

Agenda
Equity and Access Committee
April 25, 2019
3:45 p.m. - District Board Room

1. Welcome / Introductions:

Ron Higgins, Sandy Garcia, Amy Reed, Marilyn Melgoza, Terri Trick, Pam Clayton, Mark Higgins, Kalea Soto, Aliyah Torres, Catherine Veninga, Erin Dorso, Jerry Cummings, Lizbeth Flores, Sandra Escobedo, Melito Ramirez, Julie Perron, Karen Maldonado, Perla Olmos, Victor Vergara, David Hampson, Maggi Banderas

2. E & A Committee: Work on Action Plan

- **Review of our work from the last meeting**
- **Work on “action plans”**

- Victor shared PowerPoint “Creating an Action Plan” to go over the problems we identified at our last meeting and actions we can take to work on these problems. *Review PowerPoint*

- After analyzing the problems, Victor asked the Committee to work in their table groups to answer the following questions:
 - **Who are the individuals you need to accomplish this action plan and will you support them? Resources?**
 - **What are the main actions you will recommend to the Superintendent and Board of Directors?**

- The following points are each group’s reflections on the questions and problem statements:
 - **Group #1:** Looked at all of the problems and saw a connection around middle school and mentorship, specifically looking at at-risk middle school students. We do best when we work together – we should try to work together and build a mentoring program at the middle school level that would involve parents and community organizations. Need to make a plan for a mentorship program (6-8th grade, maybe even at the high school). Need to involve voices that have expertise in mentorship programs (Friends of Children). Need to have parental support! Without parental support, it is going to be difficult to get something going.
 - **Group #2:** Discussed the issue of high school and being able to provide opportunities and connections. We need to get more students connected to peers and staff members. Link Crew is a great way to connect students with students but we need to put

more “link crew” events on the calendar. Link crew students are trained to lead and facilitate activities. Need to focus on building that connection with an adult and peer.

- **Group #3:** Building relationships is a key component in making students feel comfortable. Principals need to be involved in the process, as well as intervention specialists. A question was asked how do we about creating a mentorship program? Do we have transition peer-meetings from 5th to 6th and 8th to 9th? Really need to focus on those grades to make sure they are comfortable and can make those positive connections. They agree that Link Crew should not just be a one-time event they should do events and activities throughout the year. Flex time can also be used for this, middle school and high school? We need to connect students with adults from different expertise backgrounds (music, art, sports, etc.)
- **Group #4:** We talked about creating an equity policy and bringing this idea to the board. This can create a district-wide commitment to equity and access to all students in programs. We also saw a trend in building relationships and connections with students. At Wa-Hi, they have talked about having flex period also be a time of career/college enrichment – to discuss how to fill out a job application, resumes, scholarship essays, etc. This would create a culture of intentionality and support for things that are also important steps in life, rather than just focusing on academics.
 - **Who would write the equity policy?** Bilingual director guided by the committee. Need to create subgroups that would focus on this and do the extra work. Create a formal group that will develop a timeline and accomplish this goal.

3. Reports / Updates:

- **Victor shared Equity and Access PowerPoint to go over 2017-2019 activities, programs, and events that the Bilingual Department has supported.**
- **Erin & Amy R shared how their professional development opportunity is going**
 - i. The focus of the PD opportunity is to engage teachers in a positive way and to talk about issues of equity that occur in the classroom.
 - ii. They have discussed how one’s cultural lens affects classrooms. Is there a gap analysis in our classrooms?
 - iii. So many of our students might be left behind because we teach in an individualistic approach, which we know many cultures and countries are collective. Individualistic approaches affect our students’ experiences.
 - iv. We need to understand our student’s deep cultures. Some teaching practices might be alienating to our students and we need to take a closer look at these practices.

- v. Staff that is going through this PD now have CRT pins that they wear on their lanyards. Feel free to approach these staff and ask them about how their PD is going.
- vi. They have created a safe space for tough dialogue.
- **Kinder Resource Fair:** It went really well! Every year it keeps growing! This year we had only 20 Spanish speaking families attend. How can we engage them earlier on? How can we reach these families?

**4. 2019-20 Meeting Dates:
To Be Determined**