

F.W. Parker Charter Essential School

Minutes

Diversity and Enrollment Committee Meeting

Date and Time

Wednesday September 13, 2017 at 5:00 PM

Location

Library

Committee Members Present

C. Igoe, G. Penna, J. Corazzini, L. Warner, T. Sumner

Committee Members Absent

M. Mestre Price

I. Opening Items

A. Record Attendance and Guests

B. Call the Meeting to Order

L. Warner called a meeting of the Diversity, Equity and Inclusion Committee of F.W. Parker Charter Essential School to order on Wednesday Sep 13, 2017 at 5:07 PM.

C. Approve Minutes

L. Warner made a motion to approve minutes from the Diversity and Enrollment Committee Meeting on 08-28-17 Diversity and Enrollment Committee Meeting on 08-28-17.

G. Penna seconded the motion.

The committee **VOTED** unanimously to approve the motion.

II. Diversity and Enrollment

A. Look at Student Data

We examined student demographic data from 2014-2017, including student subgroup data from DESE. We also looked at student demographic data from our three largest sending districts, Littleton, Leominster and Ayer-Shirley.

We used the ATLAS: Looking at Student Data protocol to guide our work.

B. Look at Teacher/Staff Data

We examined staffing demographics from 2014-2017, using the ATLAS data protocol.

C. Discuss Targets and Strategy

We discussed our interpretations of the data and implications for our subcommittee. The group concurred that out of the three areas of impact (staffing, students, legislative options), that we may begin with looking to increase staff diversity. We asked the question, "What are some ways we increase our faculty diversity?" and will be inviting the hiring domain leaders to a future meeting to help us learn more about barriers to increasing diversity. C. Igoe explained that Lawrence Academy was about to have a cultural climate survey, and J. Corazzini explained Framingham's approach, using a state grant to survey families, parents and students.

D. Tasks moving forward

We identified three areas of work moving forward:

1. Recruitment--our subcommittee would benefit from having more members, and we will be working with GovComm to help us recruit additional members. We discussed recruiting parents of younger Parker students, representatives from Leominster and potentially, graduate students to help us get some work done.
2. Staff diversity--we will invite the domain leaders to our November meeting. Our goal will be to seek information and have them educate us on barriers to diversity. We will develop some questions for them during the October meeting.
3. Resource development--in our October meeting, we will examine resources available to charter schools looking to increase diversity. We will also look at tools available to use that are already created, such as climate surveys.

III. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 6:20 PM.

Respectfully Submitted,

L. Warner