

DIVERSITY/RESPECT STEERING COMMITTEE

Meeting Notes

12/16/08

1. Following introductions, Thomas outlined the general intent behind the formation of a diversity steering committee and gave a brief history of diversity-related programs at MSHS.
2. Thomas presented issues of diversity and respect as identified by MSHS staff at the fall staff meeting, including the resolution that we form a committee to draft and implement a diversity plan or blueprint.
3. Open discussion followed. Topics for follow-up included:
 - Middle school diversity programs: what are they doing to address diversity and respect in our middle schools? Jane-ellen volunteered to explore this and report back to the committee.
 - EES Survey and Cultural Competency: Needs further discussion.
 - Approval process for guest speakers: Paula will offer a model.
 - Guiding principles for our committee: we will serve in an advisory capacity to MSHS administrators and others who wish to conduct diversity/respect related activities. We will also develop agreements around how we will work together as a committee and deal w/ differences.
4. Activity preview: MSHS Martin Luther King Jr. Assembly. Beth presented the activities we expect to include in the MLK Assembly. More detail will follow at our next meeting.
5. Calendar: Next meeting will be Jan. 6, 2:30 p.m. in the MSHS Career Center.

DART – Diversity and Respect Team
(formerly known as the Diversity/Respect Steering Committee)
MSHS Career Center 2:30 – 3:30 p.m.

Meeting Notes
for
Tuesday, January 6, 2009

In attendance: Thomas Tilton, Elaine Maimon, Beth Castle,
Rudy Edwards, Greg Hart, Lindsey Jorgensen, Maggie
Lucking, Paula Matthysee, Robyn Schirmer, Jane-Ellen
Seymour, Monty Wright, Amy Anderson.

Facilitator: Thomas Tilton

1. Review and Approval of Minutes
The meeting minutes from the December 16 meeting were reviewed. A motion to approve was made and seconded, and the team voted to accept the approved 1/16/08 meeting minutes as submitted by Thomas Tilton.
2. Committee Name discussion
Ideas were discussed for a name change to our committee to reflect our purpose, including incorporating multicultural – be it gender, race, cultural or socioeconomic; cultural competency- as in competency in learning, adapting, listening; and using the broadest umbrella, including school climate. A motion was made to change the committee name to the Diversity and Respect Team (DART), and the motion was seconded and passed by the members.
3. Mission Statement discussion
A discussion was started to develop a mission statement. Greg Hart will bring a draft to the next meeting.
4. MLK Assembly at MSHS on Wednesday, January 14, 8:30-9:20 a.m.
Beth Castle presented the details on the assembly:
 - Next MLK Assembly Planning Meeting will be on Wed. 1/7/09
 - Original plans have changed to pare down the number of activities. Jah Breeze will be the guest speaker (www.jahbreeze.com), plus dancing to celebrate the gifts/talents of our students, and the event will be a time to heal. Laz will be the student emcee.
 - Focus will be a celebration, and not controversial.
5. Open discussion followed about the MLK Assembly:
 - Controversy in past, now we now have a process in place, with a mission/objective

- Best students, best info, best process
 - Controlled crisis from fallout
 - Be able to respond to unanticipated crisis
 - Focus on our humanity that we share. Focus away from that which has divided us.
 - We are so much more alike than different
 - Human Rights PSAs and how helpful those have been to set the climate for the assembly
 - Have Laz, student emcee for assembly, set up the “lesson” and tell the student body this is what you are going to learn/get exposed to; the point of the MLK holiday.
6. Distribution of two handouts
Paula Matthyse distributed a copy of the CKMS Cultural Competency Inquiry from Kirk Dunckel, and a copy of a model from Family Resource Center for an approval process for guest speakers.
7. **Action items:**
- **Communication to MSHS staff regarding MLK Assembly**
Beth Castle will communicate with the staff about the upcoming MLK Assembly by e-mail, and copy DART on the e-mail, and at the next staff meeting on Jan. 13. She will mention that DART reviewed the plans for the assembly and saw the video, the message of the assembly which is to talk about MLK, the program with Jah Breeze, showing the talents and skills in our student body, the names of the DART members, and reiterate that teachers are leaders. At the assembly, an announcement will be made about what to do if anyone has questions or concerns or wishes to be excused from the assembly; DART is an active committee at MSHS; and Cultural Competency is part of MSHS now.
 - **Mission Statement**
Greg Hart will bring a draft of a mission statement to the next meeting.

