

DELTA Meeting Notes

May 20, 2019

Members Present (DELTA)

Co-Chairs: Cynthia Eubanks

Community Members: Naomi Danso, M. Kay Emerson, Cynthia Eubanks, Erica Hill, Melissa Johnson, Adrineh Mehdikhani, Njeri Shomari, Jose Trujillo

Guests: Keith Hickman, Director of Continuing Education, International Institute for Restorative Practices (via Zoom)

School Board Member(s): Melissa Johnson

Administrative Staff: Anna Stubblefield

Agenda Items

1. Welcome and Introductions: Anna Stubblefield opened the meeting.

2. Officer Positions:

As previously explained, with our advisory boards, the officer positions carry a 2-year term. As we move forward, we are transitioning from multiple co-chairs to specific positions-

- **One (1) Chair Person-**

-Point of contact and liaison for the committee with the district office and community. Regularly collaborate and develop with district office to create the agendas and determine action plans. This person is the facilitator for the monthly meetings, sets the tone and guides the discussion/flow of the conversation.

- **One (1) Vice Chair Person-**

This individual operates as back-up for the Chair Person and steps in to assume those duties when needed. Provides ongoing collaboration with the Chair Person on issues. This individual will transition to be the next Chair Person when current term ends.

- **One (1) Secretary-**

This individual composes all minutes and works collaboratively with all stakeholders (district office, DELTA members, and community at large). This person helps direct and maintain timely communication amongst the group.

If you would like to nominate yourself or someone else for one of these positions, please forward that information to Dawn Downing. Once nominations have been received, information will be sent out allowing you to vote. The plan is to have the results from the vote by the next meeting.

3. Summer Meeting Schedule

As previously discussed, the 3rd Monday of the month is in conflict with a standing budget meeting for all Executive Leadership members (Superintendent, Deputy Superintendent and Executive Directors).

As we move forward, we need to determine an alternate date to meet. Additionally, we will offer a virtual attendance option. For the summer, June and July, availability is limited due to work hours, prior engagements, vacations/time out of office, etc. As such, we have 4 days that can be utilized to meet. A doodle poll will be sent out to obtain your availability.

4. Strategic Plan Update:

To recap-At the January 28 Board meeting, the services of Greenway Strategy Group (GSG) were approved to assist with the design, development and implementation of a process to determine strategic direction for the district. The work will culminate in a five-year plan, which includes establishing short-term priorities and goals for the 2019-2020 school year, as well as a comprehensive direction for school years 2020-21 through 2023-24.

GSG analyzed district student academic data, survey results, and feedback collected during the Superintendent's fall Listening and Learning Tour. Next, Superintendent Dr. Anthony Lewis invited student, teacher and staff, school board, parent, and community representatives to a Design Team meeting to review the data analysis and discuss priority student outcomes. The district's Executive Leadership Team grouped the Design Team's input into five priority student outcomes and five strategic themes. These make up a draft Strategic Planning Framework.

The school board on February 25 agreed to share the draft framework with the community for feedback. The district hosted five forums: two for high school students, one for teachers and staff, and two open to the community. In addition, the district invited feedback via an online survey.

On March 25, GSG shared with the school board highlights of the feedback received and a revised Strategic Planning Framework incorporating that feedback.

GSG trained district Strategy Team leaders for each of the five themes. They worked with their teams for eight weeks to brainstorm ideas around objectives, and initiatives, reaching out to experts and stakeholder groups for additional input throughout the process. The Strategy Teams shared their progress with the Executive Leadership Team on April 11. The draft objectives were then shared with principals and staff, district Equity Advisory Council, District Equity Leadership Team Advisory, and District Site Council committees.

On May 2, Strategy Team leaders presented their proposed initiatives to the Executive Leadership Team who decided on a total of 20. The first phase of nine initiatives have been identified and were shared with the Board on May 13.

While the objectives outline what the community wants to see happen in its schools, the initiatives show how the district will accomplish it. Phase one initiatives involve curriculum standards, instructional resources, student supports, instructional framework, teacher observation and feedback, adult connections with students, safety, climate and culture, data use in decision making, and resource allocation.

Next steps-

Currently, we are in Phase 3 (Action/Planning)

The district will form action teams for each of the nine phase-one initiatives. The teams will participate in training to analyze gaps between the current state of the district and the community's vision for its future. The teams also will develop engagement plans, budgets, and performance indicators. The board will consider final approval of the strategic plan June 24.

The last presentation to the board on this subject is attached.

5. Restorative Practices Overview

Keith Hickman, Director of Continuing Education at the International Institute for Restorative Practices, provided an overview regarding Restorative Practices. (Link to his bio: <https://www.iirp.edu/continuing-education-instructors/keith-hickman-b-s>)

Mr. Hickman provided a great overview of Restorative Practices. Some of the key takeaways were-

- It takes 2-3 years to make an impact
- Important not to work in isolation
 - There should not be multiple leadership teams
 - CI3T, Building Leadership, Equity- all 1 team not 3 separate ones

Attached are

links to a video describing restorative practices in a nutshell:

https://youtu.be/_obyZY4Xzal and to a PDF on Defining Restorative Practices: <https://www.iirp.edu/restorative-practices/defining-restorative/>

Next Meeting-TBD (June 2019)

Submitted by Dawn Downing