

San Mateo-Foster City School District

Equity Task Force

Meeting Notes

November 17, 2020

7-9pm

| Agenda Topic(s) | Facilitator(s) | Notes |
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| Call to Order: (10 min) <ul style="list-style-type: none"> Welcome/Introductions Approval of the Agenda Approval of Minutes from 10.20.2020 Future Meeting Dates <ul style="list-style-type: none"> Dec. 15, Jan 12, Feb. 16, March 16, April 20, May 18 Public Comments | Dr. Joan Rosas, Superintendent | <p>Patrick then Karla approved the Agenda</p> <p>Colleen moved and Paco seconded to approve the minutes</p> <p>Meeting dates posted</p> <p>Tenea acknowledged for her contributions and allowed a moment to share thoughts:</p> <ul style="list-style-type: none"> must prioritize time due to changes appreciative of the work of the group <p>Randi Paynter did not have a comment, just joining in</p> <p>Hsuanpei - just joined to listen to how the equity task force is doing and how it is helping the community. A parent from College Park and interested in how the district is helping everyone in the community.</p> <p>Paige Yeh -Christini listening in as a parent of a College Park 3rd grader and a Turnbull 2nd year. There are many issues related to equity and the pandemic and wanted to see what was going on and anything more she could learn about this process.</p> |
| Building Safe Space (5 min) <ul style="list-style-type: none"> Social-emotional check 4 agreements | Nicole Anderson, Equity Consultant | <p>Reminder about the Four Agreements and make sure you have an opportunity to remind one another. In this journey there will be non-closure, confusion, and pace challenges. We must focus on building safe space first to move to brave space. We can only move fast when the group is safe.</p> |
| Board Update: (5 min) <ul style="list-style-type: none"> Current board priorities focused on equity | <p>Noelia Corzo, President</p> <p>Sara Watkins, Trustee</p> | <p>Work is moving along for North Central. There will be upcoming engagement sessions.</p> <p>NAAC facilitated some community listening sessions to meet expectations of resolution. There will be some follow up to that.</p> <p>Instituted Neighborhood priority at our magnet programs without a boundary and added a set aside for all programs which includes College Park and Fiesta Gardens so that it is now consistent among all four.</p> <p>Continuing to look at magnet programs, acknowledging there is SES and racial imbalance with district population in these programs.</p> <p>Difficult conversations occurred at the last board meeting and we will be looking at how we will be working through that as a community.</p> <p>Safety and discomfort are different. We will be uncomfortable in different ways.</p> <p>Socio-emotional check-in</p> <p><i>If you had 30 seconds to teach anyone about what equity means, what would you say or do?</i></p> |
| District Update: (15 min) <ul style="list-style-type: none"> District reopening Plan Learning Loss | <p>Dr. Joan Rosas, Superintendent</p> <p>David Chambliss, Assistant Superintendent</p> | <p>District Re-opening</p> <ul style="list-style-type: none"> COVID statistics have changed and we have escalated. The District will continue to work on our reopening plan. We are looking at returning in a hybrid manner. Families are now making choices as to whether they want to come back in the Hybrid Model January 19th return for TK/K/1 and SDC February 1 grades 1-3 will return February 15 grades 4-5 planned return |

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| | <p>Aleyda Barrera-Cruz, Principal-Sunnybrae Elementary</p> | <ul style="list-style-type: none"> • Middle school has to be a different approach as they cannot go class to class • We are getting thermal scanners for each school • Staff Testing will be held at a minimum once a month • Hepa filters are coming • Downloading an app on the phones to support health protocols <p>Learning Loss</p> <ul style="list-style-type: none"> • Schools have been meeting to discuss issues related to access. • Large percentage SED or EL or other vulnerable groups • Been tracking the students and counted 215 that are still struggling to access distance learning • Learning hubs would be a good option for these students • Concern is if they are not accessing their learning they are not going to be able to “catch up” • How do we support our students as they prepare for next year? <ul style="list-style-type: none"> • Asked fellow principals to give numbers at their sites of how many who have not been accessing. • In the future could the ETF, brainstorm what may be some ways to mitigate learning loss. Could we use partnerships and generate more ideas to support the students. • In March we had 47% students reading at grade level, now 31% are reading at grade level. • Kids who were on grade level are tending to stay on grade level. The gap is potentially widening. • Several participants made suggestions and they can be found here. • Here is an article on combating COVID learning loss through trained volunteers: <ul style="list-style-type: none"> • https://www.the74million.org/using-tutors-to-combat-covid-learning-loss-new-research-shows-that-even-lightly-trained-volunteers-drive-academic-gains/ |
| <p>Content/Capacity Building: (15 min)</p> <ul style="list-style-type: none"> • Defining Educational equity • Recognizing the barriers to equity work • Understanding a systems approach to equity work | <p>Nicole Anderson, Equity Consultant</p> <p>Dr. Shelley Holt, Equity Consultant</p> | <p>Refocusing the work</p> <p>The district has had many winds blowing and storms coming in and out. A reminder that storms make trees dig their roots in deeper. We need to go deeper and focus on what we can actually and feasibly do to see a difference in the long run. AS you move in the community and lead this work/</p> <p>Remember about safe space</p> <p>Reviewed equity in education including challenges and actions that create equity</p> <p>Reminded about Water of Systems CHange. We will have to change policies and practices, we will have to shift resources, we will need to work on relationships, recognizing there are some voices that have not been heard.</p> <p>As equity experts we need to be able to answer these questions about what is equity, what are the challenges and what are the actions that create equity.</p> <p>Reminder about the SMFC Equity Definition that we started with as a team. We must remove the predictability of success or failure based on socio-economic, cultural, ethnic or racial designation</p> |

