

D.A.R.T. – Diversity and Respect Team

Meeting Minutes for Tuesday, October 20, 2009

Participants: Thomas Tilton, Craig Hauser, Lindsey Jorgensen, Kevin Knowles, Jane-Ellen Seymour, Elaine Maimon, Rudy Edwards, Monty Wright, Greg Hart, Beth Castle, Amy Anderson.

Facilitator: Thomas Tilton

1. ASB Request: MLK Assembly

ASB is now asking DART's assistance in finding a good speaker for the MLK Assembly in January. Advise Thomas is you know of someone to suggest as a speaker. Suggestion: Keep it true to MLK. DART can go through a vetting process with the speaker ahead of time.

2. Reflections on last staff training on Friday, October 9

Thomas does not want to be a one man show ~ lack of time caused this to happen at the last staff presentation on Friday, October 9.

Discussion: Using a generalized definition of culture – macro definition. We're doing a subjective goal. Culture of the community-it is what it is. Want to us all inclusive definition of learning community.

3. Staff input from Cultural Diversity Worksheets filled out on October 9

Sheets were collected from each table at the staff meeting on Friday, October 9. A summary of the comments was provided by Thomas.

Focus Team formed to look for themes in responses and make recommendations to SIP action plan before October 30.

Focus Team members: Greg, Lindsey, Jane-Ellen, Elaine.

International Fair will be Wednesday, Nov. 18.

4. Action plan for S.I.P. Goal

Work continues on developing a new 5th goal for the School Improvement Plan (SIP).

LIT's feedback from October 9 training: Learning Community is all inclusive.

Want the approach to be that anyone who can't live with the new SIP goal needs to examine if MSHS is the right fit for them. LIT wants more specific feedback on what DART is doing~DART needs to move forward, needs accountability. Possible student survey in spring discussed.

LIT's suggestion on new SIP Goal: Draft the goal for the entire learning community, all cultural inclusive. One of activities should be (re)training on the board policy on controversial issues. Parameters of Professionalism.

Readiness to benefit. Lack of respect. Comment from DART member that the bottom of Taxonomy is compliance.

LIT's request: On Friday, October 30, a draft of the SIP goal, with activities, should be presented to staff. LIT does not want a vote by the staff-advise the staff that the new SIP Goal #5 will be approved by LIT on Wednesday, November 18.

DART plans to use feedback from Focus Team to develop SIP goal.
Use a student survey.

Discussion:

Monitoring effectiveness: One of indicators for evaluation is results of survey.
Can we make Taxonomy student friendly?

Discussion of "Activities to Achieve this Goal" on SIP Goal #5.

Two staff surveys – baseline data gives us a leg up. Staff survey can be tweaked and put out in controlled environment.

Comment: Rather than being driven by the instrument, have what you're doing drive the action.

Revisit board policies. Readiness to benefit. Controversial issues.

During last LIT meeting, it was brought up that students know which teachers they can bring up controversial issues with during class. Challenge: Actuality vs. professional practice. Teachers using positional power and going on with their platform during class.

Student board policies: Districts (versus state) can also set their own policy.
Knowledge. Training. Is this information in Staff Handbook?

Suggestion: Involve students in developing a Code of Ethics like what Lake Washington High School does with their poster hanging in the high school.
Years ago MSHS had a Youth Code of Conduct, great ideas, but no follow-up.
Thomas is proud that DART will provide stewardship.

Get student input, then take to DART. Use student leaders, cross section of students. Use Natural Helpers-they have a retreat in November, so maybe they could create a list that can be reviewed. Thomas will talk to Joe Galagan.
Have guiding principles. Simplify and be clear for the students: Be safe, be responsible, be respectful.

Idea of student forum: code of conduct, student survey discussion, have a venue where students can speak out.

Idea: Informercials on Wildcat TV.

Strategies for students: delivery model, one which is evolving.

How frame this: As a theme. Use computer lab. Use a 30-60-90 day plan.

