

Jefferson Middle School
CLT Equity Team Meeting

Date:

April 27, 2023 5pm-6pm

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Location: Zoom

Team members present: Stephanie Smith, Tiffini Woody-Pope, Kip Malinosky, Elizabeth Allen, Katie Pegoraro, Amanda Taylor, Carol Ezzelle, Chanai (CJ) Brewster, Lindsay McBride, Rachel Payne, Traci Holland, Elita Jenks, Nam Clark, Katlyn Bennett, Nicole Reynolds (ASL Interpreter)

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:	10 Minutes	Welcome! What is your favorite summer retreat/activity?
Equity Projects: Breakout	25 Minutes	Equity Team updates: Data Dashboard Diversity Affirmations Restorative Practices

<p>Equity Projects: Share-out</p>	<p>20 minutes</p>	<p>Updates from:</p> <p>Data Dashboard:</p> <ul style="list-style-type: none"> We are at a stopping point since Mr. Anderson’s vision is necessary to continue. We will keep thinking about how our work is different from the other group. We want to keep moving forward without duplicating efforts <p>Diversity Affirmation Group</p> <p>We looked at the responses from the focus groups and found common areas where certain things are occurring and brainstormed what we can do about it</p> <ul style="list-style-type: none"> Peer mediation Groups After School club “agreements” based on language, conflict resolution, being careful about how others received what you say Recognize students for being respectful in the hallways Positive hallway reflections: Have students make posters around language use in the hallways <p>Restorative Practices</p> <ul style="list-style-type: none"> We want to use Restorative circles in TA; we will have a bank of circle lessons in the TA canvas available for teachers. They will all be ready in June! Have a circle at the leadership retreat so that we start the year with the model and open it to the entire staff when we return. Meet with departments about how to use circles, not just about community building, but for content as well How to prepare families for restorative practices; we want families to be partners in this endeavor with us <p>Ms. Smith’s Big Announcement: <i>We are the first and only middle school to be the Restorative Justice pilot!</i> If anyone wants to join the meeting, let Ms. Smith know and she’ll send you the invite. If you can’t, and have questions, send those questions to Ms. Smith Next Friday, May 5, at 11am</p>
<p>Next Steps</p>	<p>5 Minutes</p>	<p>Intent Form for Next Year</p> <p>Next (and final of the year) meeting: May 25, 2023 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.

meeting dates and times	October 27, 2022 5:00pm-6:00pm	November 17, 2022 5:00pm-6:00pm	December 15, 2022 5:00pm-6:00pm	January 26, 2023 5:00pm-6pm	February 23, 2023	March 30, 2023
Equity Team Action Steps	<i>Create committees to focus on local equity projects</i>	<i>Meet with Equity Sub-committees</i>	<i>Updates from Sub-Committees</i>	<i>Updates from Sub-Committees</i>	<i>Did not meet; Sub-committees continued working</i>	
Tentative Deadline Dates						