

Engaging for Equitable Outcomes
Community Session
2/8/22

Session started at 6pm.
There were 17 attendees.

Dr. Mueller introduced the facilitator and individuals introduced themselves.

The District's Vision, Mission, and Values were shared and reviewed.

The definition of educational equity was shared from the National Equity Project. Educational equity means that each child receives what they need to develop to their full academic and social potential.

Feedback from June, 2022 was shared.

Broad reflections shared by attendees:

- We're making progress on students feeling comfortable to come to admin.
- We have many students from many different backgrounds. When we listen to stories/life, we all learn to understand.
- Still have work to do

Updates from different stakeholder groups on how the District is engaging in equitable outcomes.

- Students from the Diverse Cultural Alliance (DCA)
 - Group meets every Wed morning
 - Safe space for kids to share experiences and interactions in school
 - Everyone is welcome
 - Using grant money to build more awareness building
 - Parent video (Amplifying Black Voices) will come in the next few months to share with community
 - Educational space to learn how to be an ally for my peers
 - Students lead this event.
 - DCA members are empowering others in the school to speak up.
 - DCA members are pushing admin to bring awareness to students and staff.
 - Gives students a voice and strategies for use beyond HS. Advocacy, diversity of friends and opportunities.
 - Core expectations shared at beginning of the meeting
 - Working on developing a DCA at HMS
 - Hoping to expand membership
- District Staff
 - Training with Dr. Anthony Muhammad - last 2 years
 - Holmen High School Staff
 - There is a variety of clubs/groups for students to join
 - Counselors have focus groups
 - Administrators are rounding with students so they have a voice
 - Actions in 4K/elementary schools
 - diversity of books, toys in the classrooms, intentional about what students are exposed to
 - District Leadership Team
 - Meeting once/twice a month on specific equity modules
 - Shift from deficit to asset-based thinking, language
 - Identity development

- Updated the Dashboard, which is a communication tool with our community stakeholders, to better reflect updated vision, mission, values

STUDENT LEARNING 	FISCAL 	WORKFORCE 	CUSTOMER STAKEHOLDER ENGAGEMENT 	HEALTH & SAFETY 
<p>Each student will succeed in reaching rigorous learning standards as a result of instructors use of an integrated and comprehensive service delivery model.</p> <p>Academic Excellence, Character</p>	<p>Provide and sustain the highest level of student learning in a fiscally responsible manner.</p> <p>Productivity, Sustainability</p>	<p>Recruit, engage, and retain diverse staff, aligned with our students and community, to ensure we are achieving the District's Vision and Mission.</p> <p>Capacity, Capability, Continuity, Engagement</p>	<p>Engage community in our Vision and Mission by listening to their voice, building relationships, and valuing their input to identify opportunities for improvement.</p>	<p>Foster physical safety and social-emotional wellbeing for District staff and students.</p> <p>Physical Safety, Social/Emotional Wellbeing</p>

- Student Learning encompasses using an integrated and comprehensive delivery model
 - Workforce focusing on recruiting and hiring a diverse staff
 - School Nutrition is free now, equal access
- School Board
 - Working on policies through an equity lens

Next Steps:

How can this group communicate with others about other work underway?

- DCA members could present to staff.
- Communicate that we have a community group/discussion by putting meetings on the District calendar and having the Communications Specialist sharing discussions and meetings. Allow the community to ask questions, seek understanding and improve communication from a building level.
- Share data
- Start small at the foundational level and have more focused conversations. It can be overwhelming to think about the overall goal and there is no “one right” path. Every community needs to develop their own path.

How could this group engage our community in collaborative efforts to increase equity?

- When barriers are discovered, bring them to our attention.
- Model the format of the community group off the student group.
- Teacher and student voices need to be heard. Need to be shared more.
- Talk to our stakeholders, bring it to these events to share.
- Bring students in to share their perspectives and stories. We can disagree on how we tackle the issues, but we need to come together to acknowledge them.
- Lay out specific goals for the community group.
- Have an avenue to share accurate information of what we want to accomplish.
- Regular communication about where we are and where we are going. Celebrate small steps.
- Use this group to engage others more broadly and bring that information back to the group discussion.
- Need to see some real action despite the fact that this is still a work in progress.
- Follow up with those that had expressed interest but were not able to participate in tonight’s meeting
- Have parents’ voices in another community event structured similarly to our MLK event.