

Baldwin School Council Meeting Notes

Wednesday, January 18, 2023

Parent/Caregiver Attendees: Kate F., Gardite, Rosper, Bereket. Eugenia

Agenda: Review the Outcome of the Equity Self-Assessment (from last school year)

First ... Updates: At the December school council meeting, concern was raised about the school picture vendor. Heidi is gathering information from other schools to learn about other vendors that are used in our district and their school communities' satisfaction.

The meeting focused on the equity priorities that came about from the MAEC Equity Audit Self-Assessment that was done last year.

("MAEC Inc.'s Equity Audit critically examines policies, programs, and practices that directly or indirectly impact students or staff relative to their race, ethnicity, gender, national origin, color, disability, age, sexual orientation, sexual identity, religion, or other socio-culturally significant factors.")

Equity is each student getting what they need. Baldwin had a diverse team of 17 parents and staff who went through a rigorous equity assessment survey. The group ranked each area from 0 to 4, where 0 indicates it is not in place, and 4 indicates excelling. These are the priority areas that came from the assessment:

- *Does the school have a clear mission statement regarding education equity?* The consensus rating was a 0. There are things that we are doing, however, we do not have it written anywhere.
- *Does the school have written policies regarding equitable practices (ie, student pronouns, access for all students)?*
- *How are school planning and leadership opportunities for families representative of the school community by race, ethnicity, etc.?*
- *To what extent do staff and families have safe and open spaces to share their experience in relation to race, culture or identity? Are there affinity spaces?*

Looking at each of these priority areas, each attendee of this meeting was asked:

- What does group work look like for this priority?
- What would progress look and feel like?

Mission statement priority

We could look at our existing mission statement and compare it to examples of good, clear mission statements. Do we want to rewrite or start from scratch? Ask our parents/caregivers to look at the mission statement and provide their input for tweaks or changes. A group can take those suggestions and revise, and ask for input on the revised mission until there is consensus.

Written policies regarding equitable practices

There are things we do, however, they are not written down. The student/family handbook will need to be reviewed/redone. Will need to workshop to do that, and then ask for input. Suggestions for hardcopies, especially for something like a handbook, and language accessible.

Parent/caregiver representation

Making sure there is diverse representation, first list all the leadership/parent opportunities for parents (Friends of Baldwin, School Council, field trip chaperones, teacher interview committees). Determine the best type of communication (text, flyers, emails) that will get the attention of all parents, meeting parents where they are at, to effectively convey the need for parent leaders. Progress would look like more parents involved.

Safe and open spaces

Is there an interest in affinity groups? Are there groups in the community (ie, cultural groups) that can bring school information back to us. How do we connect communities outside Baldwin to inside Baldwin?

Next school council meeting: *Wednesday, February 15* at 6:30 p.m. - virtual.

Agenda: To continue the conversation about how to connect communities outside Baldwin with Baldwin as it relates to our school and our students.

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Baldwin Equity Meeting

Wednesday, January 18, 2023

Agenda: Looking at the Mission/Vision of the Baldwin School and the CPS District with Equity in Mind

Baldwin School Mission and Vision Statements

https://drive.google.com/file/d/1g3txINtGSIRZqTbQUXXBzf6_F570-Hw/view

Cambridge Public Schools' Mission and Vision Statements

<https://www.cpsd.us/cms/One.aspx?portalId=3042869&pageId=72012530>

Does the school have a clear mission statement with regard to educational equity (students getting what they need)?

Review, think and share. What do you notice? What do you wonder?

Attendees shared the following:

District mission is 'lofty'. Looks like a fortune 500 company mission statement.

I like Baldwin's mission statement, it is much more realistic. The CPS one seems aspirational. Baldwin's is humble. I like that it says working together.

The essence and feel of the Baldwin one is good.

Our vision, 'joy, belonging, challenge and growth for every Baldwin student, every day'. is that it allows kids to be who they are and then grow and thrive.

Joy is prominent that that is what it's about at Baldwin. Proud that that is the feeling of the school.

In our Vision statement, it says 'high academic standards'. What are high academic standards? Are we putting pressure on families and creating anxiety?

The goal is to help each child excel to their own ability.

Are they inclusive? Do they resonate with ALL families? Does it reflect educational equity?

Ask our families for input.