

Superintendent's Diversity Advisory Committee Meeting

April 21, 2017

12:00 p.m. – 2:00 p.m.

MISD Board Room

Members Present: Benson Wong, Chris Mochel, David D'Souza, Ed Holmes, Eunyong Kim, Julie Ogata Ciobanu, Robin Li, Robin Wilt, Ruth Saunders, Simmi Kher, Tahmina Watson, Tumaini Coker, Wayne Perryman, Irene Rajaqopal, Gary Plano, Fred Rundle, Erin Battersby, Craig Degginger.

Members Absent: Aisha Jumaan, Alex Hart, Ana Simoes, Chouchanik Airpetian, Jolene Cook, Natalie Woods, Steve Pellerine.

Welcome and Check-in

Dr. Plano called the meeting to order at 12 p.m. and asked the group to please recall what the members were doing on this date in 2001. Members learned interesting information about each other through this activity.

Restatement of S-DAC Norms and Expectations

To help facilitate an effective meeting, Dr. Plano reread the norms and expectations previously adopted by the committee.

Review and approve minutes from the March 17, 2017 meeting

Action Item	The minutes of the March 17 meeting were approved.
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MISD Hiring Goals for 2017-18

Dr. Plano presented information on the District's Hiring Goals for 2017-18. This document was prepared by the Human Resources department and presented to the School Board.

Dr. Plano discussed the continuing challenge to attract a pool of candidates that reflect the community we serve. Last year the district traveled to several out of state recruiting events and found it challenging to attract candidates to this area.

He cited other recruitment efforts, including a half page ad in the *Seattle Medium*, a newspaper serving the African-American community, a joint project with the City of Mercer Island to recruit candidates. The District is also using outside web sites to build a strong diverse candidate pool. He suggested that Mercer Island may be too small to have our own job fair, but at the same time we have a higher percentage of job turnover than others, which is typical in smaller districts.

He will recommend that his successors report annually on this subject to the School Board.

Dr. Plano was asked if Mercer Island has competitive salaries. He replied that MISD doesn't have the immediate growth in new student enrollments (revenue) that other larger districts have, such as Issaquah, which often may help with the districts' ability to increase compensation. He cited the Snohomish County districts that have been grandfathered at a higher salary schedule, such as Everett or Northshore. Julie Ogata Ciobanu talked about her brother leaving MIHS to teach in a more diverse district.

Erin Battersby said she recently attended a regional meeting about how do we get a more diverse pool of applicants, and about changing the cultural perception of the teaching profession.

Wayne Perryman asked, how many openings have many administrative openings there been during Dr. Plano's tenure and how many minority hires. Dr. Plano cited several notable changes in diversity of the administrative team.

Superintendent Search Update

David D'Souza provided a brief update on the current search for Dr. Plano's successor. He invited the S-DAC members to provide input through the online survey and attend the upcoming forums. He said the Board hired the Ray and Associates search firm in part because of their experience serving high performing school districts. They will solicit applications from a diverse group of candidates, just as they did for the recent Bellevue superintendent search.

Asked about S-DAC or community interviews with the candidates, D'Souza said that had not been decided, but that the final decision rests with the Board.

Tumaini Coker suggested bias training for the Board as it seeks a new superintendent.

Pride of Humanity Month

Craig Degginger reviewed the efforts of Julie Ogata and Wayne Perryman to have a Pride of Humanity event. The idea is to make this a region-wide event in the month of April goal is to make this a "month" to celebrate humanity. This is a time to focus on humanity. April would a month of serving each other.

Julie talked about potentially building on existing diverse events that occur on the Island. What about getting other groups like police and clergy involved? Looking for ways to bring people who typically don't get together to celebrate. Bringing people together to build understanding, through community service or humanity luncheons.

Several members previously volunteered to create a working subcommittee and that work will be ongoing for a launch date for April of 2018.

Goals included in the S-DAC Charter/How do we measure them?

Dr. Plano asked the committee to consider how the actions in its revised charter should be measured. He thanked the committee for its recent work on the restorative justice proposal and noted that it will be embedded in district policies and procedures before he departs on June 30.

He cited board policy 1610, which requires cultural competency training, and hiring practices reflecting diversity.

Committee members suggested a survey to measure viewpoints and data on diversity.

Robin Wilt asked about metrics of diversity of participation in clubs; she is concerned that the students do not mix or participate. Dr. Plano showed a chart on that which had been presented to the School Board as part of monitoring Fundamental 7. There was much discussion about the chart of what the data may portray.

Robin Li said she got to see the Ben Ibale training with staff teams and building classroom learning and suggested that cultural competency could be a metric as well.

The meeting was adjourned at 2 p.m.

Next meeting, May 19, 2017, 12 to 2 p.m. This meeting will include reports from the school diversity teams.