What do we have to accomplish? Need to brainstorm on activities for SIP goal.
Thomas will be more concrete with DART agendas in the future.

5. Future Items

Finalizing the template for the new SIP Goal

Develop plan for Friday, Oct. 30 staff meeting regarding SIP goal

Meeting adjourned at 4:30 p.m.

Note Taker: Amy Anderson

<p style="text-align: center;"><u>Next DART meeting: Wednesday, October 28</u> 2:30 p.m. in the MSHS Career Center</p>
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D.A.R.T. – Diversity and Respect Team

Meeting Minutes for Tuesday, November 3, 2009

Participants: Thomas Tilton, Craig Hauser, Lindsey Jorgensen, Kevin Knowles, Jane-Ellen Seymour, Elaine Maimon, Rudy Edwards, Greg Hart, Amy Anderson

Facilitator: Thomas Tilton

1. School Improvement Plan (SIP) Work Session on Goal #5

Handout discussed: *Accountability for civility, mutual regard and professionalism*
Document is titled: *SIP strat - hold accountable*

Handout discussed: *Presentations and staff collaboration*
Document is titled: *SIP strat – presentations, collaboration*

Handout discussed: *Communicate effectively to families of all cultures/school demographics*
Document is titled: *SIP strat – communication*

Handout discussed: *Effective teaching strategies*
Document is titled: *SIP strat – effective teaching*

Please review the attached documents to see the changes.

Meeting adjourned at 3:45 p.m.

Note Taker: Amy Anderson

Next DART meeting: Tuesday, November 10

2:30 p.m. in the MSHS Career Center

D.A.R.T. – Diversity and Respect Team

Meeting Minutes for Tuesday, November 10, 2009

Participants: Thomas Tilton, Craig Hauser, Jane-Ellen Seymour, Rudy Edwards,
Greg Hart, Amy Anderson

Facilitator: Thomas Tilton

1. Work Session to Finish SIP Goal #5 Action Plan

Please review the attached documents to see the changes:

- SIP strategy - communication
- SIP strategy - effective teaching
- SIP strategy - hold accountable
- SIP strategy - presentations, collaboration

2. Keeping the Peace Awards

Thomas has received several nominations for the KTP Award. He has to get more information from some teachers who nominated students. Thomas will announce the KTP Awards at the next DART meeting.

3. Discussion on today's Veteran's Day Assembly

4. Prepare for presenting SIP Goal #5 to staff

at Faculty Meeting on Tuesday, Nov. 17 at 2:30 p.m. in the Library

Discussion about how to give brief presentation at faculty meeting.

Agreed to have Thomas give an overview, then each person on Greg Hart's Focus Team who worked on a separate action plan will present their portion.

Focus Team members:

- Communication – Elaine Maimon
- Effective teaching strategies – Lindsey Jorgensen
- Accountability - Jane-Ellen Seymour
- Presentations, collaboration – Greg Hart

Rudy Edwards will also add comments on how this all fits in with the school board.

5. Presentation of SIP Goal #5 to Admin. Council on Monday afternoon (Nov. 16)

Thomas asked who would like to present SIP Goal #5 at the Admin. Council on Monday? Rudy Edwards and Jane-Ellen Seymour volunteered to present.

Meeting adjourned at 3:35 p.m.

Note Taker: Amy Anderson

DART presentation: Tuesday, November 17

2:30 p.m. in the MSHS Library

D.A.R.T. – Diversity and Respect Team

Meeting Minutes for Tuesday, December 1, 2009

Participants: Thomas Tilton, Lindsey Jorgensen, Kevin Knowles, Greg Hart, Jane-Ellen Seymour, Paula Matthysee, Rudy Edwards, Amy Anderson, and new members Aubrey Lane and Elizabeth Velasco. Guests: Meghan Travis, Matthew Prewitt.

