



### **Diversity and Equity Committee**

Champlain Elementary School

6:00-8:00 pm, 19 December 2017

Present: Commissioners Susanmarie Harrington (chair), Kathy Olwell, Ryan McLaren, Jeff Wick Superintendent Yaw Obeng; Director of Curriculum Stephanie Phillips; Director of Student Support Services Laura Nugent; Director of Equity and Safe & Inclusive Schools Henri Sparks

1. Approval of agenda with items reordered by consensus
2. Public Comment: none
3. Police Report will be in January, with improved format
4. Review of suspension data: Committee reviewed suspension data from September-November 2017. Trends show reducing number of suspensions, when looked at over a three-year period. Currently, district is working on procedures for supporting students who get pulled out of classrooms. Historic problem: students getting pulled out of classrooms for minor infractions. Working with UVM on data analysis. Schools that are implementing restorative practices are seeing a major transformation. Did 4 day institute last summer for elementary; will do similar institute this summer for high school (including Horizons/On Top).
5. Review of community forums: we had forums with two audiences (two on special ed, one with New Americans). Much discussion of what people wanted added: community desire for more paraeducators/support for paraeducators; desire to support teachers. These desires connected to helping regulate behavior. 49 people have indicated interest in a parent advisory committee for special education.
6. Discussion of restorative practices training follow-up: we recognized that we need to separate the issues of what the board needs to know about the topic of restorative practices and what the board needs to experience in terms of restorative practices in terms of its own inner workings (preparatory to engaging with the broader community).
7. Achievement Gap 101: Discussion of whether to do Achievement Gap forum for the broader community vs. just the Board. Yaw will bring forward a proposal for a community-facing Achievement Gap 101 forum that we will target for February 6 or

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February 20.

8. Setting of Agenda for Next Time:

- a. Discussion of Diversity and Equity Report (attachment from Oct Board meeting) (January)
- b. Invite a school (February)
- c. Historical overview of the work to date (February)
- d. How to advise board on preparing: goal to bring increasingly restorative conversations to a wider and wider community; (Ryan will take lead here)
- e. Teachers from Achievement Gap team
- f. Achievement Gap 101 (Jan)
- g. Police Report (Jan)

9. Adjournment at 7:55 pm

DRAFT