

**Moraga School District
Cultural Proficiency Committee (CPC) Agenda
April 12, 2021 - 3:30-5:00 PM**

Zoom Meeting
<https://zoom.us/j/97568371749>
Meeting ID: 975 6837 1749
Dial by Location: 1 669 900 6833

Meetings: ~~September 14, October 26, November 2, *December 14, January 11,~~
~~February 22, March 15,~~ April 12, May 10 7

*Note: The November 16 CPC meeting was rescheduled to December 14.

MINUTES

1. Welcome and Introductions (as needed)

2. Meeting Objectives

- a. Review Minutes
- b. Subcommittee progress reports and next steps
- c. Contributions from CPC members per reports and next steps

MINUTES: There were no edits to the minutes. Bruce reviewed meeting objectives.

3. CPC Planning and Budget for 2021-2022 School Year - In Preparation for 21-22 Meetings

- a. Learning for Justice - 3 Staff Development Days
 - i. Aug '21, Oct '21 and Jan '22
- b. One District One Book
- c. Gender Consultant
 - i. Date? Full Day or Part?
- d. Committee to develop "Useful Resources"
 - i. And purchasing
- e. Feedback on 6th-8th new novels
- f. Museum of Tolerance
- g. Race-Works
- h. Updating Website
- i. Cycle 6
- j. Cultivate Thinking
- k. Museum of Tolerance Fishbowl
- l. Pledges added to registration
- m. Student Conduct Code added to registration
- n. Staff Pledge - 1sy staff meeting?
- o. Website Liaison
- p. PTA Liaison
- q. Connecting SEL to curriculum

- r. Point person to lead this work - Dir of Equity and Inclusion (stipend)

MINUTES: Need to group them listed item; organize them; recommendations to organize were offered. noted in red; Needed: a point person to organize meetings and to ensure follow up and progress; there is concern about scheduling L for J asap. Bruce will get budget numbers and prioritize items

4. Subcommittee D Progress Report

- a. **Charge D1:** to review MSD policy, school rules and utilize other resources to recommend student, staff and parent behavioral standards. Include plans for implementation (Members: [Chair] David Lanuza (dlanuza@moraga.k12.ca.us), Stefanie Galizia (stefanie_galizia@yahoo.com), Aude Gaudio (audedodie21@hotmail.com) and Richard Severy (rsevery@moraga.k12.ca.us); Laura Arvandan (Larvandan@moraga.k12.ca.us))
 - i. **Charge 1D: Decision Made/Task Completed**
 - 1. MSD mission proposal - April Board meeting 4/13
 - ii. **Charge 1D: Update**
 - 1. Website development
 - 2. Student Conduct Code
 - 3. Draft pledges

MINUTES: David reported mission statement and core value will be presented to the Board 4/13, as well as the new website. May 17 - subcommittee will present draft pledges and student conduct code. David asked for any questions about process. CPC discussed how to present pledges to staff and students. There are two pledges and student code conduct. Include pledges in registration and staff handbooks.

5. Subcommittee A Progress Report

- a. **Charge 1A:** to develop recommendations to select Cultural Proficiency Committee (CPC) plans from 2019-2020 that were postponed/canceled and create an action plan for implementation of none, some or all in 2020-2021. Include plans for implementation (Members: Dianne Furuya-Wong (dwong@moraga.k12.ca.us), [Chair] Stephanie Richards (srichards@moraga.k12.ca.us), Lauren Lee (burwell.lauren@gmail.com), Margaret Coughlan (mcoughlan@moraga.k12.ca.us). Tanja Gubser (tgubser@moraga.k12.ca.us))
 - i. **Charge 1A: Decisions Made/Task Completed:**
 - 1. Cycle 6 - hold off until students return (21-22)
 - 2. Gender Expression (21-22) - add to 21-22 goals
 - 3. Completed Staff Development (20-21)
 - a. The "13th" on 1/4/21
 - b. Dr. Watson Trainings
 - i. Racial Equity Introduction: 8/11/20
 - ii. Leading for Racial Equity: 10/6, 11/19, 1/19
 - iii. Racial Equity Seminar: 10/13, 10/20, 10/30
 - iv. Parent Education: 11/12, 1/13, 2/10, 3/10, 4/7
 - 4. Staff Meeting Equity and D and I Discussions
 - a. All staff meetings September through February
 - 5. Send staff to Museum of Tolerance in 21-22
 - 6. MSD to offer teachers resources
 - i. Need to create a committee to do this work (21-22)
 - 7. Staff Meeting Equity and D and I Discussions