Note Taker: Amy Anderson

Next DART meeting:

Tuesday, January 20, from 2:30 - 3:30 p.m. in MSHS Career Center

Agenda items:

- Discussion of MLK Assembly
- Mission Statement discussion

DART – Diversity and Respect Team

MSHS Career Center 2:30 – 3:30 p.m.

Meeting Notes
for
Tuesday, January 20, 2009

In attendance: Thomas Tilton, Beth Castle, Greg Hart, Lindsey Jorgensen,
Paula Matthysee, Robyn Schirmer, Jane-Ellen Seymour,
Amy Anderson

Facilitator: Thomas Tilton

1. Review and Approval of Minutes

The meeting minutes from the January 6 meeting were reviewed. A motion to approve was made and seconded, and the team voted to accept the approved 1/6/09 meeting minutes as submitted by Amy Anderson.

2. Kent School District Notes from their Alliance for Diversity & Equity Meeting Minutes dated Feb. 12, 2008

Thomas Tilton mentioned this document. He will review the Kent School District notes to see if they need to be distributed to DART.

3. Review and Reflect on MLK Assembly held on Wednesday, January 14 at Mount Si High School

- Loved the dancers!
- No feedback to Beth's email to the staff
- Did not like some things speaker Jah Breeze said. Shane Allen, Rachel Swany and Elaine Maimon had seen Jah at the Diversity Summit; his comments/ramblings were not at all what they had seen in the fall. Could have had a smoother delivery from Jah Breeze.
- Suggestion: Meet with speaker before they come to MSHS to outline the objectives and guidelines, and to ensure that the speaker adheres to the time limit. Can reference Paula's handout of a model from the Family Resource Center for an approval process for guest speakers.
- Needs to be about Martin Luther King
- Next year's planning for the MLK Assembly has begun per Beth Castle
- Need to have confidence in processes; takes time for processes to work
- Contract and the parameters – Need to have the speaker's contract signed well before the event, not days before the event.
- Ok to tell Jah Breeze that Mount Si High School will not be a reference for him.

- Next year:
 - Use what we know about MSHS
 - Have a week of activities, leading up to the assembly as the culminating event.
 - Plan to get together this spring to plan the MLK Assembly for January 2010
 - Focus on ethnic heritage. Suggestion: Bring in performers to break down the stereotypes.
 - Suggestion to focus on civil discord
 - Needs to be a bridge from the assembly to the classroom; have a discussion guide for use after the event in the classroom to get more impact out of the assembly
 - Suggestion: Have students who dance speak about the culture and why dance is important.

4. Mission Statement discussion

Greg Hart presented a DRAFT Mission Statement for DART members to review. Discussion followed. Thomas Tilton reviewed the Day of Respect Mission Statement and Goals.

DRAFT version of DART Mission Statement at this time:

The mission of the Diversity and Respect Team is to help the Mount Si High School community develop cultural competency honoring each individual, promoting respectful behavior amongst all students, staff members and visitors, and fostering a positive, safe school environment in which to learn and work.

Discussion on whether a resolution is necessary, what the organization is here to do, that goals are objectives, and a resolution must include whereas. Discussion will continue at the next meeting.

5. Action items:

- **Kent School District Notes from their Alliance for Diversity & Equity Meeting Minutes dated Feb. 12, 2008**
Thomas Tilton will review the Kent School District notes to see if they should be distributed to DART.
- **Resolution Form**
Paula will work on a resolution form as a groundwork for DOR and groundwork for support
- **Mission Statement**
Greg Hart will bring a draft of a mission statement to the next meeting.
- **Presentation to staff about DART at next staff meeting**
Thomas Tilton will present an update about DART at next monthly staff meeting on Tuesday, Feb. 24.

Note Taker: Amy Anderson

Next DART meeting:

Tuesday, February 3, from 2:30 - 3:30 p.m. in MSHS Career Center

Agenda items:

- Mission Statement discussion continued
- Deeper discussion of Cultural Competency
- Day of Respect
- Discuss the possibility of having Melia visit a DART meeting

DART – Diversity and Respect Team

MSHS Career Center 2:30 – 3:30 p.m.

