

REIAC Meeting Minutes

Date: 4/13/21

Time: 6:30pm - 8:30 pm

Location: Zoom

Chairs: Jennifer Berry and Lisa Hasbrouck

Minute Taker: Molly Brooks

Report out to BOE: Molly Brooks

In attendance: Molly Brooks, Lilly Skinner, Liz Pickett, Melissa Y. Rock, Lisa Hasbrouck, Alison Lauchaire, Kristen Masson-Diedhiou, Jennifer Berry, Diana Armstead

Deadline for approval of 4/13/21 meeting minutes: 4/20/2021

Approval of Minutes from 4/13/2021

Approve: Allison Lauchaire, Jennifer Berry, Melissa Y. Rock, Lilly Andino-Skinner, Lisa Hasbrouck, Liz Pickett, Diana Armstead

Community Agreements (Please review prior to the meeting)

[Meeting Ground Rules:](#)

Review [REIAC Immediate Priorities Task List](#) Update information, progress and completion dates.

Update on last BOE report out

- There was not a report out at the last BOE meeting.

Updates from BOE Liaison Diana Armstead

Public Comment: No public in attendance.

New Business:

REIAC Update for the District Budget Newsletter

- BOCES requested that REIAC provide a statement consisting of a REIAC's history, mission, and initiatives for their newsletter. REIAC (Jennifer Berry) drafted the statement and the committee reviewed and approved it during the meeting.

Discussion on Updating REIAC's Immediate Priorities:

- REIAC will follow up with BOE on proposals (via the forthcoming BOE anti-racism policy) that has yet to be officially released.
 - Example: The BOE enacted the policy that each building will have an equity team and a person from each equity team should attend one REIAC meeting/marking period. *When will this and other functions of the policy statement be implemented?*
 - REIAC recommends a special meeting or retreat with the BOE to address its immediate priorities.
- The BOE should Focus on curriculum development and implementing policy measures to ensure results.
 - REIAC recommends that the Board move ahead with Intercultural Development Inventory (IDI): <https://idiinventory.com/>, followed by ongoing Undoing Racism

trainings *while* also giving REIAC authority and mandate to immediately assemble and vet a short list of organizations to guide our district through the development and integration of comprehensive racial equity programming and education.

- REIAC will then schedule an exploratory meeting between REIAC and Steinhardt.
- The goal is to implement Steinhardt or another REIAC-approved program by Fall 2021.
- REIAC should be selecting any anti-racism program that comes into the district.
- Policy measures to consider:
 - Teachers' evaluations should be tied to anti-racist curriculum.
 - Policy should be written and district-wide. Teachers need the administrators' support for teaching anti-racist curriculum.
- REIAC recommends that it be a standing committee, not an ad hoc committee.
- Discussed a system for intakes from parents and a way to communicate with the community.
- REIAC recommendation for Steinhardt (or a similar such program, to be vetted by REIAC and selected with REIAC's input and weigh-in) to begin by Fall 2021.
- REIAC recommends that its report out comes earlier in the BOE meeting rather than at the end.

Letter from REC

<https://mail.google.com/mail/u/0?ui=2&ik=97e60caadc&attid=0.1&permmsgid=msg-f:1696877916750328863&th=178c85798f1bb41f&view=att&disp=inline>

- REC received a response from Superintendent Urbina-Medina. She asked for more time to respond in light of the need to address the budget and reopening issues.
- Have the norms for grading, assessments, workload, due dates, and late assignments been revisited? No.
 - Teachers need to be provided with written guidelines for assignment deadlines, completion requirements, timeline variables.
 - Teachers' policies around turning in assignments are varied and can have a negative impact on confidence and self esteem, e.g., points off for submitting a quiz late. Other teachers are very flexible, allowing assignments to be submitted days/weeks late without penalty.
- Reactive problem solving excludes some students from getting the help they need.
- Issue of students not attending.
 - Staff are contacting students who aren't attending by phone and visiting residences. But these measures are not being tracked. Is there a contact log to make sure students aren't getting lost?
 - The onus is on the classroom teacher to reach out to missing students to help bring them back into attendance.
- What can REIAC do to facilitate getting answers to REC's questions and amplify these concerns?
- Students' emotional health has been deprioritized throughout the year. They've experienced significant loss and need help managing trauma, anxiety, lack of confidence.
 - Staff and social workers) should provide a more detailed report to the BOE on the health and welfare of the students, as previously requested by D. Armstead.
- The district needs a committee to create a quarantine plan for the next time one is needed.

Black History Month Update

- REIAC needs to get responses from BOE on implementation.

Old and Ongoing Business:

A. **Testing protocol** for Covid-19. Is the information and form accessible in other languages, What are some strategies for helping families access forms in their first language?

B. If REIAC can come up with a specific list of **questions regarding areas of Covid DATA** to be gathered, the Superintendent said we should send them directly to her. REIAC will generate a list of questions to send to the Superintendent.

- Who will email these questions to Superintendent Urbina Medina after this meeting? _____

Sample Questions below:

- Who is missing? Which students have been absent?
- What are the patterns (demographics) of students who are failing or doing poorly?
- What's the data on the children who are being brought to the attention of the people who track attendance and what is the follow up on that?
- What is the protocol for tracking students/how can the school district beyond their main teacher support outreach to check on students who have been MIA?
- How do lateness, or schedule changes (meetings on an asynchronous day), or absences due to doctor's appointments, etc... impact grading? What is the communication protocol for students/parents in these situations?
- What are the special education dropout rates? Or rates of participation?
- What is the ENL dropout rate? And participation rates within classes?
- How are we assessing the mental health for students and staff? Based on these assessments, how can the district budget for the needs anticipated for 2021-22.

C. **Anti-Racism Policy Draft Review** (Link for all edits made)

https://docs.google.com/document/d/1OT_1YNZXSpHInKJDWJLm6G53eIIosbLgsfMTZxra_Y/edit?ts=6026fa42

D. **Breakout Sessions** (into the following three groups: Student Groups, Curriculum & Culturally Responsive Practices, Website and Communications. A list of all subcommittees and links to the related REIAC Immediate Priorities - Task Lists is listed after the "End of the Meeting" notation on the [1/12/21 Meeting Minutes](#).)

- **Student Groups** (*Allison Lauchaire, Melissa Y. Rock - both offered to help/assist*)
 - [REIAC Immediate Priorities - Tasks List IM #5?](#)
- **Curriculum/ Culturally Responsive Practices** (*Allison Lauchaire, Lisa Hasbrouck, Alana Florenco-Wain*)
 - [REIAC Immediate Priorities - Tasks List IM #5](#)
 - [REIAC Immediate Priorities - Tasks List IM #6](#)
 - Racial Equity Professional Development/Curriculum development [RESOURCES](#)
- **Website & Communications** (*Matthias Lai, Jenn Berry*)
 - [REIAC Immediate Priorities - Tasks List IM #2](#)

- [REIAC Immediate Priorities - Tasks List](#) *IM #7*
- Communication with superintendent: Vision to focus our work and shape our communication: (Make this a priority.)
- Where does REIAC fit in?
- How can REIAC best serve the students, parents and community in collaboration with the BOE/admin?
- Build a relationship with the superintendent so that we can include her in our work. Give a history of what we have brought to the table. This is what we continue to work on. This is what we have not been able to do. How can we support her?
- We should have something written up and invite her to our meeting with a date and time.

Links/Resources for ongoing business:

Previous Meeting Minutes (to see old business)

- i. [August 2020](#), [September 2020](#), [October 2020](#), [November 2020](#), [December 2020](#), [January 2021](#)

[REIAC Immediate Priorities Task List](#)