Facilitator: Thomas Tilton

1. Introduction of New Members (additional student reps, as planned)

Thomas introduced the new student members he asked to join DART:

Aubrey Lane – Junior (can be ASB liaison as well)

Elizabeth Velasco – Sophomore

Need a Freshman representative – Elaine will check

Craig Hauser, current member of DART, is the representative for the Senior class

2. MLK Day Preview

The MLK Assembly will be held on Thursday, January 14 from 8:30-9:20 a.m.

Students Meghan Travis, Matthew Prewitt, and Aubrey Lane came to today's meeting. Meghan Travis presented the MLK Assembly Schedule that ASB has created. Discussion followed. The students will bring the final information to our next DART meeting in January.

3. Today at MSHS: “Kick a Ginger Day” (Thank you, Jane-Ellen)

Jane-Ellen expressed concern over the recent “Kick a Ginger Day” last Friday. Information referencing redheads was viral on Facebook in Canada and the U.S.; plus information temporarily showed up on whiteboard in the main hallway of MSHS. Discussion on how to use this as a teachable moment; suggestion to have a student write an article for “The Tales” student newspaper. Kevin will follow-up. As a future topic, DART can pursue the Professionalism part of our SIP Goal #5 and look into educating students on the internet: positive and negative aspects, using good judgment, invasion of space - personal or professional, and what is appropriate.

4. Report: Diversity Week at Roosevelt High School

Comments from those who visited Roosevelt High School for their Diversity assembly: school has acceptance and excitement; so many clubs; student involvement was huge; all inclusive program; safe environment; poor sound system.

5. KTP Nominees for November

Thomas shared the names of the students who were nominated for the Keeping the Peace (KTP) Award in the month of November. Reminder to include all the organizers, participants and student body for the Veteran's Day Assembly was mentioned.

6. SIP: a) LIT Recommendations, b) implementing the action plan

Amy reviewed LIT's suggested changes to the SIP document. A summary of the recommendations from LIT will be provided at the next meeting.

7. DART: next steps

This topic was tabled until the next meeting.

8. Calendar

This topic was tabled until the next meeting.

Meeting adjourned at 4:15 p.m.

Note Taker: Amy Anderson

Next DART meeting:

January ____, 2010

2:40 p.m. in the MSHS Career Center

DART – Diversity and Respect Team
MSHS Career Center 2:40 – 4:00 p.m.

Meeting Notes
for
Wednesday, January 6, 2010

In attendance: Thomas Tilton, Craig Hauser, Lindsey Jorgensen,
Kevin Knowles, Elaine Maimon, Beth Castle,
Greg Hart, Amy Anderson

Guest: Randy Taylor

Facilitator: Thomas Tilton

1. Review and Approval of Minutes

The meeting minutes from the December 1 meeting were approved.

2. Principal's message – Randy Taylor

Randy commented that DART has worked together for many months, and recently worked on the new SIP Goal #5. Where DART goes from here is dependent on us. We have a blueprint: 1) Training for students 2) Training for staff. We are beyond philosophy – we're done with that. We need to talk about specific activities and get action-oriented. The true test of our integrity for students, staff and community represents consensus efforts. The school needs action; talking must stop. Any diversity activity must go through screening with this group (DART). Randy wants to introduce DART members at the MLK Assembly on Thursday, January 14 and mention the climate at MSHS. We are in a maturation process now; our foundation is established. Discussion: We need to create common norms, common language and code of conduct for K-12.

3. Today at MSHS

Discussion. Suggestion made for the week of January 25-29 to have a No Name Calling Week, and ASB can post signs. Suggestion to have a Say Something Positive/Pay it Forward to keep it going. Suggestion for Week of Encouragement. Discussion followed. Student pointed out that students "get it" through two ways: tragedy – very serious event, such as the DUI mock crash re-enactment, or through humor. Discussion about availability of Joe Dockery's infomercials, Human Rights spots, Thomas said we need to identify issues percolating up. Thomas read part of an essay written by an African American student here at MSHS. Thomas posed the question: "How do we communicate and see how our minority kids are being treated?" Discussion followed; ideas shared.

