



***Joint Equity Advisory Council and Parents of Color Advisory Team
Meeting Minutes
February 1, 2022
5:00 PM-6:30 PM***

Members Present (EAC):

Chair: Jessica Beeson

EAC Members: Erin Adamson, Gina Byrd-Stadler, Annette Dabney, Randy Masten,
Gary Schmidt, Chris Tilden, Sylvia Trevino-Maack

School Board Members: Kay Emerson, Andrew Nussbaum

Members Present (POC):

POC Members: Adrineh Mehdikhani, Njeri Shomari, Rev. Verdell Taylor, Jr.

Executive Leadership Team Member Responsible:

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

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

Lindsay Buck, LEA President

Dr. Zach Conrad, Executive Director, Data and Technology

Jose Cornejo, Mental Health Coordinator

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

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

Kelly Walker, Native American Student Services Coordinator

Meeting Minutes:

Dr. Johnson welcomed everyone to the meeting.

Four Agreements of Courageous Conversations:

Dr. Johnson shared the four agreements of Courageous Conversations:

- Stay engaged
- Speak your truth
- Experience discomfort
- Except and accept non-closure

Native American Student Services (NASS) Update:

Kelly Walker, Coordinator of Native American Student Services (NASS) presented an update on upcoming events:

- February 21, 2022, 5:30 PM via Webex-Indian Education Parent Committee Meeting. It is open to all NASS members, families, guardians and the public.
- February 9, 2022, 5:30 PM via Webex-Johnson O'Malley and Title VI By-Law Subcommittee Meeting. This meeting is not open to the public. The Committee will look over and become familiar with the by-laws to make sure their opinions are heard.
- February 10, 2022, 5:30 PM via Webex-Land Acknowledgement Draft Subcommittee Meeting. The Committee will review the Draft of the Land Acknowledgement created by the previous NASS Coordinator and the Indian Education Parent Committee, allowing the voices of the current IEPC and prospective NASS parents/guardians to be involved with the draft. It is open to the public.
- February 8, 2022, 5:00-6:30 PM-NASS is conducting a drive through sanitizing kit giveaway for NASS families to help keep our families healthier. These kits will include sanitizers, child size masks as well as adult masks.
- Flyers for these events were shared in the Powerpoint presentation. If anyone would like flyers, please reach out to Kelly.
- Kelly also talked about the NASS Spring Student Tutoring that happens at Billy Mills Middle School every Tuesday and Thursday, from 4:00-6:00 PM. This tutoring is for all subjects, all grades. All students are welcome to attend. We are hoping to hire two additional tutors soon. Kay Emerson asked how many students were currently taking advantage of this help and Kelly responded around 6 students. They are hoping to reach out to more students. Kelly shared that they will be having a "Meet the Tutors" event where they will be having finger foods and are also implementing a phone line to reach out to NASS students with D's and F's to let them know of these services.
- College 101: NASS is working with the office of KU Travel Relations, with more information to come when the logistics are decided. Students will have an opportunity to talk to current college students and get information on school grants and college preparation.
- NASS will be paying \$45 towards graduation fees for their students. Parents may be seeing graduation charges showing up on their PowerSchool account. If students are wanting graduation caps, NASS has some available for both Free State High and Lawrence High.

Equity and Inclusion in Action Update:

- Dr. Danica Moore, Equity Facilitator, spoke about the Equity Leadership Coaching Needs Survey. We want to know where they would rank their knowledge. There are four short self-identifying questions to see what they would want to work on for our Summer Academy. We want to identify topics for equity leadership to help them in their roles. We want to discuss critical interrupters. We will have a report next time giving information from schools as to work trends and work as completed.
- Dr. Johnson said the two sessions were well received. The information was delivered in a couple of manners, but have intertwined with these meetings. It is very powerful!

Elementary and Secondary Schools Update:

- Kristen Ryan, Director of Elementary Schools told our group that she and Rick Henry, Director of Secondary Schools, have been supporting our schools and helping out wherever they can. Many Administrators are helping when there are staff absences or needed lunch support.
- Equity in Action Principal Training has begun. Dr. Moore presented “Addressing Microaggressions” at the first meeting. It was very well received and implemented immediately! Rick said at the secondary level, we insert 20-30 minutes of Equity in Action training alternating with Jose Cornejo presenting Emotional Social Learning work.
- Kristen updated the handbook work we are doing. We now have a unified document aligned with board policy. We appreciate the work principals have done to make this framework. It was approved by the School Board on August 1, 2021. Each school is now working on their framework, putting in their specific school information. If you have students in different schools, the handbooks will look familiar, but will have the appropriate school specific information aligning in the framework. Rick integrated that there is now complete alignment!
- Kristen talked about our KESA goals, which is the accreditation process for our schools. We are looking at Pre-K resources support and community sponsors and seeing what that looks like. We are working on a kindergarten grant. We are also gathering all the information to display the work that we have done.
- Rick said we have completed almost all of our Building Goal Check-ins. This involves meeting with each school principal and building leadership team to plan and review our five building goals. This has been a good experience. Mark Preut shared: “It keeps focus in place at our administrative meetings on our own list of documents. We can center back on goals and instructional practices. Our group printed the goals—teachers have a walk through tools to get data.” Bill DeWitt shared that with leadership, data doesn’t tell the story. You get the narrative behind the district.” Jayci Roberson said, “It’s the centerpiece of everything we do!”

