



Orange County Schools

Vision: *We envision a public-school system that prepares all students to be creative constructive thinkers who become healthy, productive and responsible members of our community and the world.*

Mission: *Orange County Schools provides learning opportunities that develop resourceful citizens prepared to engage in an ever changing and diverse world.*

Equity Task Force Meeting

Date: 12/16/2019

Group Norms:

- ✓ Start and end on time!
- ✓ Stay engaged
- ✓ Speak YOUR truth; Use “I” statement
- ✓ Experience discomfort
- ✓ Expect and accept non-closure
- ✓ Embrace paradox/there are multiple truths
- ✓ Intentionally center and emphasize the needs, experiences, voices and outcomes for our identified student groups (SOC, EL, ED, SWD)
- ✓ Disagree with ideas, not people; it’s ok to speak in draft
- ✓ Speak to be understood; listen to understand
- ✓ Ensure all voices are heard
- ✓ What’s said in the room stays in the room; Maintain a safe space for meaningful conversations

Meeting Outcomes:

By the end of the meeting, participants will have—

- ✓ Engaged in a warm up
- ✓ Review Group Norms
- ✓ Received an update on equity work in the district
- ✓ Reviewed the Equity Task Force Plan
- ✓ Brainstormed strategies for increasing student diversity at Hillsborough Elementary School
- ✓ Review of Action Items

Attendees:

Connie Crimmins; Charlene Campbell; Jason Johnson; Dr. Monique Felder; Evan Hill; Dr. Dena Keeling

Time Needed	Topic	Notes/Minutes	Who
6:00-6:10 (10)	Warm up/ Group Norms	Notes: <ul style="list-style-type: none"> Warm Up: What are your holiday traditions? Everyone agreed with the new Group Norms 	Dr. Keeling
6:10-6:20 (10)	Equity updates	Notes: <p>Equity Department updates:</p> <ul style="list-style-type: none"> Evan Hill- Doctoral Intern from UNC-CH Equity Meetings- Curriculum and Instruction Department; OCS Media Specialists; Orange High School Student Equity Team Community meetings/collaboration- Exchange Club; Mentor Summit with My Brother's Keeper (MBK); Justice United; Cameron Park PTGO; Village of Wisdom; Family Success Alliance Equity Trainings- Monthly OCS Leadership racial equity training with Courageous Conversations; Cameron Park Front Office and Support Staff training on Culturally Responsive Customer Service District Equity Discussions- Classified employee salaries; Increasing translator and interpreter services; Student diversity at Hillsborough Elementary <p>Equity Task Force member updates:</p> <ul style="list-style-type: none"> Mrs. Campbell- My Brother's Keeper Lock in January, College tour (MIT and Harvard this year) first week in April for High School students 	All
6:20-6:50 (30)	Review of Equity Task Force Plan	Notes: <ul style="list-style-type: none"> The team reviewed a draft of the OCS Equity Task Force By-Laws and made suggestions of updates/changes. Dr. Keeling will make a shared folder in Google Drive and post the by-laws with the revisions 	All

<p>6:50-7:50 (60)</p>	<p>Equity analysis of Hillsborough Elementary (HES)</p>	<p>Notes:</p> <ul style="list-style-type: none"> ● How can we ensure all students have equitable access to HES? The team discussed possible barriers: <ul style="list-style-type: none"> ○ The selection process- some community members still think the schools selects students; selection is actually done through lottery ○ Transportation- The team reviewed a map of the transportation route. Clarification needed. ○ Possible community perception the school not for Students of Color, Economically Disadvantaged, and students who aren't identified as Academically Gifted ○ Economic status ○ In the past, student behavior was used as removal method; need to check OCS School Board policy ○ Lack of staff of color ○ Application process for all choice schools is vague and parents are unsure how to learn about schools ○ Perception that parents do not want school to be diverse <p>Brainstorm of action steps:</p> <ul style="list-style-type: none"> ● Get more parent input; we need actual perception data from parents <ul style="list-style-type: none"> ○ Dr. Felder suggested hearing the counternarrative from people choosing not to attend HES (attend and/or apply) – hear from their perspectives and experiences ○ Ask parents of color at HES why they chose HES, why they think other parents of color don't apply, and get their suggestions of how to bring in more students of color ○ Use Listen and Learn sessions as an opportunity to bring up questions about equity concerns around school choice ○ Suggestion made to have two Focus Groups, one organized by principal of HES and other by principal of Central to have a candid, quick face-to-face discussion ○ Suggestion to get feedback from principal of Efland-Cheeks on why parents opt out of that school and go to HES 	<p>All</p>
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7:50-8:00 (10)	Review of Action Items	Notes: <ul style="list-style-type: none"> ● Dr. Keeling will make a shared folder in Google Drive and post the by-laws with the revisions ● Dr. Keeling will get clarification on bus routes for HES students 	All
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Suggested next meeting: Jan 6, 2020

Future Agenda Items:

- **Review Equity Task Force application**
- **Identified 2-3 prompting questions around equity for Listen and Learns**
- **Brainstorm disparities and inequities, categorize and prioritize, and make recommendations of action steps**