4. **MLK Preview**

Responsibility: who is vetting? Thomas, Beth Charlie reviewed speeches. Agreement to trust their judgment. Speeches are available in Beth's office for DART members to review. Tone of the celebration discussed.

5. **SIP Goal 5:**

- **LIT Recommendations**

DART members were sent a summary of the changes LIT recommended.

Decided that the SIP committee members will review their part and report back to DART on implementing/not implementing the LIT recommendations.

- **Implementing the Plan**

Decided that a subcommittee will review.

6. **Next Steps for DART**

Need to tell LIT we need training time – maybe one hour in each BDD in March, April and May. Beth will follow-up.

Aside from SIP Goal, what do you see us doing? Trainings? How to build on these trainings?

Suggestion to ask for a permanent spot on faculty meeting agenda.

Think about ideas on how to connect with students. Also think about activities with ASB leading up to an assembly; staff training, cultural activity.

7. **Calendar**

A list of dates for future DART meetings will be compiled and distributed so that DART members can write the dates on their calendar.

REMINDER: Randy Taylor would like to introduce the DART members at the MLK Assembly this Thursday (Jan. 14). The MLK assembly is scheduled from 8:30 – 9:20 a.m. in the main gym.

Meeting adjourned at 4:05 p.m.

Note Taker: Amy Anderson

Next DART meeting:

_____, 2010
2:40 p.m. in the MSHS Career Center

DART – Diversity and Respect Team
MSHS Career Center 2:40 – 4:00 p.m.

Meeting Notes
for
Tuesday, January 26, 2010

In attendance: Thomas Tilton, Craig Hauser, Lindsey Jorgensen,
Rudy Edwards, Kevin Knowles, Beth Castle, Paula
Matthysse, Greg Hart, Amy Anderson

Facilitator: Thomas Tilton

1. Review and Approval of Minutes

The meeting minutes from the January 6 meeting were approved.

2. Reflections on MLK Assembly

Comments: Moved along, even though it went over allotted time. Positive assembly. Meghan Travis was in charge; she did a great job. Discussed positive feedback/recognition to ASB and Joe Dockery's students.

Action item: Thomas will write a letter to ASB to accompany the Keeping the Peace (KTP) Award and copy The Tales, SnoValley Star, and Valley Record.

Suggestion: Have ASB leave a template for next year's MLK Assembly for next year's students to follow.

3. Today at MSHS

Discussion on bullying (Junior boys), issues with 9th grade boys and behavior in classes.

Olivia Millard, 10th grader, accepted the second position as HOBY Ambassador.

Proposals:

Always send two students to the HOBY program.

Put the HOBY Ambassadors to work at the high school as Jrs and Seniors
Have them join ASB

Invite the two HOBY Ambassadors to be on DART the rest of this school year.

Natural Helpers.

Update: Current 10th grader DART representative removed herself from DART. Suggestion: Need a 9th grader on DART.

4. Review of SIP action plan, feedback on LIT recommendations

Discussion on LIT's recommended changes; more discussion to follow before Amy can report back to LIT.

For fall Parent/Teacher conferences there are volunteer Spanish interpreters for Spanish speaking parents of ELL students and other students available.

Two students are interested in getting their stories from students to staff. Day of Silence is Friday, April 16.

5. DART newsletter?

Discussion on whether or not to start a newsletter.

Suggestions: Email a Tip of the Week. Put item in Wildcat Connections, the parent newsletter. DART Facebook page.

6. Next steps for DART: Promoting change from the inside out

Need to make time on BDD for DART to have time so we can stay visible.

Discussion: How to involve students in potential activities that involve diversity and respect?

7. Calendar for 2nd semester

Next meeting Wednesday, Feb. 3 from 2:40-4:00 p.m.

Meeting adjourned at 4:00 p.m.