- a. All staff meetings (monthly) March through May
- ii. **Charge 1A Update:**
 - 1. Museum of Tolerance Fish Bowl (20-21)
 - i. By end of 20-21 schools year
 - 1. Next Steps: Date and communication needed
- b. **Charge 2A:** to develop recommendations to select Cultural Proficiency Committee (CPC) plans that proved to be successful in prior years. Include plans for implementation.
 - i. **Charge 2A: Decisions Made/Task Completed**
 - 1. One-District One-Book completed
 - 2. Plan three Learning for Justice days of training - all staff (When? [Aug '21, Oct '21 and Jan '22]
 - ii. **Charge 2A Update**
 - 1.
- c. **Charge 3A:** to recommend actions for this year and following years and present recommendations to the CPC at the October 26 meeting per the [Anti-Racist Action Plan](#) and consider the following when developing recommendations: Integrate competency focused or driven lessons into classrooms; reinvigorate the CPC and review its processes to ensure it meets its objectives. Include plans for implementation.
 - i. **Charge 3A: Decisions Made/Task Completed**
 - 1. Diversity agenda item at all staff meetings (see Charge 1)
 - 2. *13th* documentary at Jan PD Day (see Charge 1)
 - 3. Connecting SEL curriculum with anti-racist work (21-22);
 - a. Use Learning for Justice standards (who, when, where are they; when to use?)
 - ii. **Charge 3A Update Next Steps**

MINUTES: Learning for Justice - not scheduling any in-person or virtual training for the fall. They are revamping PD programs. They will have a series of classes/workshops. Recommending that in lieu of Learning for Justice; and instead, hire one of their Learning for Justice (Sara White consulting) consultants (\$5,000 for one day in the fall) and focus on social justice standards (top-down); and continue with Dr. Lori Watson (\$5,000); recommend equity facilitator cohort (\$5000)- continue to take classes on social justice standards (as was done this school year; more grass roots) and develop lessons; \$10,000 for other conferences, such as Museum of Tolerance. \$1000 for substitute teachers or meeting after school (so as not disrupt student learning)

MSD teacher resources - we will be creating lessons via social justice standards; MSD books and materials; each site to create a resource library (request parents to donate books) and allow parents to take the books home. Utilize a book fair for the fall to donate books.

Museum of Tolerance Fish Bowl - wait until we all return.

6. Subcommittee B Progress Report

- a. **Charge 1B:** to identify initial measures/metrics to publicly show MSD's CPC progress. (Members: Wendell Baler (wendell@able-baker.com), Stefanie Galizia (stefanie_galizia@yahoo.com), [Chair] Chris Reddam (creddam@moraga.k12.ca.us))
 - i. **Charge 1B: Decisions Made/Task Completed**
 - 1. Draft metric developed

- ii. **Charge 1B: Update Next Steps**
 - 1. Feedback on proposal
 - 2. Progress/next steps for posting on website

MINUTES: Chris showed “MSD Dashboard Educational - Simple Version” which shows CPC progress to date and will be posted on the website. After discussion, and recognizing the Dashboard is a snapshot in time and will change, the CPC agreed to post the document.

7. Subcommittee C Progress Report

- a. **Charge C1:** to evaluate MSD supplemental activities (exs: We the People, Native American Days, Colonial Days, Walk through the Revolution, Walk Through California, clubs, assemblies, PTA sponsored programs, dances, Read-a-Thons, 7th grade Japanese simulation activity, science fairs, concerts, chorus evening programs, field trips, etc.) and events against the District's [Mission, Vision and Core Values](#) and recommend specific changes per program. (Members: [Co-Chair] David Lanuza (dlanuza@moraga.k12.ca.us), Linda Lathrop (lindarlathrop@gmail.com), Katriina Touvinen Burgess (tuovinen@gmail.com), [Co-Chair] Chris Reddam (creddam@moraga.k12.ca.us))
 - i. **Charge C1: Decision Made/Task Completed**
 - 1. Rubric developed
 - 2. Program to review identified
 - 3. Some feedback ascertained - more needed
 - ii. **Charge C1: Update Next Steps:**
 - 1. Provide feedback on testing the rubric and plans to review/test 400 supplemental programs.

MINUTES: Chris showed the document “Supplemental Programs DEI Rubric v1 4-12-2021”, a rubric, noted as Version #1, and as a next step to put this in the hands of staff with intent of equity facilitators (teachers) who will teach others to use the doc and in place of “Lesson Planning for All”.

8. Subcommittee E Progress Report

- a. **Charge:** to review AUHSD guidelines for selecting novels (6th-8th) regarding diversity in themes and authors and recommend a reading list for the 20-21 school year. Present recommendations at October 26 meeting. Provide progress report at September 14 meeting. (Members: Linda Lathrop (lindarlathrop@gmail.com), Wendell Baler (wendell@able-baker.com), Gaby Alvarez (galvarez@moraga.k12.ca.us), [Chair] Bruce Burns (bburns@moraga.k12.ca.us), Kristin Anderson (kanderson@moraga.k12.ca.us))
 - i. **Charge E1: Decision Made/Task Completed**
 - 1. Information gathered from multiple resources about process and book lists
 - 2. Implementation steps developed with timeline
 - 3. Rubric developed
 - 4. Steps to select initial books developed
 - ii. **Charge E1: Update Next Steps:**
 - 1. Selection of books to read and purchase (in progress)
 - 2. By end of year, identify new books for next school year

MINUTES: Teachers have read and used some books per the new standards, plus a list of 5-6 others that are still being considered. Shooting for one per grade level and anticipate a recommendation(s) at next CPCP meeting. 8th grade proving to be more challenging. Could use one time funds.

9. Public Comment

10. Adjournment