

DIVERSITY, EQUITY AND INCLUSION TASK FORCE

Education Subcommittee

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TOWN OF SHREWSBURY

REMOTE MEETING

Google Meet: Dial [1 314-730-0978] Pin #: [132 365 765#]

Richard D. Carney Municipal Office Building

100 Maple Avenue

Shrewsbury, Massachusetts 01545-5398

MINUTES

Tuesday, September 7, 2021 at 7:00 PM

Important Notice: Pursuant to Senate Bill 2475 signed into law by Governor Baker on June 16, 2021 Suspending Certain Provisions of the Open Meeting Law, G.L. c. 30A, §18, this meeting of the **Diversity, Equity & Inclusion Task Force – Education Subcommittee** will be conducted via remote participation to the greatest extent possible. All meetings and hearings listed in the agenda will also be done so through remote participation. Specific information and the general guidelines for remote participation by members of the public and/or parties with a right and/or requirement to attend this meeting can be found on the town's website, at www.shrewsburyma.gov/coronavirus. No in-person attendance of members of the public will be permitted, but every effort will be made to ensure that the public can adequately access the proceedings in real time, via technological means. In the event that we are unable to do so, despite best efforts, we will post on the town's website an audio or video recording, transcript, or other comprehensive record of proceedings as soon as possible after the meeting. To listen to this meeting, dial [1 314-730-0978] and enter the following pin: [132 365 765#]. Please mute your device.

EDUCATION SUBCOMMITTEE

September 7, 2021

Present: Deb DelDotto, Maura Egan, Lynsey Heffernan, Adeola Mbaneme, Rajesh Velagapudi, Helen Horan Winn

Absent/Excused: Priya Rathnam

Meeting was called to order at 7:05 pm by Chairperson Maura Egan. Maura shared the notice provision in regards to meeting virtually during COVID-19 pandemic.

A motion to accept the meeting meetings from June 22,, 2021, was made by Lynsey Heffernan. A second was made by Helen Horan Winn. The Education Subcommittee approved the minutes as written.

First items of business

Review and discuss our recommendations

Amend recommendations as needed

Recommendation 1 was reviewed and discussed. Amendments are included below.

PROBLEM STATEMENT

Ensure that all children and families feel included in all places and spaces in public schools and other Shrewsbury departments.

Solution or Recommendation for Plan or Approach

- Provide ongoing Diversity, Equity, Inclusion and Belonging (DEIB) training for all staff and new hires including anti-racism training- offer differentiated training opportunities.
- Recommend antiracism training for new hires.
- Consider adding a line in the contract to disavow racism and bias.
- Include a section in the employee handbook that disavows racism and bias.

Deliverables and Success Criteria

- Result #1: Beginning in 2022-2023, for the next five years increase the diversity of the candidate pool by 5% year over year. By the 2025 -26 school year, at least 40% of the candidate pool will be diverse with the goal of a 5% increase in the diversity of staff year over year for the next five years.
- Result #2: By January 2022 inclusive language will be used for all job postings.
- Result #3: By September 2022 conduct a comprehensive review of district documents including staff handbooks and employee contracts (when in negotiations) to ensure language to disavow racism.

Recommendation 2 of 4

Recommendation 2 was reviewed and discussed. Amendments are included below.

Focus on all families in Shrewsbury Public Schools

Priority Level: High

PROBLEM STATEMENT

Ensure that all children and families feel included in all places and spaces in public schools and other Shrewsbury departments.

Solution or Recommendation for Plan or Approach

- Implement strategies which engage families and make all families welcome.
- Building principals should encourage diverse participation at PTO and all school events.
- Provide language translations for all reports shared with families to ensure full participation.
- Include interpreters at family events when possible.
- Ensure meetings which involve SPS include translations and close captions.
- Include more multicultural events in the schools and PTO meetings.

- Review fee structure for school and town activities to ensure all families can be included.
- Offer a sliding scale fee for students on Free and Reduced Lunch program for school and town activities.
- Solicit donations and/or use monies donated to Colonial Connections Fund to be used for families who cannot meet the fees for school and town activities.

