

# [Site Council Meeting Notes] 11.15.19

[Members Present: Melenie Hammond, Peter Noordijk, Lisa Hawking, Jessica Holguin, Rodrigo Aguirre, Christina Brown, Esther Romeros, Mika Hilbers, Katie Fazal, Shanice Clark

- [Group Check in on the compass.]  
>>Acting and Relational, Acting and Relational, Intellectual, Relational, Emotional Quadrant, Emotional, Intellectual
- [Overview of our Agreements and Discussion points from last meeting]
  - Reference to the term “historically underserved” as an umbrella term that labels people of color. Represents a disconnection between the district and who we serve. Term is institutionalized. Equity isn’t equal. How are we thinking of these groups in everything we do? School level. We have a service to all of our kids.
- Considerations for Site Council to address. “Solutionitis”.
  - Example: Affinity groups. How can we ensure that we are helping all of our volunteers and parents...? What are our problems? How can we identify them? How do we verify the problem is related to results? Particularly with our black students.
  - {IMPROVEMENT SCIENCE.}**
- Example: Beach Connects was our first action we engaged in, which came from this process. Problem identified: Lack of solidarity within the school community, named by our Beach School Equity Team.
- We are here to identify problems to address, using this process of Improvement Science, as an effective practice.

- The idea behind Improvement Science as a methodology: moving slow to create big changes. What is the root cause(s) that we have **CONTROL** over? (Five Whys) Major causes and sub-causes. ***Fishbone diagram.*** Has to evolve and have measurable data to determine impact.
- Example: Empathy Interviews help teachers understand how or if students are feeling comfortable, learning, engaged, etc.
- What is the plan? What data/measurable piece will we use to refine this process?
- What three problems do you want to investigate? Post these on Post it notes. Review as a group. We will then categorize these into groups and discuss what we want to investigate. (Goal Statements) Examples: Chronic absenteeism, BAS Assessment schedule as a workload issue, etc.
- **Each member identified a problem and wrote these on separate Post it notes.**
  - Some Examples of problems identified by members include:
    - >>Why is it challenging for teachers to use BAS as a reading Assessment?
    - >>20 of our 28 English Inst. 5<sup>th</sup> graders are not able to comprehend grade level text.
    - >>Teachers are using different reading assessments as progress monitoring tools at each grade level.
    - >>Why are our struggling readers not feeling connected to reading?
    - >>Why are students not making one level of growth in all genres?
    - >>School goals should include empowerment of people of color at every level of the school.
    - >>Parent possibility to participate in establishing goals and guiding principles through a democratically selected group.

>>We do not have a facilitator for our Black Family Affinity group.

>>Beach School needs more staff of color that our students feel connected to.

>>Peer environment supportive of learning?

>>Do our students feel safe enough to learn?

(There are more examples from this process not listed here.)

- Site Council agreed that we would revisit the problems we identified this evening and narrow down our list as part of the process of Improvement Science.

{Meeting adjourned at 6:08pm.}