Meeting Notes

for

Tuesday, February 3, 2009

In attendance: Thomas Tilton, Beth Castle, Rudy Edwards, Greg Hart, Craig Hauser, Lindsey Jorgensen, Elaine Maimon, Paula Matthysee, Robyn Schirmer, Jane-Ellen Seymour, Monty Wright, Amy Anderson

Facilitator: Thomas Tilton

1. Review and Approval of Minutes

The meeting minutes from the January 20 meeting were reviewed. A motion to approve was made and seconded, and the team voted to accept the approved 1/20/09 meeting minutes as submitted by Amy Anderson.

2. Kent School District Notes from their Alliance for Diversity & Equity Meeting Minutes dated Feb. 12, 2008

Thomas Tilton reviewed these notes and decided it won't be necessary to use these notes; we will find our own pathway/focus. There are other broad based committees like DART; in the future it might be interesting to compare our focus with some of the other groups.

3. Resolution Statement

Paula is not here at this time; tabled until later. We also have a statement from the anti-defamation league.

4. Mission Statement discussion

- Reviewed the draft of the Mission Statement.
- Discussion followed on possible word changes/additions: help vs. assist; adding leadership. Cultural Competency, institutional racism mentioned.
- Need a framework and a process:
 - Framework: 1st task is to model where we're headed, what we want to accomplish, and with rules of engagement
 - Process: Can distribute books on Cultural Competency
- Request to see LIT's last learning goal on the School Improvement Plan (SIP) to see if it can be added in to show leadership development
- Books on Cultural Competency are available

- Is training needed?
- Agreement to accept the Mission Statement as written, and revisit it as necessary because the Mission Statement is a work in progress. Thomas will rework the statement and send it out by email.

5. Cultural Competence vs. Cultural Responsiveness

- Same or different?
- OSPI sheets on CC/CR Profile and CC/CR Survey results were distributed. Possibly use this information to provide baseline information before training?

6. General Discussion

- Question was raised: What is the purpose of this DART committee? Discussion followed on Day of Silence, training is important, but issues need to be addressed.
- Acknowledgement of undercurrent of racism at MSHS; how the manifest changes from year to year. Things have happened this year, so work is being done with administration and DART. Some people have skewed sense of what is obscenity.
- Comment made that we need to address blatant issues in the school survey, with new ideas to tone things down. Need to manage it. People have bars set in different places regarding diversity issues.
- Students need a forum for voice to be heard, i.e. a form letter, to have a place provide oversight, solve problems, and give feedback. An issue could be sent to DART for a response.
- Comments:
 - o Need to educate, hold each other accountable; role model respectful behavior; we can eliminate poor behavior and promote better behavior.
 - o It's a continuous process
 - o Gays die by suicide every year because of what happens in school
 - o Staff can have issues with other staff, too
 - o School handbook needs non-oppressive language. Do we want to be reacting or actively changing behavior?
 - o Last year's Mock Crash, where an individual talked about the death of their daughter, was powerful. Getting real – things happen to galvanize us.
 - o Personal and private wars because school is a hostile place.
 - o Need a forum. Need to avoid the assembly affect. Rachel's sign was a great idea.
 - o We don't always bring the learnings along, so what leadership needs to be in place, what activities need to be in place? Need a way to offer tidbits after an event as reinforcement. Learning is not brought along, not integrated because there has not been a group who has made it their focus.

7. Action items:

- **LIT Learning Goal**
Thomas will provide DART with the last School Improvement Plan (SIP) learning goal created by LIT
- **Books on Cultural Competency**
Rudy will find books on Cultural Competency
- **Mission Statement**
Thomas will rework the draft of the Mission Statement and send it out on email for feedback
- **Scheduling DART Meetings**
Plan to schedule DART meetings once every two weeks, beginning with the next meeting on Tuesday, Feb. 10

Meeting adjourned at 3:35 p.m.

Note Taker: Amy Anderson

Next DART meeting:

Tuesday, February 10, from 2:30 - 3:30 p.m. in MSHS Career Center

DART – Diversity and Respect Team

MSHS Career Center 2:30 – 3:30 p.m.

Meeting Notes for Tuesday, February 10, 2009

Next meeting: Tuesday, March 3 from 2:30-3:30 p.m.

Participants: Thomas Tilton, Rudy Edwards, Greg Hart, Craig Hauser, Lindsey Jorgensen, Maggie Lucking, Elaine Maimon, Paula Matthysee, Jane-Ellen Seymour, Monty Wright, Amy Anderson

Facilitator: Thomas Tilton

1. Review and Approval of Minutes

The meeting minutes from the February 3 meeting were reviewed. A motion to approve was made and seconded, and the team voted to accept the approved 2/3/09 meeting minutes as submitted.

