

**Moraga School District
Cultural Proficiency Committee (CPC) Agenda
March 15, 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

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

MINUTES

1. Welcome and Introductions (as needed)

- a. Welcome community members

MINUTES: Bruce welcomed everyone and noted there were no community members present.

2. Meeting Objectives

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

MINUTES: Bruce asked if there were any comments about the minutes, briefly reviewed the agenda and encouraged CPCP members to participate.

3. Cultivate Thinking (Mira Shah) - Follow-Up

MINUTES - Bruce explained that Mira presented to the Board (same presentation she presented to this committee in February) and was supported by Bess Inzeo, MSD elementary counselor. David and Brian commented about her excellent presentation.

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 Arvindan (Larvindan@moraga.k12.ca.us))
 - i. **Charge 1D: Decision Made/Task Completed**
 - ii. **Charge 1D: Update**
 - 1. Website development
 - 2. Board presentation
 - 3. Student Conduct Code

4. [Draft MSD Student Pledges](#)
5. [Staff Pledge](#)
6. Staff Anti Bias
7. Draft pledges

MINUTES: Members presented information about the CPC website noting work continues to add a calendar, the CPC progress document and links to elementary school PTA diversity committees. Significant improvements and updates have been made to the “Diversity/Inclusion” portals following the work of the website subcommittee. The portals are nearly completed. The CPC approved [mission and core value edits](#) for presentation to the Board at the April meeting. David and Stephanie R will present. A few CPC members asked about the plans to disseminate pledges (Annually? One-time? Will the document be placed in personnel files). The CPC recommended that pledges (linked above in 4 and 5) be signed annually. Bruce did not know if the document could be placed in personnel files. Since that time, he has learned that the pledge can be added to personnel files. Staff and student pledges are being finalized for the May Board meeting.

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. 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)

- ii. **Charge 1A Update:**

1. Future professional development and trainings (20-21)
 - a. Dr. Watson Trainings
 - i. Parent Education: 2/10, 3/10 (adding two more)
 - ii. Student Equity Seminar: 2/25, 3/18, 4/14
 - iii. Plan for 21-22 - to also work with 4th and 5th graders
 - b. Staff Meeting Equity and D and I Discussions
 - i. All staff meetings (monthly) March through May
 - c. Museum of Tolerance training (proposal 1/11/21)

- d. 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
 - ii. **Charge 2A Update**
 - 1. Plan three Teaching Tolerance days of training - all staff (When? [Aug '21, Oct '21 and Jan '22]
 - a. Next Steps: What TT programs? How much? Who is the lead?
- 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 Teaching Tolerance standards (who, when, where are they; when to use?)
 - ii. **Charge 3A Update Next Steps**
 - 1. Staff Development - provide Teaching Tolerance training (3 days) - See also Subcommittee A (Tanja and Carolyn)

MINUTES - Subcommittee met to discuss social justice standards; ten teachers working with Dr. Parker and Tanja; choosing lessons to present; will start a new cohort next year; planning to do One District-One Book next year (possibly more than one time); prefer live training next year vs. Zoom

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. Progress/next steps for posting on website

MINUTES - Chris reviewed new dashboard (showing CPC progress) a new and improved version; described dashboard with categories: education lessons, books and materials, training, community, district level crossed with religion and culture, race and ethnicity, gender (roles), gender identity and expression, abilities and skills, family structure; Chris to provide CPC members an opportunity to review and seeks subcommittee and chair feedback; need to determine when it will be updated; suggested it occur after each meeting; goal to have a finalized dashboard at April meeting to post in April; Held a meeting in March

Questions from CPC members - how to show annual progress - how to capture each year's progress. This will need to be revisited/addressed.

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: Subcommittee met in March; planning for May 10th CPC rubric; need to have a foundation for training, use rubric in place of *Lesson Plan for All* document for now; planning to work with Subcomm A; use Rubric in a first step to get this work going next school year; plan to present to CORE for feedback

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
 2. By end of year, identify new books for next school year

MINUTES: Teachers are selecting and reading books; selections by end of the year

9. Budget Development

- a. The staff development days - Learning for Justice (was Teaching Tolerance)
 - i. Cost of Each Day related to Consultant Fees
 - ii. Lunch?
 - iii. Materials

- b. One District One Book?
- c. Gender Expression Consultant
- d. Race-Works (Dr. Watson)
- e. Museum of Tolerance
- f. Two sets of novels for 6th, 7th, 8th grade
 - i. Quantity Needed
- g. Live training
- h. Budget for resources and books - a teacher professional library

MINUTES: Bruce to speak to John Walker for expenses we have not budgeted for. Bruce requested feedback from CPC members about costs related to these programs as we will need to build a CPC budget.

10. CPC PLanning for 2021-2022 School Year

- a. Teaching Tolerance - 3 Staff Development Days
- b. One District One Book
- c. Committee to develop "Useful Resources"
- d. Feedback on 6th-8th new novels
- e. Museum of Tolerance
- f. Race-Work
- g. Cycle 6
- h. Cultivate Thinking
- i. Pledges added to registration
- j. Student Conduct Code added to registration
- k. Website Liaison
- l. PTA Liaison
- m. Connecting SEL to curriculum
- n. Start another cohort in the fall (similar to the ten teachers who are working on Learning for Justice now)
- o. Student survey

MINUTES: Cultivate Thinking - plan for when Campo students age-out, like to make it systematic; Training around LGBTQIA needed for 21-22 - Rainbow Community Center CC County is a good source; Is there talk of making a Director of DEI; Connecting SEL to the curriculum - that will be through a rubric. Bruce noted the list above is extensive and will require prioritization.

11. Public Comment

12. Adjournment