

Parent of Color & Equity Advisory Committee
Meeting Notes
May 11, 2021

Dr. Stubblefield welcomed the group and immediately turned the meeting over to Zach Conrad, Executive Director of Data & Technology, to be respectful of everyone's time.

SRO Thought Exchange Follow-up

Mr. Conrad provided a brief overview of the results-

- The Thought Exchange was distributed on 4/13 and open for 2 weeks
- There were 771 participants
- Very few responses indicating having negative interactions; 46 individuals reported having negative or very negative interactions
- 81 indicated not feeling safe
- Of the responses, we received good representation- mirrored student population
- More females than males participated
- We did not separate out students by each high school.
- Top Thoughts-
 - Building Relationships/Interacting with Students
 - Safety
 - Able to provide Crisis Intervention Training
 - Protecting the students/Increase feelings of safety
 - Building Trust/Relationships
- Top 20 Thoughts by Ranking were provided
- The breakdown of the data referred to Side A and Side B
 - Side A (focused on Positive perceptions/interactions of having SRO's in the buildings)
 - Side B (focused on Negative perceptions/interactions of having SRO's in the buildings)
 - Side A/B- shared perceptions/thoughts- common ground

Overall people feel safer with SRO's in building with clearly defined roles and training.

Per Dr. Stubblefield, there will be a report at an upcoming board meeting regarding SRO's. The report will review results from the first survey, as well as the Thought Exchange. This update will also provide next steps as previously determined and status on those steps. Mr. Conrad will also share this report with this committee.

Once defined, there was a suggestion- to create/share infographic about SRO's and their roles.

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HR Update-Recruiting Teachers of Color

David Cunningham, former Executive Director of Human Resources, resigned to accept a position at Kansas Association of School Boards (KASB). Samrie Devin was elevated from Director to Executive Director.

Mrs. Devin had a conflict and was unable to attend today's meeting. Dr. Stubblefield shared that due to the loss of 600+ students- it affected staffing/recruiting. Currently, not actively recruiting-placing staff in open positions.

A certified position, Facilitator of Recruitment & Retention, was added within Human Resources that focuses on recruiting and retention of diverse staff. Kaitlin Lugo (a person of color) is currently a teacher in the district and was hired for this position. It is a full time position and she will start transitioning over the summer.

It was stressed that the district has established relationships that are continuously being cultivated and maintained for future opportunities/partnerships. Recruitment and retention of a diverse staff is a priority.

Other District Updates-

- Equity Policy
 - An equity policy was adopted by the school board at the May 10, 2021 board meeting. At the board meeting, the policy was amended to state the following- *District and building equity advisory committees and programs (for example, Parents of Color Advisory Committee, Equity Advisory Council, and Native American Student Services)- on an ongoing basis, will meaningfully participate with district staff on progress towards School Improvement Plan and district-wide strategic plan implementation. Equity advisory committees and programs, along with district leaders, shall utilize disaggregated data to analyze trends, identify gaps, and develop racial and other equity priorities for schools and district offices.* This policy is located on the district website in BoardDocs under Policies (Section C).
- Re-purposing of Kennedy
 - All is moving right along. Staffing has been solidified and all staff know their placements. There are planned transition activities for the students. The buildings are reaching out to families to coordinate.
- Boundary Advisory Committee

At the April 12, 2021 board meeting, Board President Kelly Jones charged the Boundary Advisory Committee with completing a comprehensive boundary study of our 14 elementary schools. Dr. Stubblefield shared that the work completed from the bond allowed for renovations to the elementary schools so that they were built out in order to shift boundaries from west to east in order to balance out school size.

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At the next meeting, the committee will begin looking at changing the current boundaries to see how it affects enrollment and class size in the various buildings.

- ECAP
 - There is a follow-up Meeting Making Meeting comprised of district staff and select advisory committee members scheduled for May 25th (3:30-5:30 pm). Info from Midwest will be share when completed.

Miscellaneous-

- A committee member asked about the district's curriculum regarding social studies and specifically Lawrence local history. There was a concern that our local history was not being included. She was under the impression that this was the year for revisions to the curriculum. She shared that there were individuals and groups able to offer information regarding Lawrence and Douglas County History. Dr. Stubblefield shared that originally this was the year for revision/revamp to the curriculum. However, due to COVID, some items have been delayed and as such will need to be prioritized as to order of addressing. Dr. Stubblefield stated that these groups along with current advisory boards will be engaged; there is a current process in place.
- Dr. Stubblefield's Departure
A committee member expressed concern over status of these advisory committees with Dr. Stubblefield's departure. Dr. Stubblefield stated that a senior level leader will continue to work with the advisory committees. She stressed that the work will continue because a system is in place. Dr. Lewis is finalizing his reorganization due to her departure and will be announced by June 1st-
- School Board Opportunity
There are three current board members whose terms expire in January 2022. If you or someone you know is interested in running to be on the school board, June 1st is the deadline to file. (Election will be in November 2021)

Action Items

- Mr. Conrad will disaggregate the data to determine those negative interactions by race
- Dr. Stubblefield will follow up regarding the educational background and training that SRO's have to undergo. (I.e. Does training occur before they are placed in our schools?)

Next Meeting- June 1, 2021 (5-6 pm)