2. DART Topics to Date ~ Our Soup

Thomas Tilton wrote the following information on the whiteboard:
DART Topics to Date 2/10/09

- Mission Statement
- Ground Rules and group dynamics
- Concepts, definitions:
 - Cultural Competence
 - Cultural Responsiveness
- Cultural Responsiveness, baseline data:
 - Staff
 - Students
 - Community
- Today in school...
- Last year in school...
- Addressing the blueprint:
 - Program Planning
 - Curriculum
 - L.I.T. Plan: S.I.P. Goal #5
- Training and consultation
 - For our committee
 - For our staff
- Other?

This list was called "Our Soup."

Which on the list do we want to show as our priorities?

Comments on our soup:

- Books are not here yet
- Two prongs: Today in school... and Last year in school...

Things we need to focus on: what kids need, skills, understanding:

- 1) What kids are saying
- 2) Give the kids support

Of the DART Topics, these areas were identified as priorities:

Today in school...

Blueprint

Baseline data

Training & Consultation

Mission Statement

3. Mission Statement discussion

Comments:

- Keeps changing
- Let it go
- Becomes compass-defines why we are here; what's essential
- Lacks realities
- Start with our reality, need our mission; need balance, need training and blueprint
- Interim mission – getting grounded in where we are
- Thematic school: Today in school...
- Mission Statement can be valid only for this school year
- Clearly, operate with solid anchor while pursuing long range goals; mission statement benchmarks it
- Staff asked us to come up with a blueprint, a plan of action
- Could invite Gordy and Melia from ESD to present data and Perceptions
- Use climate of school as a base – build trust and respect so tougher conversations can follow. Level of functionality
- We can provide leadership and get staff unstuck
- Soup: good word
- Blueprint – how to address
- Training can help us with contents of soup
- Suggestion: have someone help us get started

4. General Discussion

Comments:

- Article Paula provided was helpful
- We have students in school, staff in school, parents
If no buy-in from staff with any sort of change, if we don't involve the staff in the process, when we focus on kids, staff will minimize
- Pockets of students are not represented – need more students on standing committee and at large; students who can get A voice for every

group. Craig represents one part of student population – need to get more representation from students, maybe a focus group so we can keep a pulse on what is going on in school.

- Mission Statement and Vision Statement – important to have it out there

5. Action items:

- **LIT Learning Goal**

Thomas will provide DART with the SIP template for creating a learning goal

- **Books on Cultural Competency**

Rudy will bring in books on Cultural Competency

- **Reports from middle school**

Jane-Ellen and Paula will provide reports

- **Paula will check with Minority Executive Directors Coalition**

She will report back

Note Taker: Amy Anderson

Next DART meeting:

Tuesday, March 3, from 2:30 - 3:30 p.m. in MSHS Career Center

DART – Diversity and Respect Team

MSHS Career Center 2:30 – 3:30 p.m.

Meeting Notes for Tuesday, March 3, 2009

Next meeting: Tuesday, March 24 from 2:30-3:30 p.m.

Participants: Thomas Tilton, Rudy Edwards, Greg Hart, Beth Castle,
Jane-Ellen Seymour, Amy Anderson, Maggie Lucking,
Paula Matthyse

Facilitator: Thomas Tilton

1. Review of Minutes

The meeting minutes from the February 10 meeting were reviewed.

Thomas Tilton reviewed the information at the top of page 2:

Of the DART topics, these areas were identified as priorities:

Today in school...we need to keep a pulse on what's happening in school; Blueprint; Baseline data-what's happening vs. what needs to happen; Training and consultation; Mission Statement-Continue hammering away, but don't get distracted by it, the MS is a fluid statement, the MS can really only be valid for a school year.

The Action Items on the February 10 minutes are our agenda for today.

2. Training and Consultation

Thomas Tilton announced that Melia from PSESD will visit a DART meeting and give her observations.

3. LIT Learning Goal

The 5th goal addresses Cultural Responsiveness. Currently, there is no stated goal. We need to consider the concept, then create a goal. Need definition of terms, including Cultural Responsiveness; need a discussion of how defined by Paula's information and defined by OSPI.

Timeline? We need to come online with a goal by fall. We create the goal for LIT.

