

**Moraga School District
Cultural Proficiency Committee (CPC)
January 11, 2021 - 3:30-5:00 PM**

Join Zoom Meeting
<https://zoom.us/j/97568371749>
Meeting ID: 975 6837 1749
One tap mobile
[+16699006833](tel:+16699006833),,97568371749# US (San Jose)

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

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

MINUTES

1. Welcome and Introductions (as needed)
 - a. Welcome community members

2. Meeting Objectives
 - a. Review minutes and added content

MINUTES: Bruce met with all subcommittee chairs and discussed progress to date and asked each to follow up per the added content (noted as Next Steps) to the minutes in answering the who, what, where and when questions. Some questions will be answered in this meeting and others in future meetings. The CPC has reached a point, with almost every sub committee and charge, where it is time to move from planning to implementation or acting on developed plans.

Every committee has developed plans with high expectations, exceeding original charges - and there are a number of plans or actions to act on. Before we begin entertaining new plans or adding to our plates, we need to ensure plans to date are implemented with fidelity and accountability. After this meeting, we have three more scheduled meetings and before we know it - the year will be concluded.

- b. Subcommittee progress reports and next steps

Minutes: Same format as prior meetings.

- c. Contributions from CPC members per reports and next steps

3. Subcommittee D Progress Report

- a. 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 Arvindan (Add address)
 - i. Charge: to review MSD policy, school rules and utilize other resources to recommend student, staff and parent behavioral standards. Include plans for implementation.
 - ii. Next Steps:
 - 1. Aude G to be liaison for updates to Jennifer; Add direct link to Mission, Vision and Core Values; Link to be named Diversity and Inclusion; page created and awaits content
 - 2. Next steps: Who will prepare and present the proposed Mission to the Board at the February regular Board meeting?
 - 3. Next Steps: Regarding the *Student Conduct Code*: Ask Bess/Annette and lower elementary teachers for help to adapt language; who will follow up on posting in classrooms and including in registration documents? When to expect a draft?
 - 4. Next Steps: When can the CPC expect to review draft pledges?

MINUTES: Meeting on January 14; Mission statement for Feb Bd mtg; working on student pledges for Feb mtg; reminded CPC to provide feedback on previously shown docs. Next steps, above, updated at this meeting.

4. Subcommittee A Progress Report

- a. 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 1: 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.
 - ii. Next Steps, Recommendations and Status to Date:
 - a. Cycle 6 - hold off until students return (21-22)
 - b. Continue professional development and trainings (20-21)
 - i. 20-21 PD/Trainings to Date
 - 1. The "13th" on 1/4/21
 - 2. Dr. Watson Trainings
 - a. Racial Equity Introduction: 8/11/20
 - b. Leading for Racial Equity: 10/6, 11/19, 1/19
 - c. Racial Equity Seminar: 10/13, 10/20, 10/30
 - d. Parent Education: 11/12, 1/13, 2/10, 3/10
 - e. Student Equity Seminar: 2/25, 3/18, 4/14
 - 3. Staff Meeting Equity and D and I Discussions
 - a. All staff meetings (monthly) since September and through May
 - 4. Museum of Tolerance training (proposal 1/11/21)
 - c. Museum of Tolerance Fish Bowl (20-21)
 - i. By end of 20-21 schools year

1. Next Steps: Date and communication needed
- d. Gender Expression (21-22) - add to 21-22 goals
- e. MSD to offer teachers resources
 - i. Next Steps: When? What? Who?

MINUTES: Called for support to help create resources for teacher resources; 2nd day of 13th - January 26th; 155 staff watched 13th on Jan 4 MSD staff development; broke into two sessions; Chris and Stephanie met this AM for One Book One District planning. Book selected- "Finding Langston" - to start Feb 1st, all of Feb, connect to Black History Month, run through end of Feb with culminating activity with having a poet come to speak; will send a letter home to parents on 1/18, staff on 1/15; PTA will reimburse costs of books;

- iii. Charge 2: to develop recommendations to select Cultural Proficiency Committee (CPC) plans that proved to be successful in prior years. Include plans for implementation.
 1. Recommendation: Move forward with One-District One-Book; Complete three Teaching Tolerance days of training - all staff (When? [Aug '21, Oct '21 and Ja '22]
 - a. Next Steps: What TT programs? How much? Who is the lead?

MINUTES: Do something in-house and professionals on site next year.

