

DE&I Committee meeting
June 1, 2021 via Zoom

Updates from EPP cohort:

- Capstone project in the works. Will be reaching out to determine when to present the project.

Updates from subcommittees:

- Faculty Diversity: Working on connecting with HBCUs for hiring. Made a connection with an organization for on and off site recruiting events that has resources we could use for recruitment of new teachers. Pappas is supposed to communicate with the connection to move forward.
- Curriculum and Student Achievement: 3 goals- create a database of lessons across K-12, a database of academic language/definitions for K-12 students and expectations of when they should know them, create a survey to get a pulse on where people believe we are as a school. A communication went out to teachers to collect DE&I lesson plans from K-12 classrooms to develop a database of lessons and begin to build a curriculum. They also requested a suggested book list for teachers and for students for those interested in learning more. Suggestion for making it part of the end of year checklist so we get submissions from all teachers. Working groups that are addressing this over the summer? House Bill 198- all charter and public schools- how will we implement it at Odyssey? Vertical alignment of curriculum from K-12- we can design and craft exactly what our kids learn from grade to grade. There are current gaps in the curriculum that need to be addressed. In the cards but hasn't been done yet because the planning hasn't begun for next year. Social Studies and ELA will be the focus but other classes should also be integrated with this material. Hope teacher creativity can still be inserted in the curriculum to inspire students to take their learning to another level. Design studio.
- Mentoring: Committee has a letter together- interest generated for whether the committee is needed and who will join and carry it through. Will be sent to Elias to determine distribution. No Odyssey staff on this committee currently.
- Community Outreach: Food closet has a good amount of stock. Communications have gone out to acquire more items. Ms. Tracy asked for donations for another event from our closet to community members. Transportation willing to make deliveries. Doesn't seem like families in need are utilizing it. Moving onto next year looking to work with high school volunteers to help promote and get it running more efficiently. Put a flier on the food they are giving out from food services to promote? Food services is giving free food daily and over the weekends. Numbers are dropping of those taking advantage of that as well. How can we identify students who are food insecure or need other supplies? Willing to put in efforts over the summer to help the Green Team, Ms. Tracy's classes and food services all work together to build this up. Grandparents who are taking care of grandchildren have the need. Summer needs may be more. Food drive in the coming weeks? Extending the pantry to Academia community as well. High School students/Honor Society to create an inventory for us?
- Event Planning: Pandemic- nothing has been done with this committee.

- Staff Development: Focus on inclusivity of ALL students- those who are underrepresented and marginalized- LGBTQ+ students, students of color, immigrants, students with disabilities, students affected by trauma, students with social/emotional and mental health concerns, etc. Inclusive and best practices with teaching, classroom management, behavior expectations, etc. Whole staff conversations and training on inclusivity during quarterly PD. Smaller groups differentiated training for staff- staff choose topics they want to learn more about. Using our resources and subject matter experts to guide us in what learning opportunities should be provided to staff, in what order, follow up activities, etc. (i.e. Terri Lawler from DOE for SEL/trauma informed). Staff may not feel comfortable speaking in larger groups so having smaller groups will promote more discussion (PLCs, department groups, etc). Inclusivity with ALL staff attending these trainings and conversations- staff must have equal access to email, Zoom, Schoology, and participation should be priority/mandatory and communicated from HOS and leadership team. Build a “how to” guide of common language and best practices of inclusivity with ALL staff from all departments at Odyssey so everyone is on the same page. On-boarding training with new staff members. Odyssey definition of inclusivity and inclusive practices- send a google survey to staff to come up with a definition. Determining a platform (Schoology or otherwise) for training/PD opportunities and resources to be communicated to staff- which ones do we want to share, where to share them, how often, etc. We need answers from the leadership team as to what our role as a committee is for planning these things for staff moving forward. Subcommittee chairs, committee chairs and leadership need to meet so all are aware of what each subcommittees’ expectations are, goals, what they have the power to do, who approves ideas, etc.
- Student groups: Nothing to report. Their goal has been met so what’s next? Seconds-reconvene and redefine what expectations and path moving forward is for each subcommittee.

Next steps

- Leadership team and subcommittee/committee chairs will meet to define a clear path for the committee moving forward. Will meet on Wednesday, June 16th at 11am via Zoom. This will be communicated to co-chairs. And a plan for meeting as a whole committee will be made then.