Randy Taylor reiterated the purpose of DART: This group is a clearing house for diversity issues, an umbrella which filters diversity issues, and offers increased communication and support. Cultural Responsiveness needs to be defined and supported by the learning community; this might be done during the before school training day(s) in August; money is available.

Idea: in terms of wrestling with this concept of defining Cultural Responsiveness, Melia could help us understand how other high schools have done it, how it looks and their direction.

Need periodic update to school community-maybe in newspaper? Online newsletter? One operating principal is transparency-we want people to know what we're doing; we're in it for the long haul, looking at cultural health of our community. Need to use five different methods of communication to get the word out, communication is never ending.

Consensus reached: We can further address the LIT goal with Melia, consultant, at table.

Concern: Don't want to get stuck on Cultural Competency, Cultural Awareness, Cultural Responsiveness pegs. We want climate to be safe and respectful for all students and staff.

3 sources of information:

- 1) OSPI
- 2) Books from Rudy:
"We Can't Teach What We Don't Know" by Gary R. Howard
"Building Racial and Cultural Competence in the Classroom"
- 3) Paula's materials from the Casey Family Programs:
"Knowing Who You Are" video, Viewer Guide and Facilitator Guide

Can pull common strands and have broad perspective plus integrity in plan. If someone asks a question, we will have the information and knowledge we have acquired.

We have identified issues; we have identified priorities; we have some targets and a focus on a LIT goal, targets for getting kids involved.

4. Books Distributed

Rudy Edwards distributed two books for each person to read and keep:
"We Can't Teach What We Don't Know" by Gary R. Howard
"Building Racial and Cultural Competence in the Classroom"

5. Discussion on expanding student involvement

Comments:

Do we need more students? Yes, and younger ones, too. 9th graders. We need to invite students to a focus group, we have to develop trust. Need cross-section of students. Need to reach out to students, not just invite them. Don't do it this year. But, sense of urgency about "Today in school..." Find other methods of getting word to students. Ideas: Drop box in Counseling Center, set up anonymous e-mail account. Thomas Tilton will talk to Joe Galagan about Natural Helpers.

Days of Respect activities? Not this school year. Now is the perfect time to start planning for next year. Need to hear it all, then strategize, with Days of Respect part of it. Kids aren't feeling heard.

6. Report on Casey Family Foundation

Paula provided information about the structure of MEDC workshops. These workshops are tailored for the audience. Two consultants that work regularly with educators and MEDC are Dr. Leticia Nieto at St. Martins College (they use theater as therapy and might be a good resource for days of respect or other assembly) and Scott Winn at the UW School of Social Work (winn@u.washington.edu; 206-324-8165). Paula will gather more info from MEDC (Minority Executive Directors Coalition) for use or reference.

Casey Family web resources were sent to all DART members prior to this meeting. Casey Family has made cultural competency and education to confront institutional racism. They are working toward systemic change in their own organization and with systems serving children of color. "The Knowing Who You Are" presentation is a required learning process for all staff at Casey Family.

(Paula sent an e-mail on 2/24/09 to DART members with a video, a viewer handout and a facilitator handout attached on "Knowing Who You Are")

7. Discussion – salient points

- Struggles with verbiage from OSPI because it's so institutionalized; hopes the committee sets the bar high to meet the true needs of the student community.
- School has an obligation to report to OSPI; no template will supplant what the students need.
- Care less about linguistics and more about common understanding.
- Cultural Responsiveness is at top of hierarchy model from OSPI, which includes Cultural Competency.
- Cultural Responsiveness in one model correlates with Advanced Cultural Competence.
- We can write our DART information in the remarks column of a report or in an addendum on OSPI document.

Paula said she struggles with verbiage from OSPI because it's so institutionalized; hopes bar is set high to measure success.

Thomas said the school has an obligation; no template will supplant. Jane said she cares less about linguistics and more about common understanding.

Thomas said Cultural Responsiveness is at top of hierarchy at OSPI, including Cultural Competency. Cultural Responsiveness in one model correlates with Advanced Cultural Competence. Rudy says we can write our DART information in the remarks column or in an addendum on OSPI document.

