

Committee of the Whole
EQUITY MINUTES
Wednesday, January 8, 2025 4:30 PM

Harlem Administration Center
8605 North Second St
Machesney Park, Illinois 61115

EQUITY MINUTES OF JANUARY 8, 2025

EQUITY: (Approximately 60 minutes) *Began at 4:55 p.m.*

Administrator: Jason Blume, Assistant Superintendent for Communications & Community Relations

7.A. Roll Call: Evelyn Meeks, Jason Blume, Terrell Yarbrough, Kris Arduino,
Union: Elana-Schelling-Tufte/designee

E Team members:

Loves Park – Mike Valentine

Machesney – Abbi Edwards

Maple – Emily Bjork

Marquette – Brad Kolar

Olson Park – Marya Nelson

Parker Center – Sean Leavy

Ralston – Scott Rollinson

Rock Cut – Gloria Martinez

Windsor – Kasie Kosinski

High School – Jeremy Bois

Middle School – Jerry Harris

7.B. Meeting Minutes Consensus: December 11, 2024

Unanimous

7.C. Public Comments (if any) none

7.D. Agenda Items

7.D.1. Discussion Items

a. February Equity Theme: Awareness

i. Presenter: Rock Cut Assistant Principal, Gloria Martinez, presenting on Awareness Cycle – Intention – Action

How bias impacts awareness.

Role of bias effects student learning and teacher decisions

Objectives

Awareness is speaking to understanding of selves and students. Awareness Cycle is Awareness, Intention, Action, Feedback

Teacher perceptions are affected by implicit bias

Confirmation bias is about finding patterns

Bias impact student learning and perceptions of students which leads to different behavior

Awareness leads to Intention

Bias can shape teacher expectations and goals which has an impact on learning

Leads to action – how does bias affect classroom instruction and support

Feedback – How bias affects teacher reflection and adjustment

Attribution bias talks about teachers looking at other things as the reason for negativity and not at themselves due to bias

Intention-Action Gap occurs or cognitive dissidence. It is important to set student goals that are positive without bias. Self-awareness is important to reflect on practices.

Recognize your own bias

Working with colleagues can be beneficial to give each other ideas and feedback

Video yourself teaching is an effective strategy

PD is important to talk about bias and being reflective and self-awareness

Collaborative reflection or working in teams

Making data-informed instruction is important

Creating an inclusive environment is important to make students feel welcome

Final Thoughts

Everyone has bias but confronting and mitigating these biases is important to reach your full potential and the full potential of your students.

Mike asked if the District could do something like recording in classrooms in order to help them. Dr. Erb noted that it is promoted. Mike noted he was talking about district-provided equipment.

Gloria noted that the real barrier is vulnerability and open feedback needs to occur to be effective.

b. Building Equity Highlights

Kasie – Windsor – Goal is to hone in on continuing equity work through SIP team and it is a part of those goals. Equity goal is moving from personal awareness for implementing culturally relevant practices to the classroom.

Resources –“Culturally and Linguistically Responsive Teaching and Learning”

Scott – Ralston – During November we focused on culture and traditions, reading stories as a class, writing assignments on family traditions and talking in class about those

Sean – Parker Center – Selected toys that reflect the diverse cultures of the students, the cultural foods, the action figures and dolls in playsets in the classrooms

Marya – Olson Park – Work on historical figures chosen by students, holding the Wax Museum and memorizing speeches about those figures. This will be an annual event. Videos were done and it was a fun event.

Brad – Marquette – Each grade took on a different culture and had openness to explore cultures. Coloring pages to cultural dances which took place before the holidays.

A teacher brought in Polish food from her culture.

Emily – Maple – Kids belonging was a focus and kids doing self-reflection and working on goals

Vision words were done in a class discussion.

Abbi – Machesney – In December they held the Casada and helped recognize students that made 4.8 and higher on the ACCESS test. Talked about the Seal of Biliteracy as well. HoLa classes performed and there was a lot of learning regarding songs and dances in the HoLa students.

Every family brought food and people ate and enjoyed each other and this was a first time for this and it was fabulous.

Ana Luisa invited all Board members and administrators to this event to recognize high school students. BPap does a phenomenal job on this.

Mike – Loves Park – Boards were created of the different cultures by students and community and it is continued on in their SIP.

HMS – Jason – Assistant Principal, noted that awareness of staff and the Equity team share out topics for in-house professional development. The most recent was on microaggressions and being aware of each other's cultures.

The wheel is powerful for staff as it shows all have privilege in some way.

HHS – Jeremy

Two administrators and three teachers attended an all-day training with Zaretta Hammond who authored the book "Culturally Responsive Teaching & the Brain". She is one of the leading practitioners of Culturally responsive teaching.

Productive struggle is a major part of this.

7.E. New Business

7.E.1. a. Other Items

7.F. Announcements and Updates

a. Next Meeting Date: February 5, 2025

i. Topic: Equity vs. Equality

ii. Presenter: Windsor

b. Equity Monthly Themes

7.G. Adjourned at 5:15 p.m.

Minutes taken by Kris Arduino