

MEETING NOTES
EQUITY/PROACTIVE PRACTICES COMMITTEE
COMMUNITY UNIT SCHOOL DISTRICT 200
October 1, 2020

A meeting of the Equity/Proactive Practices Committee of the Board of Education of Community Unit School District 200, DuPage County, Illinois, was called to order at 10:31 AM at the School Service Center, 130 W Park Avenue, Wheaton, IL, on Thursday, October 1, 2020.

Board Members: Mrs. Ginna Ericksen (via phone)
Mr. Dave Long

Staff: Dr. Jeff Schuler, Superintendent
Mrs. Melissa Murphy, Asst. Superintendent for Educational Services
Dr. Chris Silagi, Asst. Superintendent for Student Services
Dr. Limarís Pueyo, Director of English Learner Program & Equity

Review and Discussion of Equity Work Plan

Dr. Schuler and the team provided an update on the ongoing work that has been done regarding the equity/proactive practices work plan. This included the following:

- CUSD 200 Equity Plan – Recent Work and Updates
 - Equity Task Force
 - Response Protocol to Issues of Hate and Racism
 - Implicit Bias Training
 - Curriculum and Programming Work Plan
 - Spanish Language Arts
 - Spanish Language Arts Student Goals
 - Spanish Language Arts 2020-21 Work Plan
 - Expand the Collection of Diverse Texts
 - E-Learning and Equity
 - Virtual Academy (VA)/Secondary Remote Learning
 - Elementary Preparation
 - 1:1 Technology and Hotspots/Internet Access
 - Hiring Update

There was discussion on the following:

- The Equity Task Force – two meetings to date; partnering with Dr. Marcus Croom; the text being used: *Suddenly Diverse – How School Districts Manage Race & Inequality* by Erica O. Turner.
- Ensuring our schools focus on all students in the District.
- The Diversity, Equity, and Inclusion Advisory Council community group.
- The Response Protocol to Issues of Hate and Racism began this summer – developed with students, teachers, administrators, and specialists from all levels; while protocols can be on paper, need to see the actions behind it; appreciation for the student honesty and feedback as to what they want to see; students represent a variety of backgrounds - race, gender, sexual orientation, and economics.
- Implicit Bias Training with Dr. Tyrone Howard – work began last Nov with administrators; was leading to June training that could not happen due to COVID; rescheduled for November 13th and to include 100 D200 teachers and administrators throughout two sessions; “train the trainer model”; includes all levels; the goal of those being trained to bring conversations back to their buildings.

- The overarching goal of the Curriculum and Programming Work Plan: to evaluate and increase resources, curriculum, and programming that recognizes and affirms the diversity of the population within the District.
- The Spanish Language Arts Exploratory Committee recommendations presented in March and update on the implementation of the recommendations impacting Johnson, Pleasant Hill, Washington, Hawthorne, Sandburg, and Bower elementary schools.
- Spanish Language Arts Student Goals concerning English Language Proficiency, Spanish Bilingual Proficiency, and Cultural Advocacy.
- The need for students to have a sense of belonging and encouraging their native language.
- The Spanish Language Arts 20-21 Work Plan focus sites include Pleasant Hill and Johnson Schools, with a focus on curriculum, instruction, assessment, and professional learning; implementation is targeted for 2021-22 and a task force is participating in the comprehensive planning.
- Expand the Collection of Diverse Texts – the why and the goals; the importance of students seeing themselves represented in the literature they read and the impact of diverse literature on student perception of themselves and the world; audit of the diverse texts currently being used, determine specific needs, and work with LLC directors to identify and expand library collections.
- Curriculum and texts – transparency; novels added to the D200 website last year
- E-Learning and Equity – putting the equity lens to the e-learning environment; reviewing specific programming needs for students in VA, secondary students in the hybrid model, and planning and preparing for elementary in-person students.
- VA/Secondary Remote Learning – ensuring unique needs of students are addressed; monitoring of attendance/learning data; providing ongoing professional learning for teachers supporting VA; establishing relationships with students, parents, and family engagement; how to support students learning at home; upcoming parent workshop for Spanish speaking parents on managing the stress of COVID.
- Elementary Preparation – addressing the concerns that came about in the Spring; includes the family remote learning survey to determine the learning conditions at home and needs.
- 1:1 Technology and Hotspots/Internet Access – device distribution to students in grades 1 and up; devices for Kindergarten being prepped (for in-person, Kindergarten VA students have devices); ensuring all VA, MS, and HS families that need internet access have received hotspot or provided Comcast internet essentials voucher for home access; reaching out to elementary in-person families who identified a need for internet access.
- Hiring – new hire percentages; the administrative hire of the Director of EL/Equity.
- Ensuring to keep the work in the Equity Plan in front of the Board and the community; providing an update on Equity Plan to the Board at an upcoming Committee of the Whole meeting.
- “Growing our own” message as related to hiring – reaching out to D200 students that are interested in the field of education; career pathways; counseling centers at the HS level – guiding students that show interest in the education field.

Discussion of Board Training Opportunities from Work Plan/Discussion of Future Agenda Items

Dr. Schuler added this to the agenda at the request of a Board Member. There was discussion on the following:

- Copies of the book that is the foundation for the equity task force was provided to all Board Members.
- It was noted that a few of the speakers that will be presenting at the IASB Virtual Summit in November will be speaking on related topics.

Public Comment

None

The meeting was adjourned at 11:42 AM.