8. Action items:

- **Melia will be invited to next DART meeting**
Thomas will invite Melia from PSESD to our next meeting on March 24. She will rollout the model she is accustomed to and how it relates to OSPI and address LIT Goal #5
- **LIT Goal**
Can further address LIT goal with Melia, consultant
- **Questions on Healthy Youth Survey that we can look at**
Thomas will provide this information
- **Reports from Middle Schools**
Tabled for next meeting on March 24
- **Report from Minority Executive Directors Coalition**
 - Paula will check and report back to DART
- **Involving more students**
Thomas will talk to Joe Galagan about Natural Helpers students

Recorder: Amy Anderson

Next DART meeting:

Tuesday, March 24, from 2:30 - 3:30 p.m. in MSHS Career Center

DART – Diversity and Respect Team

MSHS Career Center 2:30 – 3:30 p.m.

Meeting Notes for Tuesday, March 24, 2009

Next meeting: Special Session on Monday, March 30 from 2:30-4:00 p.m.

Participants: Thomas Tilton, Rudy Edwards, Greg Hart, Beth Castle, Robyn Schirmer, Craig Hauser, Lindsey Jorgensen, Monty Wright, Paula Matthysee, Jane-Ellen Seymour, Maggie Lucking, Amy Anderson

Guests: Diane Sidari, Melia LaCour from PSESD

Facilitator: Thomas Tilton

1. Review of Minutes

The revised meeting minutes from the March 3 meeting were approved.

2. Concern presented by Diane Sidari, guest

Our school psychologist, Diane Sidari, recapped an incident at lunch today. The encounter was started by a group of senior boys against female Special Services students. Diane will be brainstorming ways to respond and deal with this incident and create peace.

3. “Keeping the Peace” Award Program

Thomas Tilton passed out a flier outlining the new award program called “Keeping the Peace.”

Award will be given in recognition of behavior which contributes to a climate of acceptance, respect and safety at Mount Si High School. Even a simple act of kindness qualifies. Example: Recent event Benji Bollinger emailed to MSHS staff.

DART will administer/sponsor.

Referral will be by nomination; referral can be given in writing, by email or hardcopy, to Thomas Tilton.

Selection/endorsement will be made by DART.

Certificates will be issued at a school assembly or announced via morning announcements, or both. At the end of the school year, a student will be selected from among the certificate holders for a “Keeping the Peace Distinguished Award.”

Suggestion to invite community to participate.

4. Discussion – Upsetting events at high school

Discussion about upsetting events that have occurred recently at the high school.

5. Guest Melia LaCour, from Puget Sound ESD

Melia gave an overview of the process in a nutshell, mentioned the Student Diversity Summit that some people from MSHS attended, and the response to the data presented to the staff.

6. Action items:

- **DART agreed to a special session meeting**

Day of Silence is Friday, April 17. DART agreed to a special session meeting on Monday, March 30 from 2:30-4:00 p.m. to work on Day of Silence.

Meeting adjourned at 3:35 p.m.

Note Taker: Amy Anderson

Next DART meeting:

***Special Session:* Monday, March 30, from 2:30 - 4:00 p.m.
in MSHS Career Center**

DART – Diversity and Respect Team

MSHS Career Center 2:30 – 4:00 p.m.

Meeting Notes for Tuesday, April 21, 2009

Next meeting: Monday, May 11 from 2:30-4:00 p.m.

Participants: Thomas Tilton, Rudy Edwards, Robyn Schirmer, Craig Hauser, Greg Hart, Beth Castle, Lindsey Jorgensen, Maggie Lucking, Paula Matthysee, Jane-Ellen Seymour, Amy Anderson

Facilitator: Thomas Tilton

1. Today at MSHS

Team member related an interesting conversation with a student in ISS today. A female student wrote an honest letter to security and administrative staff regarding a group of students here at MSHS who don't feel respected or feel they get the same attention as other students who are involved in sports, other activities, or are high achievers. These average students feel they are invisible and do not get the support and affirmation that other students do here at MSHS. Discussion followed. Comment made about how young people and adults appoint themselves as jury and executioner and act out against students. We can't accept vigilantism.

2. "Keeping the Peace" Award Program

Question: Any nominations for Keeping the Peace Award?
No nominations at this time. E-mail Thomas if you have any. Not necessary to run nomination(s) through DART; just nominate. Thomas will advise staff about this new award during the DART Presentation at the Tuesday, May 12 staff meeting.

3. Day of Silence (DoS)

Randy will release information in the next few days. Quiet day regarding incidents. 150 participants per GSA Leader. Administrators checked; learning took place in classrooms all day. Discussion about the survey in the Sno Valley Star and full page ad in Valley Record.