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| | | <p>Everyone does not understand this definition and has their own idea of what this means. Elephant and the blindman. Reminder of the history of public education activity and understanding what and whom education was created to do going back to the 1600s https://padlet.com/chu9/qtff9nfi1nss9jol</p> <p>Interrupting inequities and predictability is our work. Reminded that this is not a new issue and it is created because education was not created for everyone. Shared dashboard data and the fact that we still are assessing students with equality in that they are all taking the same assessments. Returned to breakout rooms to teach each other again with the same question.</p> <p>Brought back and a few shared their perspective Figuring out where kids are and then mapping out what they need and how to get them the possibilities to meet their own potential. One member commented on a field trip that demonstrated the frame of reference is not the same for all children. Equity is about giving access and exposure to what students do not have.</p> <p>When the zoom room is off and we are back to our routines, our role is to continue to move this work. A large part is to teach others what equity is. If we don't have time to talk and think about it if we do not have a chance to explore what we know as equity. We want you to be ready at any time to be able to speak to the work we are doing, where it came from and where it is going.</p> <p>As a task force you were asked to research some areas that revealed equity gaps and prepare a plan of action. We started and then COVID hit, so we need to recenter.</p> |
| <p>Recentering the Work: (20 min)</p> <ul style="list-style-type: none"> • Application process • Timelines <ul style="list-style-type: none"> • Board meeting presentation update • Equity impact action planning • Sub committee focus areas <ul style="list-style-type: none"> • Academic: MTSS • School Safety: LGBTQ • Staffing | <p>Nicole Anderson, Equity Consultant</p> <p>Dr. Joan Rosas, Superintendent, ETF Leadership Team</p> | <p>We have new people coming that are not in the room with us right now. Tenea, Geneva etc. are leaving. We have an application process and we will need to bring more people along.</p> <p><u>Superintendent Rosas</u> Certificated, Classified, Community member openings Asked for some commitments to interview from members of the team to do early evening Monday or Tuesday: Karla, Paco, Colleen, Sue - Monday for Staff Colleen, Sue, Nicole - Tuesday for Community Member</p> <p>With Tenea resigning an application will go out for the parent position. Thank you to members committing to interview next week. We will need to regroup with them as well and look at the subcommittees as it will change dynamics.</p> <p>Board Meeting this Thursday Karla, Sue, Rosie were participating in the listening sessions on Nov. 2nd and 9th. Review what happened during the listening sessions Looking for participants to assist in the board presentation on Thursday</p> |

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| | | <p>Reviewed demographics of participants and panelists, discussion questions, findings.</p> <p>Key Themes shared for both community and student sessions</p> |
| <p>Collaboration/Equity Impact Action Planning: (45 min)</p> <ul style="list-style-type: none"> • Sub-Committee regrouping (breakout rooms) • Community/Student listening session debriefing | <p>Nicole Anderson, Equity Consultant</p> <p>Dr. Shelley Holt, Equity Consultant</p> <p>ETF Sub Committee Members</p> <p>ETF SRO Resolution Focus Group (Karla, Sue Wright, Rosie)</p> | <p>Equity work has to be fully completed before we move it. There were three original groups that were organized based on the data that was previously reviewed. The three areas were showing folding in the renewed teams that were created just before COVID.</p> <p>Reviewed the notes document to unpack each area with a systems lens on equity.</p> <p>Asked questions of each group to consider going back to why that area was identified, getting to the root cause issues and unpacking each issue within the 6 areas of systems change. Not to be completed tonight, but it gives you an idea of where you are going.</p> <p>Appreciation of Staff Liaisons for coming tonight to work with the groups.</p> <p>Homework to continue to build capacity before December 15, 2020 meeting:</p> |
| <p>Next Steps: (5 min.)</p> <ul style="list-style-type: none"> • Sub committee collaboration • Identify data and research for key focus areas • Closing remarks/announcements | <p>Nicole Anderson, Equity Consultant</p> <p>Dr. Joan Rosas, Superintendent</p> | <p>Go into the resources folder and building content awareness by unpacking and further understanding this work through the research provided.</p> |
| Adjournment: | Dr. Joan Rosas, Superintendent | Paco Motion Sue Second |