

**Salem Public Schools
Salem School Committee
EQUITY & INCLUSION SUBCOMMITTEE
Meeting Minutes
December 9, 2020**

On December 9, 2020 the Equity & Inclusion Subcommittee held its regular meeting using the Zoom on-line meeting platform.

In Attendance: Ms. Amanda Campbell, Ms. Ana Nuncio, Dr. Kristin Pangallo, and Superintendent Stephen Zrike, and Assistant Superintendent Kate Carbone

Others in Attendance: Andrew Benitez and Lee Teitel

Call of Meeting to Order

Ms. Campbell called the meeting to order at 5:06 pm

Dr. Zrike began the meeting by introducing Mr. Benitez and welcoming members of the public.

Ms. Campbell made a motion to approve the minutes of October 28, 2020. Dr. Pangallo seconded the motion. A roll call vote was taken.

Ms. Nuncio	Yes
Dr. Pangallo	Yes
Ms. Campbell	Yes

Motion carries 3-0

Ms. Campbell began by sharing slides that Dr. Zrike forwarded with some key terms and definitions. These came from past presentations of the Equity Matters Committee meetings within the district. Ms. Campbell explained that the goals are as follows:

1. Importance of establishing common language and making sure that everyone is on the same page
2. Start to work towards a specific decision making protocol for the School Committee

Dr. Zrike explained that there are four key priorities for the district: raising levels of expectations with instructional priorities, engaging students with new ideas, social emotional supports by providing training and support to staff to help students, and becoming an anti-racist organization. He said these priorities have already been shared with teachers and administrators. Dr. Zrike went on to say that the Equity Team has decided to use the ABCD's of Equity, which came out of the RIDES Institute at Harvard School of Education. In addition, Lee Teitel Director of the RIDES Institute has been brought in to work with the principals. Dr. Zrike also introduced the questions for dismantling inequities and how we can use them in the district. This includes ensuring that those who need the most are receiving it, making sure we are incorporating the voices of those impacted, how do we promote access and inclusion for all and how do we reflect and embrace the gender diversity of our students and families.

Ms. Campbell and the Subcommittee discussed whether this should be a conversation for the School Committee and suggested having a statement of who we are and what does it mean to be equitable in public education. Dr. Zrike agrees and recommends that as a district we make a strong statement regarding anti-racism. Dr. Zrike added that he hopes to discuss this at the upcoming School Committee retreat as part of his entry plan. The Subcommittee agreed to use this basis for moving forward and will follow up after the retreat.

Ms. Campbell brought forth discussion regarding equity decision making protocol and racial equity tools and how they can be used in the district. An outline and draft for the equity decision making protocol was created.

Dr. Pangallo made a motion to bring the equity decision making protocol framework to the full School Committee at the retreat in January. Ms. Nuncio seconded the motion. A roll call vote was taken.

Ms. Nuncio Yes

Dr. Pangallo Yes

Ms. Campbell Yes

Motion carries 3-0

An update was given on how we are working with the Race & Equity Task Force for the City. In addition a School Committee liaison has been requested to the Equity Matters Subcommittee. Ms. Campbell has volunteered. Dr. Pangallo made a motion for Ms. Amanda Campbell to become liaison to the Equity Matters Task Force. Ms. Nuncio seconded the motion. A roll call vote was taken.

Ms. Nuncio Yes

Dr. Pangallo Yes

Ms. Campbell Yes

Motion carries 3-0

Dr. Zrike announced that he and the Assistant Superintendent met with the City's Race Task Force and they have requested data from us. He has suggested that the Subcommittee may want to review this data also. Dr. Conrad is working on preparing the data which will include discipline rates, drop out rates and graduation rates. Dr. Zrike will forward the data to the Subcommittee once it has been compiled.

Ms. Campbell asked the Superintendent if he will be doing an equity cycle and Dr. Zrike responded that his suggestion is for it to be established and designed by this committee and then brought to the whole committee for a vote. Dr. Zrike has volunteered to have Lee Teitel come in and discuss the equity cycles at the next meeting.

Ms. Nuncio informed the subcommittee that she has learned of the Parent Professional Advocacy League (which is funded by the Dept. of Mental Health). She added that this league

holds their meetings entirely in Spanish. She said that this organization is similar to SEPAC. She recommended that they be introduced to our Latino families. Dr. Zrike said he will forward their information to Deb Connerty and Rebecca Westlake.

Ms. Campbell asked if our SEPAC would be a partner and do a workshop, but Dr. Zrike explained that there are not a lot of Latino families in our SEPAC.

Dr. Pangallo explained that there was discussion regarding the puberty curriculum at the Curriculum Subcommittee meeting. She added that the current frameworks at the state level is very dated and the nurses are looking into something more updated. She added that within those frameworks are also parent notification/opt out forms that cannot be changed. Dr. Pangallo recommends passing a resolution to send to the state to request changes.

Ms. Nuncio made a motion to adjourn the meeting at 6:02 pm. Dr. Pangallo seconded. A roll call vote was taken.

Ms. Nuncio Yes

Dr. Pangallo Yes

Ms. Campbell Yes

Motion carries 3-0

Respectfully submitted by,

Nancy A. Weiss

Executive Assistant to the School Committee

Approved January 13, 2021