Question: Do we as a committee want to get a pulse on community?
Suggestion to focus on what is right at school. Issue: When a student comes to school, we don't bully, harass, intimidate and we make school safe-this is what we can control and do. Comment that gauging the community is not

beneficial. Given feedback on the perceptions of GSA Leader regarding the student participation in the last DART meeting: GSA Leader was not happy that a debate occurred involving the students; he thought that the students were simply giving a presentation. He urged DART to take a stand and validate the process, but Thomas said DART is not ready to do that. Comment that it was good that the boys at the last meeting had a chance to voice their opinion even though people may disagree with them.

4. Focus Group Data from Spring '08

Thomas presented the PowerPoint on: Student Perceptual Data on Cultural Competency. Discussion followed.

5. Future topics discussion

A number of items were briefly discussed; these will be added to future meeting agendas. Next meeting on Monday, May 11 from 2:30-4:00 pm. A brief DART presentation will be given to MSHS faculty at the monthly Staff Meeting the next day, on Tuesday, May 12 at 2:30 p.m.

Meeting adjourned at 4:05 p.m.

Note Taker: Amy Anderson

Next DART meeting:

Monday, May 11 from 2:30 - 4:00 p.m. in MSHS Career Center

DART – Diversity and Respect Team

Meeting Notes for Monday, May 11, 2009

Next meeting: Tuesday, May 26, from 2:30-4:00 p.m. MSHS Career Center

Participants: Thomas Tilton, Lindsey Jorgensen, Monty Wright, Beth Castle, Maggie Lucking, Jane-Ellen Seymour, Amy Anderson

Facilitator: Thomas Tilton

1. Preparation for 15 minute presentation at tomorrow's Faculty Meeting

**** See the attached PowerPoint presentation that Thomas shared with the staff at the 5/12/09 Faculty Meeting.***

Discussion of ideas on what to highlight in the presentation:

Topics: DART, fall event (name undecided), work with ASB

Who we are

What DART is about

Future plans

How our meetings are structured

Our evolution

Our public face

Review: Look at what's happening; look at past for programs and curriculum

Where we're going: Advisory team concept/guiding and developing; architects; keeping the blueprint

SIP Goal #5

Training day/time in August (when, how much?)

Process exists now for programs and curriculum

Demonstrate that we are fulfilling our mission and intention for next year

Model for Natural Helpers

Forum in which to share ideas of diversity and respect

We are in process of creating

--ask staff for their expertise on any ideas; any ideas can be sent by e-mail to Thomas Tilton

Sponge mode - period of evaluation

Get a read on where staff is on Cultural Responsiveness - Evaluation

Healthy Youth Survey - items can be brought in on evaluations

Training at some point on DR, CC

Concern: Mentioning the fall Day of Respect event (exact name of this event is undecided) to staff when we don't have any specifics

- 2. Meet at 2:00 tomorrow to huddle on what to discuss at Faculty Meeting**
Meet in Thomas Tilton's office at 2:00 pm for final review of DART presentation before the Faculty Meeting begins at 2:30 pm
- 3. Need to post meeting notes on MSHS website; atmosphere of transparency**

Meeting adjourned at 3:40 p.m.

Note Taker: Amy Anderson

Attachment: 5/12/09 PowerPoint Presentation

Next DART meeting:

Tuesday, May 26 from 2:30 - 4:00 p.m. in the MSHS Career Center

DART – Diversity and Respect Team

Meeting Notes for Tuesday, May 26, 2009

Next meeting: Tuesday, June 16, 2:30 - 4:00 p.m. MSHS Career Center

Participants: Thomas Tilton, Craig Hauser, Lindsey Jorgensen, Maggie Lucking, Jane-Ellen Seymour, Paula Matthysee, Elaine Maimon, Amy Anderson. Guests: Elaine Harger, George Potratz

Facilitator: Thomas Tilton

1. Comments from staff about Day of Silence (DoS)

Comments about DoS: Want to move beyond compliance with the legal requirements towards a welcoming and inclusive school climate/environment. Concern that the school supports DoS to avoid legal action rather than supporting students for whom this day exists.

Recommendation to watch a film about teaching GLBT issues in K-12 schools.

Culture of school will change only once the culture of staff changes

Concern mentioned that GSA Advisor was never asked by DART how DoS went; this advisor is willing to talk to DART at any time.

Progress had been made with DoS since last year, but progress has only brought us up to point of compliance.

