

School Council Meeting

February 17, 2022

Agenda: Continuation of School Improvement Plan Review

The goals of our School Improvement Plan:

- Social Emotional Learning (we talked about this in the last meeting)
- Chronic Absenteeism
- Equity & Access
- Math Achievement
- Systems of Support

This meeting is to review the Equity and Access goal.(January meeting reviewed Social Emotional Learning.) We are working towards a more equitable school. We need to look at how we are doing. We need multiple voices who represent diverse stakeholders.

The history behind this; Work started a few years ago by the Building Equity Bridges (BEB) group. The goal is for the Cambridge Public Schools to become an anti-racist district made up of anti-racist schools. BEB identified the barriers to racial equity in our district.

Definition of equity: Each student, regardless of race, ethnicity, nationality, gender, gender identity, disability, sexual orientation, religion, or socioeconomic status will have access to the opportunities, resources, and support they need to attain their full potential.

From the BEB work, the Office of Equity Inclusion and Belonging was created in our district. That department staff includes:

- Chief Equity Officer, Manuel Fernandez
- Director of Equity, Leslie Jimenez
- Curriculum and Training Specialist, Jenny Chung
- Youth Advocacy Specialist - Kini Udovicki
- Family Engagement Director - Robin Harris

This office has partnered with MAEC (Mid-Atlantic Equity Consortium) to use an equity audit tool that will help schools begin this work. This starts with creating an equity audit team in each school. Members on that team will do a self-assessment to look at what is working well at school and what needs to change.

We have a group of parents, community members, staff and teachers who are part of our equity assessment team. They will each do a self-assessment. The data from the team's assessment is compiled. That is the starting point for discussion. The group will then come to an agreement on a rating for the school. This will take place over two meetings in March. Consensus building tools will be used to find agreement (tools like 'fist to five consensus'). From those meetings, areas of need will be identified and then recommendations and action steps will be taken in April and May.

The equity assessment tool is extensive and a bit overwhelming. With feedback from principals, the district agreed that four of the eight topic areas in the questionnaire will be the focus:

- School Policy
- Assessing Community Needs
- School Climate/Environment
- Staff

During the meeting discussions:

- our different racial/lived experiences impact how we see equity in our schools
- responses may be difficult to hear
- it's okay for people to have different perspectives
- create safe and brave spaces for all members of the team

[Link](#) to the School Improvement Plan.

[Link](#) to the MAEC Equity Audit Survey.