Deliverables and Success Criteria

- Result #1: Reduce overall fees charged to families, develop a sliding scale fee structure for all school district fees for the 2022-2023 academic year.
- Result #2: Conduct a review of the current language access plan by 2022-23 school year and present findings to the school committee for recommendations and improvements.
- Result #3: Create a pool of parent/caregiver volunteers willing to assist with translation at various school and district wide events.
- Result #4: Building principals and PTOs shall review measures to encourage increasing participation by diverse families.

Recommendation 3 of 4

Recommended 3 was reviewed and discussed. Amendments are included below.

Focus on all students in Shrewsbury Public Schools

Priority Level: High

PROBLEM STATEMENT

Ensure that all children and families feel included in all places and spaces in public schools and other Shrewsbury departments.

Solution or Recommendation for Plan or Approach

- Equal access to all curriculum by general education students, special education students, and English language learners.
- Regularly engage with students regarding the climate in their schools, classrooms, and school activities.
- Continue to collect and review demographic data on who is receiving special education services, participating in sports, on the honor roll, taking AP courses, and participating in clubs.
- Continue to review and adjust curriculum materials to ensure diverse voices are present.

Deliverables and Success Criteria

- Result #1: All students receive ongoing anti-bias and implicit bias training going forward from the 2022 -23 school year.
- Result #2: Diversity, Equity, Inclusion and Belonging (DEIB) added to all harassment and bullying policies by 2022-23 school year.
- Result #3: Data collected shows an increase in diverse participants in sports, the honor roll, AP courses, and clubs by 2022-2023 school year.

- Result #4: The district shall develop a plan to ensure that age appropriate anti-bias and implicit bias curriculum components are added to the K-12 curriculum and shall report out annually to the School Committee.

Recommendation 4 of 4

Work in partnership with and parallel to Shrewsbury Public Schools Senior Leadership Team

Priority Level: High

PROBLEM STATEMENT

Ensure that all children and families feel included in all places and spaces in public schools and other Shrewsbury departments.

Solution or Recommendation for Plan or Approach

- Data from the Panorama Survey will be collected and presented to the School Committee and to the community at large. Data from the Panorama survey will be analyzed in the 2021-2022 school year to support improvement.
- The DEI Task Force survey results will be reviewed by the Shrewsbury Public Schools Senior Leadership Team.
- Continue providing needed Professional Development for staff throughout the 2021-2022 school year and beyond.

Deliverables and Success Criteria

- Result #1: Ensure the district continues to address diversity and develop concrete plans that can be implemented so the entire SPS community is a community of belonging.
- Result #2: Using the Panorama survey results, conduct a gap analysis between where the district is today and where the district wants to be in three years. From this, create an action plan for areas that need more focus and attention. This data can be measured year over year using this year's data as a baseline.
- Result #3: Staff shall receive ongoing professional development based on the Panorama survey insights.
- Result #4: Members from DEI Task Force and members of SPS Senior Leadership team will meet by April 2022 to discuss the results of the DEI Task Force survey and create an action plan for areas that need more focus and attention.

Recommendation 4 of 4

Due to the late time Maura will send to all Education Sub-Committee members' recommendation 4 by Tuesday September 7th. Education Sub-Committee members will review and sent any modifications/changes to Maura by Thursday September 9th. The above recommended 4 of 4 was added to the minutes after Maura received input from the members.

Lynsey raised as new business what is being reported out by the Public Safety Committee to end the SOR program and propose an alternate school safety program. The Public Safety Committee is addressing this in their recommendations which will be presented on September 13th, as seen in their recommendations.

The presentation of recommendations of the Education Sub-Committee to the DEI whole group will be during the meeting on Monday September 13th at 7:00

Maura will set up another meeting of the Education Sub-Committee with the Shrewsbury School Leadership Team. She will reach out to Superintendent Joe Sawyer to set up a meeting before October.

A motion was made by all participants and seconded by all participants to adjourn the meeting. The meeting was adjourned at 9:45.

Minutes submitted

Deb DeIDotto, Education Sub-Committee Clerk