Gay poem about silencing of gays by Walt Whitman presented.

Concern mentioned about carnival atmosphere between staff and students who were lined up at the Attendance Office on the Monday morning after DoS because they skipped DoS.

2. Academic Harassment Discussion

Concerns about demeanor with band and choir's excused absences; discussion about how their absences are treated when these students are representing the school at outside events.

PAG has discussed seat time issue.

On Monday after DoS, many teachers reviewed Friday's lesson instead of continuing on with their lesson plans as outlined in principal's message to staff. Principal had stated to staff that DoS is considered a regular school day.

3. Need to name the elephants in the room/make a list of concerns

i.e. Staff demeanor

4. Cultural Responsiveness: Terms and Taxonomy

Thomas presented a PowerPoint on Cultural Responsiveness Taxonomy (see attachment to this e-mail). Responsiveness is action.

5. Assessment Strategies

Student Opinion Survey
Student Survey
Teacher Survey
ESD Survey – three PowerPoint slides
Healthy Youth Survey

Regret: We stopped asking the questions

Meeting adjourned at 3:40 p.m.

Note Taker: Amy Anderson

Attachment

Last DART meeting for this school year 2008-09:

Tuesday, June 16 from 2:30 - 4:00 p.m. in the MSHS Career Center

D.A.R.T. – Diversity and Respect Team

Meeting Notes for Tuesday, June 16, 2009

Participants: Thomas Tilton, Craig Hauser, Lindsey Jorgensen, Maggie Lucking, Jane-Ellen Seymour, Paula Matthysee, Elaine Maimon, Rudy Edwards, Amy Anderson.

Facilitator: Thomas Tilton

1. 2009 Survey Perception Results

A survey on the climate at Mount Si High School was given to Seniors on Friday, June 12, and to the rest of the students today. The Seniors' survey was not on Scantron, but the rest of the surveys are on Scantron. Results will be run soon and distributed to DART members.

Copy of the survey given to each DART member present.

Discussion: Not always best to give "No opinion" as a choice on a survey.

Change question #9 to two questions.

Question: Were students able to write comments? No, not this time.

www.surveymonkey.com – May use this technology in the future.

Also suggested: www.zoomerang.com

Idea: Run survey when students register for classes in the computer lab.

When will survey results be released to staff? Will be done at Inservice Training before school.

Data will open eyes and take a look at building climate and our Cultural Responsiveness.

Discussion of programs in place already at middle schools. TFMS has Cultural Competency program, FCES has anti-bullying emphasis, citizenship curriculum, character education.

2. Training in August

DART participation is welcome.

DART input is welcome.

Yes, there is a budget for training day.

Discussion: Fishbowl activity with students in inner circle and staff in outer circle, with staff discussion in Library afterwards. Hugh O'Brian Youth Leadership (HOBY) program mentioned.

Answer what is Cultural Responsiveness, and show Taxonomy.

Suggestion to return to the question of why do you do the work that you do?

Issue of trust. Define values of working with students.

Purpose of training day? Need a specific outcome to training.

Need to continue our work. In what ways are we addressing Diversity and Respect? How responsive are we, given our individuality and differences? Need a safe place/environment to process – emotional repertoire. Operating principles, lost sight of how to communicate with each other, inevitability of conflict and how to deal with it. Start from place of common ground. Each of us has own world view.

Need to frame: How can we help students? How do we make Diversity and Respect important to staff and do it in a way that they feel empowered?

Trust is established when we know where others are coming from.

This training day will set the standard and will prepare staff for Student Forum.

Find common system (values, etc.); here's what we're going to do.

5 ½ hours of training. Suggestion to make it more of a celebration. We learn to appreciate people if we know part of their story.

Location of training off campus?

Greg Hart will get copy of "Best Practices on How Adults Learn" from Don McConkey because it will give skills to teachers. Not about what is wrong.

Ideas: Students role play and staff is asked how to solve situation. Video of students.

3. What's around the corner?

Student Forum (formerly called Day of Respect) in the fall

If we do this event, it's labor intensive and requires lots of organization.

Do in November? By then it's after Homecoming, freshmen are settled in to life at MSHS, fall sports will have ended, and students will have a better understanding of issues.

4. Future Items

Survey results

Retreat/training/in-service date and budget

Student Forum

Meeting adjourned at 3:45 p.m.

Note Taker: Amy Anderson

Next DART meeting: To be announced