

Madison Metropolitan School District
Madison, Wisconsin

Art Rainwater, Superintendent

BOARD OF EDUCATION
Minutes for EQUITY TASK FORCE
January 29, 2007

Doyle Administration Building, Room 103
545 West Dayton Street
Madison, Wisconsin

The Equity Task Force was called to order by Jack Jorgensen at 6:40 p.m.

MEMBERS PRESENT: David Cohen, Lisa Cuevas, Rafael Gomez (arrived at 6:50 pm), Tiffany Jones (left at 8:30 pm), Zina Knox, Paul Kusuda, Thomas Mertz, Glenn Parks, Wendy Sauve, Beth Swedeen (left at 9:10 pm), Jackie Woodruff

MEMBERS ABSENT: Christa Bruhn, Toya Robinson, Matt Silvern

STAFF PRESENT: Lisa Black, Jack Jorgensen, Kathleen Lyngaas, Ann Wilson – Recording Secretary

1. Approval of Minutes

It was moved by Jackie Woodruff and seconded by David Cohen to approve the minutes of the Equity Task Force meeting dated December 18, 2006. Motion unanimously carried by those present.

2. Complete Final Report to the Board of Education

(Written materials provided in advance: Equity Task Force Final Report draft. Written materials provided at the meeting: Summary of input from Beth, Matt, Wendy and Kathy; Meeting notes dated May 22, 2006 – all attached to the original copy of these minutes.)

Jack Jorgensen introduced Special Assistant to the Superintendent for Race and Equity Lisa Black. Ms. Black thanked the Task Force for this opportunity to meet them and to share information about her role and the work she is doing. She looked forward to working together in the future. Task Force members had questions for her about the range of awareness among schools regarding equity work, whether it is occurring in the context of the SIP process, if she sees anything missing in the proposed policy from her vantage point, whether her work is standardized among schools or very specific based on wide-ranging needs, how she interacts with various groups in the community and gathers input from them, and making sure that all voices are included in the information she gathers. Lisa Black noted that one of her major goals is to help schools assure that a process is in place to get community feedback and that it aligns with the School Improvement Plan. She has been visiting schools and gathering information and will continue to do that for another two months or so.

Lisa Cuevas relayed concerns that she has heard that input has not been heard from a segment of the Hispanic community and that the Task Force should review the information contained in a report, *Cuentame*. She felt the Task Force should give some concern to the perception that a group was intentionally not included. This topic was further discussed later in the meeting.

At this meeting, all changes were made by a majority vote (show of hands) and are shown in bold type.

IV. Statement of Commitment

The following changes were made in this excerpt from the Statement of Commitment.

The Board of Education, ~~on behalf of MMSD personnel~~, pledges its commitment to further equity as defined: Equity assures full access to opportunities for each MMSD student to achieve educational excellence and social responsibility. That commitment to a culture of equity will permeate all interactions, decisions, and practices throughout the District as reflected in, but not limited to, the following ~~accountability~~ measures.

Section IV as presented in the draft document with the changes noted above was approved.

V. Guiding Principles

The "old" Guiding Principles should be included as a separate section. The Task Force drew from these statements to develop the Statement of Commitment and wanted a notation to that effect. The following is the total Section V as agreed upon.

The above statement of commitment reflects the following guiding principles which were developed and used by the Task Force.

MMSD will demonstrate its commitment to furthering equity by acting on the ~~beliefs~~ *MMSD Strategic Plan Beliefs* **(add footnote)**. ~~In addition, to further equity,~~ The Board of Education is committed to these principles:

- Schools will be excellent only when students of all demographic groups are achieving at high levels.
 - Achieving equity often requires an unequal distribution of resources and services.
 - The District will eliminate gaps in access and achievement by recognizing and addressing historic and contemporary inequalities in society.
 - The District will recognize and eliminate inequitable policies and practices within MMSD.
 - District and building leadership are critical factors to achieving equity.
 - All schools will be ~~equally~~ desirable **because they are equally equitable.**
- (The order of the last two items was reversed.)**

VI. Closing

A statement developed earlier (included with May 22 meeting notes) was edited as follows and approved.

To achieve equity, ~~School districts~~ MMSD must examine institutional beliefs and effect systematic change in policies, practices, and structures that perpetuate inequities—~~based on race and class~~. Negative or discriminatory behavior in violation of this policy shall be challenged ~~where it occurs and dealt with~~ and addressed appropriately.

VII. Addendum

It was agreed that there should be an addendum and that three items would be included.

- May 22, 2006 Meeting Notes.** A statement will be included identifying the document as an artifact and represents an example of ways to measure improvement.
- Summary/analysis of the community input that was gathered, specifying the number of responses that were received from the Latino community, and including quotations.**
- A formal or informal recommendation to the Board of Education regarding community input.**

DISCUSSION:

- Concern should be given to perceptions if the Task Force is hearing that some groups feel they were intentionally not included in the process of seeking input.
- Feel an obligation to relay to the Board of Education the need to do more targeted, creative outreach.
- Did receive a good response from the Hispanic community and did provide opportunity. Board of Education will also seek input.
- Task Force is past the seeking input stage. If they heard from one group, would have to hear from all.
- Add a recommendation that the Board of Education consider forming an advisory committee (like SHRAC is an advisory committee to the Superintendent) that could help monitor implementation and assist with evaluation.

Kathy Lyngaas and Beth Swedeen will work on a summary of community input for inclusion in the Addendum.

It was requested that any additional feedback on the final report be submitted to Jack Jorgensen and Kathy Lyngaas by Monday, February 5. They will convey the changes made in the updated report on that date to Legal Counsel Clarence Sherrod so that he can update the draft policy.

3. *Proposed Equity Policy*

(Written materials provided in advance: Draft Policy – attached to the original copy of these minutes.)

Kathy Lyngaas and Jack Jorgensen asked Task Force members whether they had any concerns about the draft policy so far and whether they felt it was on the right track. Task Force members preferred to discuss the draft in detail when all of the revisions to the report have been included.

4. *Timeline for Completion of Charge to the Task Force*

The next meeting was scheduled for February 12, 2007 to review and finalize the report to the Board of Education.

5. *Recommendations regarding the MMSD School Resource Allocation Formula*

This item was not discussed due to lack of time and will be included on the next meeting agenda. There was also a request to include the current equity policy on the next agenda.

6. *Adjournment*

It was moved by Jackie Woodruff and seconded by David Cohen to adjourn the meeting at 9:17 p.m. Motion unanimously carried by those present.

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