

**OFFICE OF THE SUPERINTENDENT OF SCHOOLS  
106 Hancock Road  
Peterborough, New Hampshire**

**CONTOOCCOOK VALLEY SCHOOL BOARD**

**Equity Committee Meeting**

**Tuesday, April 28, 2020**

**5:30 p.m.**

**Physical Location: None**

**Virtual Location:**

<https://us02web.zoom.us/j/85223540347?pwd=UzhGSik2NEpFb0c4Y01YaytDRElyUT09>

**Meeting ID: 852 2354 0347**

**Password: 8uGgG4**

**Phone: +1 312 626 6799 US**

**Meeting ID: 852 2354 0347**

**Password: 272092**

**MINUTES**

**Committee Members:**

- Rich Cahoon
- Richard Dunning
- Janine Lesser
- Linda Quintanilha
- Tim Theberge

**Committee Members Present:** Richard Dunning, Tim Theberge, Janine Lesser, Linda Quintanilha,

**Others Present:** Katherine Heck, Kevin Pobst, Alan Edelkind, Dr. Kimberly Saunders, Dr. Ann Forrest

**1. Call Meeting to Order**

**Kimberly opened the meeting at 5:32 p.m.**

**2. Organizational Meeting**

Janine Lesser nominated Linda Quintanilha as Chair of the Equity Committee. Tim Theberge second.

Dick Dunning said that he would not want to have the perception that this is a special education equity committee. It is broader than that.

Linda Quintanilha said that she has shared concerns about students receiving the same advantages and a head start to arrive at the same place educationally. Having a child with a disability does not provide a disadvantage to her.

**Unanimous.**

It was decided that the Equity Committee would meet at 5:30 p.m. on the fourth Tuesday of each month.

**3. Other**

Dr. Saunders referenced information sent out to the board on equity, the definition of equity and additional information.

Tim Theberge asked if the committee will have the data to look at detail. Census information is available from the towns, but it might not represent our student population. We have free and reduced lunch information as well.

Kimberly said that it is not just the student population, it is also data on staff.

Dick Dunning said that resources available by school would be valuable i.e. OT, PT, caseloads, schools that have district-wide programs housed in a school, etc.

Dr. Ann Forrest said that the word “equity” raises different issues for people. This group will have to decide how they are defining it. Conversations with teachers about equities and inequities that potentially exist have taken place; they are hard conversations. It feels very personal to staff. We have to look at the system as a whole.

Kimberly Saunders said that it is better to bring the data in and have the teachers look at the data and draw their own conclusions. Dealing with the concept of who teachers are as a teacher and why they went into teaching is part of this.

Teachers have to get their minds around the data and their hearts will follow. Teachers self-efficacy is a large part of this work.

Kimberly and Ann will put reading together and send it out to the committee. She urged the committee to agree on the definition of “equity”.

Linda Quintanilha asked Ann and Kimberly what they see the goal of this committee to be. Ann said that the more data that is collected results in even more questions. The important part of this work is that these conversations are happening. One of our norms is to “accept non-closure”; there is a lot of value in staying engaged and learning.

Kimberly said that we can work with teachers to look at data. There is a community piece as well. Many are highly invested in the system as it is now. Threats to the system creates a significant anxiety for people. The automatic reflex is to push back against the change. Have a conversation about grading or GPA is an example of how anxieties can rise.

Discussion took place about ConVal 2025. Do they have a role with equity? Ann said that each school has their own ConVal 2025 and then there is a district committee that Cari Christian-Coates leads.

Kevin Pobst said that ConVal 2025 has been surveying parents and students about the culture of the high school. The SWIFT Committee was part of the equity and discipline focus. Ann confirmed that at the end of phase one it was determined that a deeper look at discipline data was needed.

Janine Lesser asked if information could be provided for a starting point. Confirmed.

Dick Dunning said that the definition provided might be agreed upon. He recommended going with this definition: *The transformed ways in which systems and individuals habitually operate to ensure that every learner--in whatever learning environment that learner is found--has the greatest opportunity to learn enhanced by the resources and supports necessary to achieve competence, excellence, independence, responsibility, and self-sufficiency for school and for life.* (“An Introduction to our Work on Educational Equity in the ConVal District”) (SCOTT’s).

**Dick Dunning moved to accept this definition of equity. Janine Lesser second. Unanimous.**

Linda Quintanilha said that data can be looked at and the year for this committee can be scheduled out.

Ann Forrest added that very specific goals around equity have been in place in the past. She raised their value and this group monitoring its progress. If we have a different focus every month we won't get into any depth, it will be more presentation. Kimberly added that the systems in place and policies in place that have to change will be a major part of the work.

Kimberly spoke about the trajectory of students depending on where they are at when they arrive at kindergarten; are they already reading, word and color recognition, etc.

Kimberly said that there are some districts that are deep into this work that can be learned from.

Linda Quintanilha asked about the work that the social studies department did and what they discovered. How will it be shared? The process got interrupted.

#### **4. Adjourn**

**Dick Dunning motioned to adjourn at 6:24 p.m. Tim Theberge second. Unanimous.**

Respectfully submitted,

Brenda Marschok