Note Taker: Amy Anderson

Next DART meeting:

Wednesday, February 3, 2010

2:40 – 4:00 p.m. in the MSHS Career Center

DART – Diversity and Respect Team
MSHS Career Center 2:40 – 4:00 p.m.

Meeting Notes
for
Wednesday February 3, 2010

In attendance: Thomas Tilton, Craig Hauser, Aubrey Lane, Morgan Seymour, Greg Hart, Jane-Ellen Seymour, Lindsey Jorgensen, Rudy Edwards, Monty Wright, Kevin Knowles, Beth Castle, Amy Anderson

Facilitator: Thomas Tilton

1. Review and Approval of Minutes

The meeting minutes from the January 26 meeting were approved.

2. Welcome new student representative: Morgan Seymour.

3. Announcements

Rudy shared a website: <http://archives.gov/research/african-americans/ww2-pictures/images/african-americans-wwii-044.jpg> from The African American Military History Museum. Website shows pictures of blacks and women serving in WWII.

Kevin plans to use a picture of DART team meeting for his professional certification.

Jane-Ellen mentioned information about National Parks Month in September.

4. Next steps for DART: Promoting change from the inside out

How can we empower students?

Need a blueprint for how to bring diversity issues to forefront; need change from within.

Expectations of our community

- We generate sequence of activities.
- We're about action, not theory.
- Thomas wants to empower students: find out what works and build on it. Recognize what does/does not work at MSHS; the underbelly/current running through the school.

Next steps of diversity plan

- In the past, Day of Respect held.
- Idea presented: Poster with definition of respect. Students confuse respect with approval.
- Discussed Student Rights on page 11 of Student Planner; too much

- Create Code of Conduct Rules; put in Student Planner
- Suggestion: have various students from Student Senate, class presidents, class board officers, leadership class, and Natural Helpers each draft a Code of Conduct. Joe Galagan has already put this on the agenda for the Natural Helpers Retreat next month.
- Beth wants time at BDD's to focus on DART.
- Day of Respect discussion.
- Beth mentioned that on March 26 the district is having a district-wide training on Sexual Harrassment in the MSHS Auditorium.
- Suggestion to have a 30 minute period right after 1st period (following former Reading Period class schedule) where students receive information from DART, see a visual (Wildcat TV), do an activity, etc. to have a *continual* impact.
- Come up with a lesson plan for this 30 minute period before March 25 ASB Meeting?
- Beth said ASB students want to have a Spring Sports/Respect Assembly

What are the elements of a diversity and respect program?

Code of conduct

Acceptable/unacceptable behavior

Morgan mentioned HOBY activity named the Wall. Students brainstormed and wrote stereotypes on posters. The funny ones were read first, then the horrible ones were read. Each person could take a piece of the wall if they felt they were willing to try to make a change.

Opportunity to celebrate differences; breakdown differences, increase sensitivities, awareness.

Point of contact

Preparing kids to go out in the world; there is a world beyond Sno.Valley

Change behavior

Comment: MSHS seems so worldly this year. Able to see the talents of students. Valley is changing.

5. Calendar for next meeting

Next meeting **Wednesday, March 3** from 2:40-4:00 p.m.

Action item for each DART member: Do research, then bring ideas for a Student Diversity Plan.

Meeting adjourned at 4:05 p.m.

Note Taker: Amy Anderson

Next DART meeting:

**Wednesday, March 3, 2010
2:40 – 4:00 p.m. in the MSHS Career Center**

DART – Diversity and Respect Team
MSHS Career Center 2:40 – 4:00 p.m.

Meeting Notes
for
Wednesday, March 3, 2010

In attendance: Thomas Tilton, Craig Hauser, Aubrey Lane, Morgan Seymour, Lindsey Jorgensen, Jane-Ellen Seymour, Rudy Edwards, Kevin Knowles, Beth Castle, Amy Anderson

Guests: Shane Allen, Emily Beekman, Natalie Nelson, Brittany Garcia

Facilitator: Thomas Tilton

1. Review and Approval of Minutes

The meeting minutes from the February 3 meeting were approved.

