

Diversity Advisory Committee Meeting Minutes April 6, 2016 (11:30am-1:30pm)

Dr. Plano welcomed everyone to the Diversity Advisory Committee (DAC) meeting. He began with a review of a printed poster of the DAC-approved Norms and Agreements, and then reviewed the agenda.

Debrief of Dr. Noguera's visit on March 23rd

Dr. Plano was pleased with the outcome of Dr. Noguera's visit, including staff's response, and the number of parents and community members attending the evening event, and their openness around Dr. Noguera's message.

The DAC members agreed that Dr. Noguera inspired the District teachers, parents and community members. Some of them mentioned that teachers were passing this inspiration on to their students. There was discussion about the paradigm shift, as some were of the opinion that it had already begun in different capacities at different schools on the island. Dr. Plano said that we are on a journey, noting that we have made some changes but other changes may take more time.

Dr. Plano led an activity by dividing the group into two smaller groups asking them to write down the actions they would take if they were the superintendent for one day and could make immediate changes to the district's instructional practices. Each group presented its ideas for group discussion. In the discussion that followed, members shared several thoughts, including:

- Teacher Collaboration, Team teaching, there is a plethora of great teachers in the district, they should be encouraged to share and train others.
- Orientation of parents when they enter school district.
- Different techniques of teaching including project-based learning, multi-sensory learning, flipped teaching.
- Being cognizant of diversity in learning styles when hiring teachers.
- More student, parent teacher collaboration.
- Revisiting the Highly capable program of the district, doing away with the labels.

This was followed by an experiential activity led by Simmi on learning and diversity titled "That's my potato." The group was divided into two smaller groups. Within each group the members shared their personal stories, which they built up or created with their potato. Members reflected upon the ways in which individuals relate to communities. The key message of this activity was that communities are made up of individuals, and if we say "oh they are all alike," then we are not making the effort to get to know individuals.

The meeting ended with Dr. Plano stating that we will cover agenda items 4 & 5 at the next meeting as they could not be covered during this meeting due to insufficient time.

As part of the check-out activity, Dr. Plano asked members to reflect on whether or not we adhered to the DAC's Norms and Agreements. Everyone responding indicated that we had.

Present: David D'Souza, Sophy Yang, Eunyoung Kim, Ivy Suzuki-Jaecks, Alex Hart, Robin Wilt, Steve Pellerine, Dr. Gary Plano, Wayne Perryman, Simmi Kher, Julie Ogata Ciobanu

Absent: Qian Wang, Ruth Saunders, Ed Holmes, Kimberly Frederick, Ana Simoes, Tahmina Watson, Jolene Cook, Aisha Jumaan

Next regular meeting: Friday, May 6, 2016 (11:30am-1:30pm)