- iv. Charge 3: 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.
 1. Recommendations and Next Steps: Diversity agenda item at all staff meetings; 13th documentary at Jan PD Day (completed);
 - a. Next steps for:
 - i. Connecting SEL curriculum with anti-racist work (when, who, how, what?);
 - ii. Use Teaching Tolerance (social justice) standards (who, when, where are they; when to use?)
 2. Timelines and Next Steps:
 - a. 1/4/21 Staff Development Program "13th" documentary and discussion
 - i. Logistics need attention before Jan 4 - open discussion, reactions, prompts needed, such as how does this impact as us educators; provide resources to teachers; movie is 100 minutes, watching 60 mins the first day, then quiet reflection and then small group discussion; is an inside out model; could ask three questions they are thinking about; need to front load; will teachers be required to watch it?; will there be facilitators; revisit norms used at staff meetings; to Bruce by Wednesday; guides can be used for framing ahead of time

- b. 1/19/21 Continuation of 1.a. at January/February staff meetings
- c. Next steps: Staff meeting - ARTC to plan prompts (use same from 1/4/21) and prepare for January 26, 2020
- d. 1/25/21 MSD One District-One Book program starts (2nd Annual)
 - i. Next steps: Book proposal is "Blended" by S. Draper - when and how to order and who will do this? Notice to parents and staff? Stephanie and Chris confirm timeline and book and plan communication/roll-out
- e. Staff Development - provide Teaching Tolerance training (3 days) - See Subcommittee A
 - i. Next Steps: Who is taking the lead (Carolyn Parker and.....?) What is the cost? How much time is needed? What are the training objectives?
 - ii. Next Steps: Committee to bring Teaching Tolerance recommendations for small group of teachers to attend 2-3 day seminar (Proposal presented 1/11/21)
- 3. 2021-2022 Can Dr. Watson work with 4th and 5th grade students after working with 6th-8th in 20-21?
- 4. Bruce: Dr. Watson is developing curriculum for 4th and 5th for 21-22
- 5. Idea: Send staff to Museum of Tolerance in 21-22
 - a. Budget needed
 - i. Next Steps: Who will contact M of T to set up arrangements for 21-22 and when?

MINUTES: Campo student to do a Cultivate Thinking lessons - to come to the next meeting? Topics: Race Culture and Ethnicity; See notes above which were updated in this meeting.

- 5. Proposal for Professional Development
 - a. Tanja Gubser: Small group of teachers to attend Teaching Tolerance seminars
 - i. Here is the [proposal](#)

MINUTES: Tanja reviewed the proposal; 10 teachers to meet like Teachers College or staff meetings 3x a year; met last Friday

- 6. Subcommittee B Progress Report
 - a. Members: Wendell Baler (wendell@able-baker.com), Stefanie Galizia (stefanie_galizia@yahoo.com), [Chair] Chris Reddam (creddam@moraga.k12.ca.us) and
 - i. Charge: to identify [initial measures/metrics](#) to publicly show MSD's CPC progress.

MINUTES: Chris showed the progress tracking doc to date and is ready to show online.

- 7. Subcommittee C Progress Report
 - a. 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: 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.

1. Next Steps: Provide feedback on testing the rubric and plans to review/test 400 supplemental programs. When can the Comm provide a draft plan to review supplemental programs? For example, might there be a document sites use to review plans.

MINUTES: Draft rubric developed. Next steps - connecting with a teacher by end of January each subcommittee member will bring a supplemental program and take the program through the rubric and then subcommittee to meet again and with larger CPC committee - then give CPC a rec - here's the rubric and here's how to best address so many programs. Feb mtg - come with rubric.

8. Subcommittee E Progress Report

- a. 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: 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.
- b. For 21-22 - have at least two new books per grade level
 - i. Next steps: Review titles by February 15 - Bruce and Carolyn to follow up with English Dept by 2/15/21
 - ii. Next steps: Select titles to read by March 15 - Bruce and Carolyn to follow up with English Dept by 3/15/21
 - iii. Next steps: Recommend titles after reviewing each via rubric for May 10 CPC meeting

MINUTES: Teachers have started reading; however, so many options to select from; they are working to reduce lists

9. Other and Public Comment

MINUTES Comments...Future accountability and what programs look like when successful - community outreach committee at Campo's parent club; working with Not in Our Town; follow up to prior event; how to take efforts beyond our school; focused with Town Council meeting

10. Adjournment