2. Introductions and welcome to guests from ASB and Natural Helpers

3. Today at MSHS

Interhigh was at MSHS on Tuesday, March 2

- Student reported that when visiting another high school the advisor said that MSHS is the “Valley of Intolerance”
- Discussion on Eastlake’s Mean Girls Assembly, Conservative Club and GSA, and Juanita’s fight after their MLK Assembly. Reputations and perceptions and who is more vocal.
- Way to get at issues and create a better climate at MSHS
- Natural Helpers – What is our expectation of behavior, how do we change behavior?

Opening of new Wildcat Court lunch area

- Comment that it was a smooth opening, no turf wars

9th grade boys basketball game against Interlake

- Comment that a team member was told that at a recent home basketball game for 9th grader boys, our boys singled out the non-white boys on the Interlake HS team and called the boys derogatory names while playing on the court. Also was told that MSHS had a reputation for doing that [kind of behavior]. Discussion followed.

4. Proposal for Assembly on Wednesday, April 21

Guests from ASB reported a new assembly on arts for a change. Want to feature more of the arts: band, choir, arts; tie-in the arts with respect. Have art students draw what they perceive as random acts of kindness,

diversity, respect. Highlight non-sport, less recognized programs/groups. Other ideas: a song, drama/skit/play. Will be some recognition of Rotary awards.

Proposal: How can we incorporate diversity in a transitional way? Need to brainstorm ideas.

Good sign of an assembly is when students say "I get the message" "I didn't know..." or "I'm so glad I had that experience..."

Suggestion: Include Jazz Band because they have never been featured at an assembly. Idea: Have band go through hallways, playing.

Want to ask teachers/staff/club advisors: What do you suggest shining the light on?

Question: Is there a way to engage *all* students during an assembly?

Always trying different ideas to see what worked.

Suggestion: Using ASL, sign the national anthem

Goal: Focus on student talents in each assembly

Suggestion to use a student who is a stand-up comedian

Aha moments.

Code of conduct; civilities.

Our differences are what make us so cool.

Need to frame: Who are we at MSHS? How do we learn and grow?

Idea: Hosting an open forum after school, with rules of conduct, to give students an opportunity to speak.

Ideas: Dancers, rhythms, guessing game, use teachers with talents, recognize Welding/Construction students. Centerpiece anytime we focus on who we are, the positives.

Need to acknowledge the things we need to work on and that there is work to be done. What is that work? How do we go about this work?

MSHS is not utopia; we are a microcosm of greater society.

Student comment: Staff is afraid to do something. Teachers turn their head and ignore incidents; bus rides are not a safe environment. Fear of offending. Discussion on the fear of offending, the MLK Assembly which stirred strong emotions and how we have moved past that.

Student comment: Students frustrated because they don't know what DART is or what DART is doing and teachers haven't changed and haven't done enough to attack core of problem. Teachers who have opinions about events. We are backtracking.

Natural Helpers will design a Code of Conduct this weekend at their retreat.

Respect Initiative – need to frame and conceive for learning community

- Open forum with ground rules, "our agreements", with purpose.
- Everybody Reads model
 - educational piece
 - exposure/cultural awareness
- Visible reminders

5. Diversity Activities for freshmen – Sophomore Testing Week

Activity ideas for 9th graders during HSPE testing times: Tap Root

Theater's *New Girl* performance (1 hour); DVD titled *A Class Divided* on

the blue eyes, brown eyes classroom experiment (1 hour) with educational piece afterwards.
Discussed year end survey.

6. Calendar for next meeting

Next meeting **Tuesday, March 16** from 2:40-4:00 p.m.

Meeting adjourned at 4:00 p.m.

Note Taker: Amy Anderson

Next DART meeting:

Tuesday, March 16, 2010

2:40 – 4:00 p.m. in the MSHS Career Center