity Impact Analysis Tool:

Student equity advisory council, EAC/POC wanting your input for the Centering Equity in Decision - Making Discussion Framework.

Want to ensure we are aligned to our Equity Policy.

Dr. Johnson reviewed the framework that will be used. Dr. Johnson needs your input as the document is being finalized. The draft will be shared. Recommendations need to be turned in by Friday, January 14, 2022.

Kay Emerson said: "We are incredibly lucky to have you leading this position and work!" Dr. Johnson said, "I appreciate that but we are all in this together. Once a document is finalized we can use this document in multiple spaces."

Paula Smith asked, "Will you take the proposals and talk through the framework?" ELT will meet next week, go through all 27 proposals and determine which one will go to the board.

Cynthia Eubanks asked: "The proposals you are talking about, what are they centered around?" Dr. Johnson replied: "Nine different committees, each committee charged with coming up with a high, medium, low impact. Special board meeting work session held on Dec. 20th. Past board members looked at the beginning of 27 proposals." Dr. Johnson will send the link for budget information.

John Rury asked: "Will this data be shared with us?" Dr. Johnson replied: "Yes, a completely transparent process."

We encourage you to attend the boundary committee tomorrow night, school closure is going to be discussed, virtual component added.

Dr. Johnson thanked everyone for their time and partnership. See everyone next month!

Notes taken by Kristen Ryan.

From the desk of Dr. Cynthia Johnson, Executive Director, Inclusion, Engagement, and Belonging