

School Building Name
CLT Equity Team Meeting

Date:

October 27, 2022 5pm-6pm

Date: May 26, 2022

Location: Zoom

Team members present: Stephanie Smith, Carol Ezzelle, Elizabeth Allen, Joanne Mann, Katie Pegoraro, Lindsay McBride, Olivia Holloway, Peter Anderson, Sabrina Yimer, Sarai Camey Gomez, Tiffini Woody-Pope, Traci Holland, Kip Malinosky, Elita Jenks, Enid Dunbar, Lisandra Pena, Crow Webb, Rachel Payne

7 General Norms of Expected Collaboration: Pausing, Paraphrasing, Posing Questions, Putting Ideas on the Table, Providing Data, Paying Attention to Self and Others, Presuming Positive Intentions
Courageous Conversation 4 Agreements: Stay engaged, Experience discomfort, Speak your truth, and Expect and accept non-closure

Welcome:	5 Minutes	Welcome!
Introductions	20 Minutes	Stephanie Smith, teacher, Equity Team Leader Kip Malinosky, teacher, Facilitator Tiffini Woody-Pope, Counselor, Facilitator Elita Jenks, teacher, Note Taker Enid Dunbar, teacher, Note Taker Traci Holland, teacher Carol Ezzelle, parent Katie Pegoraro, parent Olivia Holloway, teacher Peter Anderson, teacher Lisandra Pena, student (Gay/Straight Alliance rep) Sabrina Yimer, student (Student Council Association rep) Sarai Camey Gomez, student (Student Council Association rep) Lindsay McBride, teacher Liz Allen, former Jefferson Teacher, life-long Equity Team member! Joanne Mann, teacher Crow Webb, student (Gay/Straight Alliance rep) Rachel Payne, teacher

2022-2023 Goals	25 minutes	<ul style="list-style-type: none">● Update on our schoolwide Restorative Justice in Education (RJE)<ul style="list-style-type: none">○ Last year we researched how to bring RJE to Jefferson. We were able to put together a proposal and we have Ms. Boggan’s support. We need the funding for a 3-5 year commitment.○ We secured funding to train the Equity Team, but it was too late in year.○ Teachers/Staff received the first part of the training this month.● Smaller (more localized) equity projects<ul style="list-style-type: none">● Ideas for Committees:<ul style="list-style-type: none">○ Grant Writing Committee (to get funding for RJE)○ See screenshots below:
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○ **From Peter Anderson:**

Peter Anderson (he/him) to [Everyone](#) 5:30 PM

Rough draft thought: In Street Data: A Next-Gen Model for Equity, Pedagogy, and School Transformation, Shane Safir and Jamila Dugan propose an alternative data dashboard for schools to use. This dashboard moves away from the Eurocentric obsession with 'scientific' psychometrics (sorry, Ms. Ezzelle!). It instead has a series of data points that range in micro to macro levels. Many of the street data comes from various listening sessions with students. (This is of course detailed in an impressive way. It's amazing) I would love to think about how to build a new TJ data board round this model

		<p>Carol Ezzelle to Everyone 5:30 PM</p> <p>I'm so interested in hearing what students suggest as actions and what do teachers of color, bi-lingual teachers suggest. TAKE care!</p> <p>Kip Malinosky to Everyone 5:30 PM</p> <p>https://jefferson.apsva.us/communicate-with-the-tjms-equity-team/</p> <p>Enid Dunbar to Everyone 5:30 PM</p> <p>Welcome to the new members today!</p> <p>Carol Ezzelle to Everyone 5:32 PM</p> <p>Thanks, Mr. Anderson --I'm psyched to learn about a new model for data dashboards!</p> <p>Peter Anderson (he/him) to Everyone 5:32 PM</p> <p>IT'S AMAZING!</p> <p>Enid Dunbar to Everyone 5:32 PM</p> <p>My head will spin, no doubt! LOL</p> <p>Kip Malinosky to Everyone 5:32 PM</p> <p>https://docs.google.com/forms/d/e/1FAIpQLScLKfSJSOhFuvCqKFHLD1m44xWXApJd0X72cHGDNnqWNvyV1w/viewform</p>
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		<ul style="list-style-type: none"> ○ Wider array of shades when it comes to bandages (small, Black owned business Browndages) ○ Community Outreach/Family Engagement ○ Partnering with outside organizations to provide childcare for PTA meetings and other parent events ○ Donuts for Dads (Hanson??) or Computer classes for guardians ○ Social Emotional Learning/after school activities (engagement) for English Learners
Closure	5 Minute	<p>Action item:</p> <p>Contribute to Google Document that Ms. Smith will send out with our ideas for committees</p> <p>Next meeting: November 17, 2022 5pm on Zoom</p>

Preparing Equity Team Meeting Agendas

A clear, purposeful advance agenda that includes all team members is key to making sure that the Equity Team implementation plan remains a top priority and team motivation and meeting attendance stay high throughout the year.

Make sure your meetings stay grounded in your core implementation by referencing your school’s vision and goals.

- What action steps need to take place this school year to accomplish your goals, and when will they need to happen?
- How will the team measure progress toward goals?
- Who will be responsible for collecting data or documentation for the next meeting, and when can the team gather and reflect on benchmark data to practice continuous improvement?

Use a chart like the example of the DEI ET monthly calendar below to sketch out how your team will advance the school’s Equity Team implementation plan and engage in continuous improvement over the course of the school year.

	December 15, 2022	January 26, 2023	February 23, 2023	March 23, 2023
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meeting dates and times	October 27, 2022 5:00pm-6:00pm	November 17, 2022 5:00pm-6:00pm	5:00pm-6:00pm	5:00pm-6pm		
Equity Team Action Steps	<i>Create committees to focus on local equity projects</i>	<i>Committee Update</i>				
Tentative Deadline Dates						