

Oriole Park Local School Council
Equity Committee
Minutes
Monday, March 11, 2019
Start time: 5:30pm

1. Call to Order – 5:39PM
2. Welcome and Introductions:
 - Members present: Ewa Mascarenhas, Matt Render, Julie Fehler-Render, Karen Torres, Daun Vaswani, Liz Schultz, Al Grippe, Barb Brodsky, Libby Madej
 - Members not present: Brandy Wilson, Annie Rarey, Radostina Apostolova, Candace McGuffey, Emily Hogan, Sara Arnold
 - Public Participation: Anne Breen
3. Acceptance of Agenda:
 - Motion: Julie, Second: Libby; Approved unanimously
4. Acceptance of Minutes from the last meeting:
 - Motion: Karen, Second: Liz; Approved unanimously
5. Potential New Member:
 - Anne Breen: parent of 2 girls at OPS; wanting to find out more about the Equity Committee before joining
6. Feedback from LSC regarding committee membership
 - Committees need 7 members - 1 of which is on the LSC and serves as chair
 - No other rules pertaining to our committee membership (max on # members, who can join, etc) exist in the by-laws as of now
 - Decided that the Equity Committee will have no July meeting, but an August organizational meeting (11 meetings per year)
 - We will be adopting the following LSC rule:
 - Members can be voted off the committee, if they have:
 - Missed three (3) consecutive regular meetings, or
 - Missed five (5) regular meetings within a 12-month period (emergency, special or committee meetings do not count).
 - Motion: Ewa, Second: Matt; Approved unanimously
 - **Libby will reach out to all committee members explaining this new rule and it will be in effect after this meeting**
 - Tabled the conversation about capping membership until next month
7. Review of survey data
 - Student 5 Essentials survey 17-18:
 - Lowest categories: Academic Engagement and Emotional Health (especially in 7th grade, 8th grade and all boys in 6-8th grades)
 - Highest category: Human and Social Resources in the Community
 - Parent 5 Essentials survey 17-18:
 - Lowest category: Bullying (only 40% completely agree it is NOT a

- problem)
 - Highest category: Teacher respect for parents
 - Teacher 5 Essentials survey 17-18:
 - Lowest category: Innovation
 - Highest category: Teacher-Parent trust
 - SEL survey Fall 2018:
 - When data is aggregated:
 - Lowest categories: I say good things about myself, I resolve a disagreement, I stay calm when faced with a challenge
 - Highest categories: I wait for my turn, I show care when doing a project or school work, I try to do my best
 - When data is disaggregated:
 - 11-29% of each grade level is performing with lower than average scores on this SEL screening tool
 - **We need to ask how this information is being used – how are these students who consistently score below average in SEL receiving services? Is there a link between them? Who is in charge of this task?**
 - Social workers (in HS): mostly checking in and making sure students with IEPs get minutes that are dictated on their IEPs
 - Case managers: scheduling IEPs, transition plans
 - Counselors: works with kids who do not necessarily have IEPs
 - 70 kids in OPS with IEPs or 504s
 - 61 kids in OPS with ELL students
8. Current and potential strategies pertaining to survey data
- Current strategies:
 - CIWP has a component focusing on PD for teachers where they learn what they are interested in pertaining to Diverse Learners and/or ELL and then share with the other teachers
 - **There is a teacher survey that was given after the last PD that will be shared at the next LSC meeting**
 - Potential strategies:
 - New position that is specific to counseling and handles SEL
 - Add to CIWP: principal-directed PD/conferences that are specific to areas teachers need to focus on (Simon Senac – asking the why first)
 - Separate MTSS position that focuses on SEL and academic tiers; schedules PDs for teachers
 - Retired teachers to do MTSS periodically
 - Question: **Who is responsible for MTSS coordination in terms of SEL and academics?**
 - Teacher position that is being paid as a teacher but is Director of Climate and Culture (downsides: class sizes get bigger)
 - Look for MTSS or SEL position money in the budget

- Training available from Network 1
 - Network 1: Helen Anton-Napolos
 - SEL specialist
 - Licensed counselor
- NAMI: trauma informed classrooms (Alexa James – Liz has a contact)
- Other data we will/have asked for:
 - AI asked for disaggregated disciplinary data specific to race/ethnicity, IEP/504, and gender
 - 28.5% for DL disciplinary referrals – 4.5 times as high as non-DL
 - ELL 8.5%
 - Gen Ed 6.6%
 - **Libby will ask for alumni report information (what is it?)**

9. Methods for sharing experiences

- Julie/Matt, and Karen will be point people for Diverse Learners and People of Color (respectively)
- **Julie and Karen will be coming up with a way to document incoming experiences from school community members**
- **In order to reach out to community about sharing experiences, we will put a blurb (including our mission) in the Virtual backpack and on website with contact email (experiences may not be shared anonymously)**
 - Focus on positive - sharing resources and assessing needs
- Equity committee may have a table during a community event in the future

10. Public Participation

- Anne Breen:
 - Anne decided to join the committee
 - Is Equity Committee every year? (Based on LSC members and if anyone wants to chair)
 - ILT and PPLC or both?
 - Ms. Hogan is on the ILT, so yes
 - **Need to ask: What kind of voice do teachers have in PD?**
 - CIWP team is heavy on middle school teachers – look for equal balance
 - 2.5 day social workers typically spending 1.5 days doing IEPs at Norwood
 - MTSS: should be meeting students where they are in specific subjects/areas – some parents see MTSS as a path toward an IEP, which it is not
 - Every school should have an MTSS coordinator – at Norwood there is not one MTSS person because all teachers own this responsibility
 - MTSS committee (psych, counselor, teachers) meets and problem solves
 - Intervention specialist can pull some students for various reasons and give the teachers chances to work with all students, including

tier 3 – parents are aware of MTSS meetings and very involved in process

- Counselor (at Norwood) created SEL services survey for teachers to fill out – every time something happens, someone follows up
- **School discipline: are there internal records that aren't entered into the system, but does OPS keep these records?**
- Intervention specialists: Who are they?
 - Answer from admin: recess monitoring, lunch monitoring, pulling kids out of class for academic intervention (non-DL students)
- **Does it make more sense to hire one full-time teacher rather than 7 intervention specialists who are not permanent?**

11. Future tasks and/or Agenda items

- **Julie will be compiling data regarding: how many kids in OPS have IEPs/case management, counselors, social workers, etc. in comparison with other nearby schools**
- **Matt will ask the Director of Climate and Culture at his school to come to our next meeting to tell us how her position was created**
- **Karen will bring way(s) to document experiences**
- Membership cap discussion

12. Next Meeting: Monday, April 8th, 2019 - 5:30pm - OPS Library

13. Motion to adjourn: Barb, Second: Ewa; Approved unanimously

14. Adjourned at 7:25PM