APPROVED

MCCPS Board of Trustees

Minutes

DEI Committee meeting

Date and Time
Wednesday December 11, 2024 at 7:00 PM

Location
Hybrid: in person at MCCPS and on zoom.

Please note that the in-person meeting will not be suspended or terminated if technological problems interrupt the remote connection.

Committee Members Present
Chris Doyon (remote), Christina Webber (remote), Jennie Cohen (remote), Lindsay Smith (remote), Paul Baker (remote)

Committee Members Absent
Hayley Suffriti, Ian Hunt, Stephanie Brant

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

Lindsay Smith called a meeting of the Diversity, Equity and Inclusion Committee of MCCPS Board of Trustees to order on Wednesday Dec 11, 2024 at 7:08 PM.

C.

Approve Minutes

Lindsay Smith made a motion to approve the minutes from November 13, 2024 DEI Committee meeting on 04-04-24.
Paul Baker seconded the motion.
Note: The meeting minutes for 11-13-2024 were not in the drop-down menu. These need to be linked.
The committee **VOTED** to approve the motion.

Roll Call	
Chris Doyon	Aye
Hayley Suffriti	Absent
Paul Baker	Aye
Stephanie Brant	Absent
Christina Webber	Aye
Ian Hunt	Absent
Lindsay Smith	Aye

D. Vote in 2 new members!

Lindsay Smith made a motion to add Jennie Cohen to the DEI committee.
Paul Baker seconded the motion.
Committee will vote on adding Hayley Suffriti in the next meeting since she was unable to attend tonight.
The committee **VOTED** to approve the motion.

Roll Call	
Paul Baker	Aye
Ian Hunt	Absent
Stephanie Brant	Absent
Hayley Suffriti	Absent
Christina Webber	Aye
Chris Doyon	Aye
Lindsay Smith	Aye

II. Diversity, Equity and Inclusion

A. Student Opportunity Act MCCPS Plan

- Lindsay shared summary information about the Student Opportunity Act (SOA) via email prior to the meeting.
- Also useful to take a look at the DESE link - https://profiles.doe.mass.edu/general/general.aspx?topNavID=1&leftNavId=100&orgcode=04640305&orgtypecode=6
- **Background**:
  - Student Opportunity Act signed into law in 2019. Very popular. 1993 was the last time there were significant reforms to education.

    - Shift to evidence-based research (before 1990s policies weren't really focused on the data)
    - Acknowledgement that there are glaring disparities for various populations within school communities.
    - Act requires schools to identify the disparities, how we are going to address them, and how we will fund
- MCCPS context:
    - Charter has a considerably more diverse population than other area schools.
    - We have seen decent/marginal improvements with regards to testing but overwhelmingly white population does better. We are at the threshold to allow our students to make a breakthrough going forward.
    - New entrants to MCCPS coming from different preparation backgrounds (ie. homeschool experiences, varied third-grade experiences)
    - Identified that needed more time on learning to achieve better results.
    - Numbers in the high needs category expected to continue to rise.
    - Addressing behavioral issues is a cross-cutting issue for addressing equity.
- Leadership Team drafted the MCCPS SOA plan in summer 2024 and began implementing changes for the 2024-2025 school year with focused on equity and academic rigor.
    - Changes to the schedule at MCCPS to allow 30 minutes of extra instruction per day and more dedicated time on learning.
        - reducing morning recess time
        - adjusting afternoon recess time to offer enrichment programs
        - extended school day (3pm),
        - adding more time for math/ELA instruction,
        - increasing to 3 PALS blocks per week (targeted individual and small group instruction that is evidence-based to accelerate progress),
        - adding a student seminar course (more structured setting for portfolios/technology usage),
        - 10-minute advisory block (focus on improving executive functioning), etc.
    - Partnership with YMCA for after school care (to ensure staff available for homework assistance).
    - New multi-lingual teacher - specialist providing instruction to teachers to help level the playing field, looking at the unique needs of different groups
    - Coaching (from LANs network) to help set up initiatives.
    - Parent Square as a communication platform - provides so many different opportunities to communicate with families and engaging them as partners in student learning. Current communication trends suggest email doesn't work - no one wants to read them, 2-way communication/messaging/texts is preferred. We will need to assess if it's working well for parent engagement.
    - Fellowships with Endicott College and Salem State University - pre-service teachers primarily with the role of instructional assistant

    - MCCPS is looking to actively seek out diverse teachers. Fellowship opportunities could lead to a hiring pipeline.
    - Teacher shortages in the state and the fact that the number of diverse pre-service teachers nationwide are skewed toward a white background will continue to be an issue. The fellowship program may help find new MCCPS teachers with different backgrounds.
- Additional benefits - the SOA will help with enrollment next year (particularly from Lynn and Salem communities).
- For follow-up: What next steps are needed to convert this "draft" to a final plan, how/when does it get finalized? What are the plans to share this with the broader community? Note: Charter went through its 5-yr renewal process this fall. Board reviewed the plan in August and approved.

III. Other Business

A. Possible agenda points for the next month:

- Presentation: Lindsey has discussed a possible presentation from an interested party with her perspective from the Dominican Republic
- Reviewing Handbook with a DEI lens*
- Drafting DEI statement for website*

*Jennie 's editorial background may be useful to tap into

IV. 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 8:09 PM.

Respectfully Submitted,
Christina Webber