

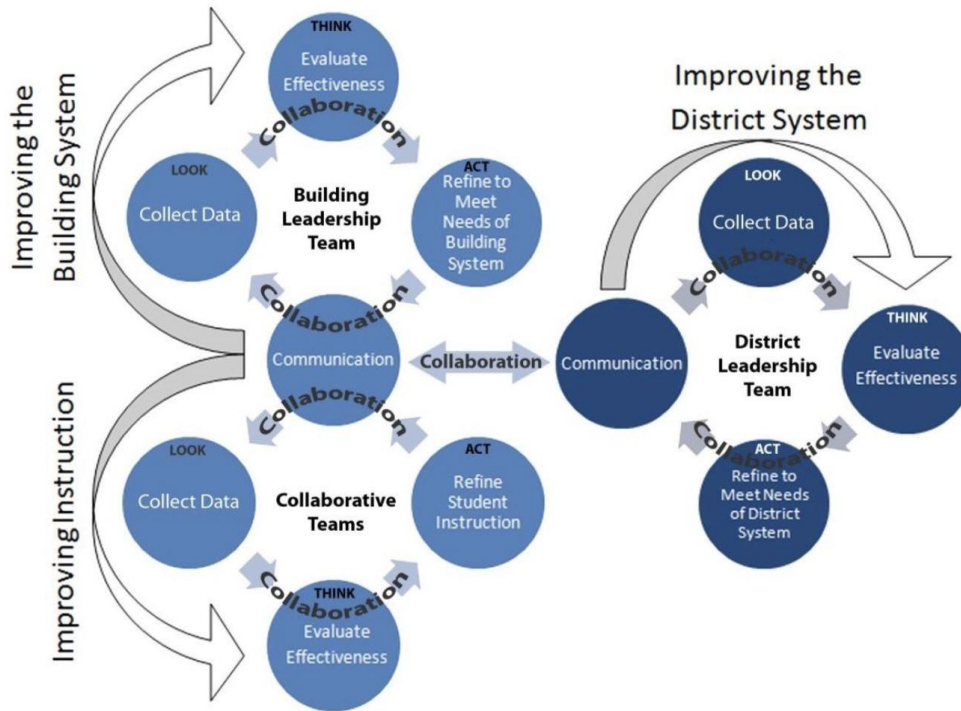
# Equity Council Agenda



Date: November 16,, 2023  
 Time: 5:30-6:30 PM  
 Location: Seaman Middle School Library

Welcome and Introductions	F. Henderson	
Mission/Purpose and Goal	F. Henderson	<p><b>Mission and Purpose of the Equity Council</b></p> <p>The Seaman Equity Council will facilitate opportunities for community collaboration and education that will promote diversity, equity and inclusion. This group will...</p> <ul style="list-style-type: none"> <li>● Raise awareness and respect among people with diverse cultures and identities that are open to multiple perspectives.</li> <li>● Promote kindness and self efficacy.</li> <li>● Educate staff, students, and the community.</li> <li>● Listen to voices who are often unheard.</li> <li>● Actively use strategies to communicate with the district body to facilitate continued learning.</li> </ul> <p><b>The Goal of the Equity Council Action Plan</b></p> <p>The goal of the USD 345 Equity Council Action Plan is to outline a comprehensive approach to raise awareness, promote kindness and self-efficacy, educate all stakeholders, amplify unheard voices, and facilitate continued learning and communication to foster a culture of respect, understanding and belonging within the district.</p> <p><b>Engaging the Seaman Community</b></p> <p>The members of the council have had the opportunity to develop their knowledge as members of the council. Our next step is to spread our knowledge across the district to accomplish the mission and purpose of the Equity Council.</p>
Self-Correcting Feedback Loop	D. Raines	See images on back
Group Discussion	R. Sprague	<p><b>Building/Community Representative September Homework:</b></p> <ol style="list-style-type: none"> <li>1. Council Member: Have a conversation with your principal about this work.</li> <li>2. Principal: Have a conversation with staff about this work.</li> </ol> <p>What are some experiences at the building level regarding diversity and equity?              How can the Equity Council support the buildings?              What community members can we invite to our team?</p> <p><b>Individual Group Discussion:</b></p> <ol style="list-style-type: none"> <li>1. What next steps did we hear?</li> <li>2. How can we support buildings?</li> </ol>
Accountability Data	M. Nussbaum	<a href="#">Data Analysis Protocol</a> & <a href="#">USD 345 Performance Data</a>
Homework	R. Sprague	<p>What other data do we need?              What are you seeing in your building/community?              Share KAP data with principal and data protocol.</p>

# Self-Correcting Feedback Loop



Engaging All Staff	
Members of the Equity Council	<p>Focus our work on developing our members capacity to lead this work throughout all of our schools including;</p> <ul style="list-style-type: none"> <li>● Professional learning on leading dialogue,</li> <li>● Resources to share throughout the district,</li> <li>● Support at Equity Council Meetings to reflect on our work in buildings,</li> <li>● Opportunities to provide feedback on our progress in each of our buildings.</li> <li>● Provide regular reports on progress toward contributing to the Mission and Purpose of the equity council.</li> </ul>
Building Principals	<ul style="list-style-type: none"> <li>● Provide updates from each Equity Council Meeting.</li> <li>● Communicate the expectation of administrators in fostering a culture of respect, understanding, and belonging</li> <li>● Provide resources through the Equity Council to use in professional learning with staff</li> </ul>
Building Leadership Teams	<ul style="list-style-type: none"> <li>● Ensure that a member of the Equity Council serves on each Building Leadership Team or provide regularly scheduled opportunities to review the work of the Equity Council.</li> <li>● The Equity Council Representative will provide regular updates from the Equity council and lead Table Top exercises with the Building Leadership Team</li> <li>● The Building Leadership Team will facilitate regular professional learning activities and Table Top exercises with all staff.</li> </ul>
All Staff	<ul style="list-style-type: none"> <li>● Engage in professional learning and participate in creating a climate of respect, understanding, and belonging for the Seaman Community.</li> </ul>

