

NOTE: This meeting is being agendized to allow Board Members, staff and the public to participate in the meeting via teleconference, pursuant to the Governor's Executive Order N-29-20 (March 17, 2020), available at the following [link](#).

Impact Committee Meeting Minutes

September 24, 2020 6:00 pm

Teleconference Options to join:

By PC: [Click Here](#) or

By Phone: (US)+1 574-241-1002 PIN: 585 425 987#

Executive Order N-29-20 authorizes local legislative bodies to hold public meetings via teleconference and to make public meetings accessible telephonically or otherwise electronically to all members of the public. Members of the public are encouraged to observe and participate in the teleconference. Further instructions on how to electronically participate and submit your public comments can be found in the PUBLIC PARTICIPATION note at the end of this Agenda

I. CALL TO ORDER 6:28 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. PUBLIC SESSION

A. Celebrations

SS - Gov announced to stop the sale of gas powered cars by 2035, specifically called out the state rail plan

VL - Sister getting teaching credential at WJU and fun being her mentor

JE - Interviewed two leaders about work around equity in their districts. One is the keynote for Fall Cue. Good to meet with other people from the broader community.

HG - Treadmills ability to travel places

B. Committee Updates

Dev - Working on goals including the potential plan to raise funds for a 9th Grade Field



Lesson to the Tolerance Museum

Finance - Financial update, deferrals update, real property discussion

C. 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.

IV. 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 August 27, 2020 meeting.

Motion:	SS	Action:	Approve the minutes	
Second:	VL	Vote:	3-0-1 (absent)	
	SS	HG	VL	SM
	Y	Y	Y	Absent

V. DISCUSSION ITEMS

- Continued and additional reflection on social justice materials we read, watched or listened to since August meeting
 - Discussion of content that has been read, watched through the lens of Impact
 - VL: Mismatch between culture and hygemyty; normed cultures; proportion of students, teachers
 - SS: Thinking about role in planning, and planners and their impact of racism and systemic issues; Vision Zero, progressive non-auto platform; Radical Feminism; Reading a lot of fiction by Black authors that has been helpful with my thinking.
 - JE: Interesting what we have been reading/watching as our reflective tools. Very diverse - tough to set up purposeful next work. Dialogue can go anywhere if not focused.
 - HG: If we can get more focused, can help develop a plan and see a path forward
 - JE: Strategic Goal to backwards map to - that is one way. Or, we could get a facilitator. School groups: Leadership, sub-groups, guiding the work.



- VL: Reflection, Action, Transformation. Survey questions debatable subjects. Critical consciousness thought: “All white people have privilege” - where do we rank in this development scale. What does ‘all’ mean, critical consciousness would say ‘yes’ to this.
- HG: Read surveys for intended answers - some are setup to get desired thoughts, rather than authentic data.
- VL: Implicit bias training in EdD program
- JE: Could see Board and Staff doing this - entry point in dialogue. Think Impact should look at Goal 5, Objective 1 - will define global citizen. Maybe room in there for antiracism?
- HG: Not sure of the wording, maybe Implicit Bias is a good starting point
- VL: Is there room to review disproportionality?
- JE: Goal Area 5 is based on outcome - defining the student.
- SS: Would hold us accountable
- JE: Update on what the Leadership Team is working on: Interviewing 3-5 facilitators like Solution Tree; Interviewing Leaders throughout CA; Looking at Board/Committee/School PD calendars; fund libraries; training before Xmas if possible
- SS: Does JE want this team to work in parallel? Where can our team be most helpful?
- JE: This Committee can begin to reflect on data; could look at what is pertinent to the Strategic plan; could talk about it openly in this team over 6 mos or 2 years; look at regional schools
- SS: Even with comparing ourselves, this is the United States and the problem has persisted for a long time. The metrics may not be correct
- JE: Maybe look at baseline, not performance
- VL: Chronic Absenteeism, Achievement data; Like the layers - global, community and school: like the idea of tracking demographic data
- JE: Moving staff, board and committees along a parallel path
- HG: Look at enrollment data; what is the outcome we’re looking to have. Our 40k ft level is school.
- JE: The journey is the reflection process. A socially constructed new reality of a learning journey is the process/way. Reflection is an action.
- VL: Teachers by nature are looking for silver bullets - what is the action. We need to take a more human approach - look at a student's culture. Policy will drive action.
- HG: Is the next step then to find some policies to review and reflect upon?
- SS: Requires everyone dealing with uncomfortable; unlearning 400 years of history and people are bringing along their own trauma.
- HG: Trigger is ‘unlearn’; we need to learn; having the words would be helpful so we all have the same language.
- JE: Word reflection might not be enough because of the name; Humanizing might work; Going after policy first might get resistance
- SS: I come from a place of burn it down, doesn’t work all the time; Find the places undercover where we can move people along.
- JE: Asking people to read/reflect is far more work than it might seem. Are we willing to lose people over it - we need to ask ourselves this question.
- HG: Example from work - no money bail. Have lost some DA’s in Yolo.
- JE: Sometimes you must to quickly and can lose good people
- VL: Some people will need a lot of time to move/reflect
- JE: This shouldn’t be a gotcha
- HG: SHift to Standards based grades was a similar approach
- JE: Impact can look at high level demographic data. Ed-data is a great site.



- HG: Talk about Committee Goals next time; achieve by June 2020, June 2022 and maybe a data discussion
- JE: Name what it is we're doing; this story arch - common language and shifted paradigms; what is this thing we're doing. Some form of continual improvement.

2. Discuss bringing in a facilitator for a committee workshop.

VI. FUTURE AGENDA ITEMS

- Goals
- Naming this process
- Data Dive

VII. REFLECTIONS

HG: Safe space of meeting and powering through google issues

VL: Celebrate all of the team

SS: Ditto

JE: Word Praxis

VIII. ADJOURNMENT: 7:43 PM

PUBLIC PARTICIPATION INSTRUCTIONS:

Based on guidance from the California Department of Public Health and the California Governor's Officer, in order to minimize the spread of the COVID 19 virus, please do the following:

You are strongly encouraged to observe the [live stream](#) of the Meeting by clicking the link or by phone at (US)+1 574-241-1002 PIN: 585 425 987#

If you choose not to observe the Meeting but wish to make a comment on a specific agenda item, please submit your comment via email by 5:00 p.m. on the day prior to the meeting. Please submit your comment to admin@westlakecharter.com. Your comment will be placed into the record at the Meeting.

If you are watching/listening to the live stream of the Meeting and wish to make either a general public comment or to comment on a specific agenda item as it is being heard, you may submit your comment, limited to 250 words or less, to admin@westlakecharter.com. Every effort will be made to read your comment into the record, but some comments may not be read due to time limitations. Comments received after an agenda item will be made part of the record if received prior to the end of the Meeting.