- Mark Preut also commented about how powerful the work of EOS is. It helps teachers and counselors to identify students that would be a good fit for AP classes. It helps us to have that one on one conversation. It's powerful for an adult to say, "I believe in you!" The information that a teacher or counselor can get helps them get a good pathway in place for the student.

Social Emotional Learning and Mental Health Update:

- Jose Cornejo, Mental Health Coordinator, talked about Social Emotional Learning in the district. At the elementary level, it is called Positive Action and is worked on daily. At the secondary level, it is called Connect with Kids. Middle schools use advisory time to work on skills. The high schools work on it once a month and it is spread throughout the day.
- Jose talked about collaboration with Bert Nash for funding of the WRAP program. The funding from the city (around \$380,000) will be discontinued at the end of this school year which will result in a reduction of up to 6 staff members. Currently we have WRAP staff in six elementary schools, all four middle schools and both high schools. Our high schools each have two WRAP staff currently, but that would be reduced to one at each school. We have mental health support programs at both high schools. How do we address the social emotional needs of our students? We have worked diligently to support social emotional needs of our Special Education teams as well.

Restorative Practice Parent Training for Middle and High Schools:

Our Restorative Practice Parent Training for Middle and High Schools will be virtual on February 10, 2022 from 6:00 PM - 7:15 PM. Our team is excited and ready to spread the word about Restorative Justice and share the growth we've had. KIPCOR (Kansas Institute for Peace and Conflict Resolution) is our partner and they will be helping us lead this training. Flyers will be going out to all secondary families. The only way to participate is virtually. (Please see attached flyer.)

Racial and Socioeconomic Analysis of Boundary Proposals:

Dr. Zach Conrad, Executive Director of Data and Technology, shared the data from the boundary proposals. He said he wanted to share this information in totality so that everyone could be more informed on our social and racial data. This information will be shared with the Board so they can be informed regarding our demographic composition as they look at different scenarios. He shared several charts and explained what the Boundary Advisory Committee looked at when considering students that receive free and reduced lunch, as well as students that receive Title support in the classroom.

Special Note: Dr. Conrad and Dr. Johnson will make a recording of the Racial and Socioeconomic presentation (slides 11-15) on Monday, February 7, 2022.

Equity Impact Analysis Tool:

Dr. Johnson shared that the original Equity Impact Analysis document was seven pages, which was completely overwhelming! Per input and feedback, it has been reduced to two pages, taking out any redundancy as well as updating research. When we reached out to Midwest Plains Equity Assistance Center to see what we could do to update research, and make sure that it was aligned with our equity policy, they told us their work was based on the legacy of the work that was done at Lawrence Public Schools!

On Wednesday, February 9, 2022, (4:00 PM - 6:15 PM) we will have a meeting with the Budget and Program Evaluation Committee (BPEC) and use the Equity Impact Analysis Tool to look at each proposal that has been presented. District Advisory Committee members will be invited to participate. Dr. Johnson will send invites to our Equity Advisory Council and Parents of Color Advisory Team tomorrow. We are hoping to have meaningful participation. This meeting will be held in our Board Room.

The other teams that have also been invited are listed below:

BPEC

BPEC Subcommittee Members

Native American Student Services Parent Committee

Superintendent's Advisory Council

District Site Council

District Student Equity Council

Lawrence Special Education Advisory Committee

Social Emotional and Mental Health Update: KESA Upcoming Visit:

The USD 497 Teaching and Learning Team will use this documentation 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.

Dr. Johnson explained that we have sent out a questionnaire to schools to prepare for our Social Emotional KESA visit. This questionnaire will be completed by the end of the day on Friday, February 4, 2022. The Leadership Team will tell their story of Lawrence Public Schools. This is very important.

Final Notes:

Njeri Shomari asked how many people attending this meeting tonight are not from Lawrence Public Schools? It was shared that there were eight participants. The next School Board meeting was confirmed to be February 14, 2022.

Dr. Johnson thanked everyone for attending.

Notes taken by Michelle Hunter.

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

Greetings LPS Parents

Join the Restorative Practice (RP) Movement!



Restorative Practices are the **WAVE** of the future and active **NOW** in Lawrence secondary schools!

Restorative Practices Parent Education Night

February 10
6:00 p.m. - 7:15 p.m.



- Learn how schools and communities are prioritizing relationships, not just rules.
- Learn how secondary schools are using restorative practices to repair harm and restore relationships when things go wrong at school.
- Learn how restorative practices improve academics and school behavior.
- Experience how students are participating in restorative circles to build a stronger community!

Parent Registration Link:
Registration

Join Zoom Meeting

- <https://us02web.zoom.us/j/87204613560>
- Meeting ID: 872 0461 3560



RESTORATIVE SCHOOLS INITIATIVE
KIPCOR AT BETHEL COLLEGE