



**HOS REPORT**  
**JANUARY 26, 2023**



**Urban Montessori**  
CHARTER SCHOOL



# REVISITING COMMUNITY AGREEMENTS

In support of incorporating our ABAR  
statement and Land Acknowledgment in all of  
our work!

The background of the image consists of several horizontal, overlapping brushstrokes in various shades of blue and teal, creating a textured, watercolor-like effect. The strokes are centered and fill most of the page.

**UMCS LAND**  
**ACKNOWLEDGEMENT**



UMCS ANTI RACIST-ANTI BIASED  
STATEMENT/COMMITMENT

# CREATING COMMUNITY NORMS FOR PUBLIC MEETINGS

- How we developed our community agreements  
Collectively:
  - Reviewed Characteristics of White supremacy culture including antidotes to support reflection on what kind of community we want for ourselves.
  - Engaged in discussions and whole group proposal for community agreements.

Characteristics of Dominant White Supremacy Culture	How do these characteristics show up?	Group Commitments to Disrupt Dominant White Supremacy Culture
Perfectionism	<i>Making</i> a Mistake = <i>Being</i> a Mistake	<b>Stay Engaged and Embrace Mistakes</b>
Sense of Urgency	Quick Fix > Long-Term Solution	<b>Expect &amp; Accept Non-Closure</b>
Defensiveness	Criticism = Threat to Power	<b>Be Curious</b>
Quantity > Quality	Outcomes > Process	<b>Build Trust As You Go</b>
Paternalism	Top-Down Decision Making	<b>Learn from Silence</b>
Either/Or Thinking	Good or Bad; Right or Wrong; With or Against	<b>Know That It's Possible</b>
Power Hoarding	Decision Making Only Clear to Those with Power	<b>Participation by Invitation</b>
Individualism	My Wants > Our Needs	<b>Recognize Your Impact</b>
Objectivity	One Right Way	<b>Open to Outcomes</b>
Right to Comfort	Scapegoat Those Causing Discomfort	<b>Welcome Discomfort</b>

# UMCS 2022 - 2023 COMMUNITY AGREEMENTS

- ❖ Welcome Discomfort - give it space and let it land in a place of growth
- ❖ Learn from silence - listen with intent; Step up AND Step back
- ❖ Mistakes are for learning!
- ❖ Be Curious - without judgment
- ❖ Expect and Accept Non-Closure - keep making steps forward
- ❖ Recognize your impact - assume positive intent AND be open to your impact varying from your intent
- ❖ Be Vulnerable and courageous!
- ❖ Know that it is Possible!
- ❖ Compassionate feedback
- ❖ Build Relationships

# CREATING COMMUNITY NORMS FOR PUBLIC MEETINGS

- How we continue to adjust and center our community agreements, our Land Acknowledgment and our ABAR statement collectively:
  - We start every meeting looking at the agreements and proposing any adjustments!
  - We review and reference our LA and ABAR statement as a staff in multiple contexts
  - We engage in monthly meetings in Affinity groups to support safe dialogue about a range of topics





# RECENT AND UPCOMING

## RECENT AND UPCOMING EVENTS

- Middle School information night for upper elementary students - 1/19, 1/23
- The Great kindness challenge January 30-February 3
- Physical fitness testing for 5th and 7th graders
- Family - Teacher conferences February 27 - March 3
- SBAC testing for 3-8th grade students: March 6 - March 30



**ENROLLMENT SEASON!**

## TOURS AND ENROLLMENT

- We are still enrolling for this year!
- We have had lots of people attending our in person tours with positive responses to the tour, particularly the classroom observations

# CURRENT APPLICATIONS

Grade	Number of current applications
TK	46
K	89
1	11
2	7
3	9
4	11
5	11
6	29
7	9
8	5
Total	227

A large, textured blue circle with a watercolor-like appearance, centered on a white background. The circle has a darker blue center that fades to a lighter blue at the edges. The text 'LCAP' is written in a bold, black, sans-serif font in the center of the circle.

**LCAP**

# LCAP SEASON!

- What is the LCAP?
  - The Local Control and Accountability Plan (LCAP) is a tool for local educational agencies to set goals, plan actions, and leverage resources to meet those goals to improve student outcomes.
- All Local Educational Agencies update their LCAP yearly!
- You can find our DRAFT LCAP [here](#) and expect to here more about LCAP development at all board and comittmee meeting between now and June!



**QUESTIONS?**