

# School Equity Council Meeting

3/12/24

Facilitator: Christine Gerber

## AGREEMENTS/NORMS

- ★ Start and end on time
- ★ Hearing all voices in all meetings
- ★ Create opportunities for clarifying questions (chat or end of meeting)
- ★ Honor and give space to “first draft thinking”
- ★ Time for readings/documents/notes ahead of time
- ★ Explanations on unknown topics (use of plain language)
- ★ Share out reminders/follow-ups/next steps via email?

**TIME KEEPER:**  
**NOTETAKER:**

WHAT	HOW	TIME
<b>CONNECTIONS</b>	If you could completely get rid of one month a year, what month would it be and why?	6:00-6:15 PM
<b>DISCUSSIONS</b>	Review & Approval of <a href="#">January minutes</a>  <a href="#">Panorama Survey</a> <ul style="list-style-type: none"> <li>● Caregiver Survey</li> <li>● Student Survey</li> <li>● Staff Survey</li> </ul>	6:15-7:00 PM
<b>UPDATES &amp; ACTION ITEMS</b>	Parent/Caregiver updates on meetings with School committee members  Other updates	7:00-7:15 PM
<b>AGENDA ITEM FOR NEXT MTG</b>	What agenda items do you want to see for our next meeting?	7:15-7:20 PM
<b>OPTIMISTIC CLOSURE</b>	What fictional character would you be best friends with in real life?	7:20-7:30 PM

## **Attendance:**

Chris Gerber  
Rolanda Prophete  
Nancy Wyse  
Lorletta Dirtion  
Jennifer Climaco  
Ruth Wong  
Missy Page  
Claire Yu  
Sarah McGowan  
Natalie Lang

## **NOTES:**

- ❖ January minutes reviewed and approved
  - Panorama Survey
    - 50-60 staff (55 staff took it)
    - 3-5th graders about 90 students (82 students took it)
    - 32% of families took the survey
    - What determines the 'favorable' rating
      - Top 2 vs. bottom 2 as 'favorable' and 'unfavorable'
      - Want a higher percentage overall
- ❖ Family/Caregiver Survey
  - 'Becoming evolved' how is that defined vs. families
  - Question 4: how does this compare to other schools? With our unique population and the challenges with caregiver engagement. How might we address that?
  - Race/ethnicity/culture showed full representation of the KLO
  - Selection bias? How were families able to take the survey?
  - Glow: of the responses, families had generally positive responses, and about 1/10th of families had unfavorable responses– how can we help support those families
- ❖ Student Survey
  - There are ways to dig deeper in panorama platform for specific demographics
    - School climate q. 3— helpful to see grade level breakdown and compare to other schools
      - KLO vs other schools could help advocate for our school
      - Surprising as a parent to see that students feel their learning is disrupted
    - School climate q. 4— surprising to see students don't think what they are learning is important
  - School rigorous expectations q. 5 was a GLOW

- Participating in activities outside of school— 24 students don't do anything, do families know options? what are the barriers?

❖ Staff Survey

- Well-being section was most concerning (q. 3, 4, 5)
  - work on morale
  - GLOW: so many staff are committed and dedicated while also having a negative experience
  - District could be a possible reason for these feelings, but what as a community can we do to support staff
- Wonderings: what will extended school day do to morale? How will staff use additional time? More teacher burnout? Where is KLO at with the ABAR curriculum?
  - ABAR is becoming more school climate, students and staff are living it rather than just performative
- What did staff say about how they could be more supported and less burnt out?
- Glow: staff feels entrusted to do their job, but feel they don't get as much feedback
  - What does eval process look like? Who does them? For teachers and paras
    - Evals fall on principal, vice principal, department heads, SEI department heads, OSS department heads
- Staff felt unsure how to answer some questions (school-based vs district based)
- Make a plan to tease out staff concerns— seems like the most important outcome of the survey
  - Community building, ways to come together as a staff, connectedness - what staff felt were important for next steps