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Impact Committee Meeting Minutes October 22, 2020 6:00 pm

Teleconference Options to join:

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I. CALL TO ORDER AT 6:01 PM

II. ROLL CALL AND ESTABLISHMENT OF QUORUM

Board Member	Present	Absent
Shannon Simonds	X	
Hope Gawlick		X
Vasa Lokteff	X	
Shara Murphy	X	

III. CELEBRATIONS

JE - The work being done at the school level is off to a great start. Reached out to The Museum of Tolerance for PD opportunities. Reflection, Action & Transformation Team

Launching a 2 hour PD on the 28th

VL - Has been self reflecting and evaluating classroom practices to flush

AW - Getting to see kids in a different way

SK - Battin & Sargent's work on the high school is really in high gear and really exciting to see.

SPM - Glad to see everyone together and excited. Student is on fire with math and reading. #ProudMom

HG - Development Committee's work at the last meeting. Continued discussion about the 9th grade field lesson funding to support the work of the Impact Committee.

SS - Professional groups also having hard conversations around this same issue and how it is impacting local communities.



IV. COMMITTEE UPDATES

HG - Development Committee update included above in celebrations.

V. PUBLIC COMMENTS: This portion of the meeting is set aside for the audience to make comments or raise issues that are not specifically on the agenda. Comments are limited to three (3) minutes per person. Members of the public may speak on agenda items during the time when the item is addressed by the Board. This agenda item is included for the purpose of giving anyone in attendance an opportunity to ask questions or discuss non-agenda items with the Board of Directors. If visitors have a complaint about a specific employee of the school, they will be asked to submit an oral or written complaint to the employee's immediate supervisor as required by Board Policy #08-03.

None

VI. CONSENT ITEMS: All matters listed under the Consent Agenda are to be considered routine and will be enacted by one motion followed by a roll call vote. There will be no separate discussion of these items unless the Board of Directors, audience, or staff request specific items to be removed from the Consent Agenda for separate action. Any items removed will be considered after the motion to approve the Consent Agenda.

- A. Approve minutes from the September 24, 2020 meeting.

Motion:	HG	Action:	Motion to approve
Second:	VL	Vote:	Unanimous
SS	HG	VL	SM
Y	Y	Y	Y

VII. DISCUSSION ITEMS

- 1. Review and discuss 2020-2021 Committee Goals

PROPOSED 2019/2020 CHARTER IMPACT COMMITTEE GOALS:

- 1) Define the purpose of the Impact Committee, including a guiding principle/framework for the work planned in the long term as well as short term impact actions.
- 2) Develop performance metrics for selected objectives within the Strategic Plan.
- 3) Create a knowledge bank about our best practices showcasing their positive impact and publish these results for use by others.

Committee continued discussion around goal work.

Who is the audience for this work?

How is a performance metric developed and used.

JE shares conversation from R.A.T team's meeting earlier in the day. Conversations around goal

development, cycle of examination, work in classroom, conversations around social equity in classroom and classroom practices.

JE - Develop common language using equity lens to focus all levels of the organization, develop a good solid framework for equity.

SS - Common language, having that will help get us all to common truths and a common starting point and expand from there.



VL - Organization has worked really hard over the last few years to align our strat plan and mission/vision statement to our work and in a really cohesive way which has allowed us to make mental models which we apply to different areas. Seems like we should use those founding docs to look for areas for expansion or deeper development of goals. Don't see a really clear call out to include community and parent voices in a strategic way. Focus on cultural inclusion. Need those voices so we know how to include it in real ways. Committee could insert something into goal area 1 of strat plan.

SS - Should we look at last year's goals to first determine if there is completion?

HG - Last year's goals were not finalized and approved by the board. In looking at them goal #1, draft and finalize the strat plan for board approval was completed. Draft and finalize Impact statement was not completed.

JE - Agree that using Mission Statement and stat plan as a starting point. Strat plan defines global citizens and embracing equity, inclusivity. Committee could insert something below that creates action about creating students who embrace equity, diversity and inclusivity.

SS - First 2 goals are still relevant but could be updated for the current environment.

VL - Bring community in as a bridge for work with staff and students

JE - Leadership committee here to help guide staff through strat goals and framework allowing for action to achieve those goals. Measurably empowering our students.

SS - Relates occupational comparison. Tear down freeway overpasses that go through black communities - helps to undo some of the damage that has been done. Invest in reknitting them different. Tangible outcome

JE - What are the freeway overpasses at our school?

VL - Staff demographics in comparison to student demographics. Set a mark for closing that gap.

HG - Would like to see students have an adult, either staff or community member, that they can see themselves being as an adult. Someone who looks like them. Students need to see those pathways. Every child should know that there is a pathway to their success.

VL - Age of reclassification for EL students. The earlier we accomplish that the more successful they will be in their education career.

JE - Investing in EL would be a new "overpass".

John and Shannon to meet offline and come back with goal

2. Review and discuss ongoing committee work around Social Justice in support of Reflection, Action and Transformation at WCS

JE - Need a white paper type doc that guides us to a goal by June. Come back in Nov with 3 worst goals and how to get there and the committee can tear it apart. Willing to work with someone and try to marry the work with R.A.T. Team.

VIII. FUTURE AGENDA ITEMS



IX. REFLECTIONS

VL - Afraid to end the meeting and see what's happening in the debate. Great conversation, looks forward to setting strategic goals.

SK - Correlation to inclusion and the process that got us to transformation.

Breaking the bridges - great analogy.

SM - Have to be more black voices part of these discussions. Bringing in black educators to help with edu-speak

HG - We know Westlake can do it better, feels safe to be honest about vulnerabilities.

Work on this committee has opened eyes to inequity in other areas outside of the school.

JE - Impressed by how wholly inadequate we all are feeling and the comfort of each of us to dive in. We want to hurry and tear down and rebuild, we are having to be mindful.

X. ADJOURNMENT AT 7:15 PM

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