
DAC Meeting Agenda (December 6th @ 7 pm)

“Inclusion is not about identity diversity as much as it’s about our response to the already existing diversity in all of its forms. We respond with inclusion by changing our culture to ensure all people feel that they belong, not in spite of their differences but because of them....In fact, inclusion is about design, the process through which we (as a community) intentionally co-create the environment.”

-[Floyd Cobb & John Krownapple](#)

Meeting overview: We will review the district strategic plan to focus our goals for equity, inclusion, & belonging at HPS.

Welcome (Reading of the above quote & provide objective for our session)

Community building activity (Rose, bud, & thorn sharing)

DAC Goals: Mission/Vision

SP Workshopping

Looking Ahead

Announcements, Questions, Closing

Community Building Activity: Rose, Bud, Thorn (5 minutes)

Directions: Share a rose, bud, and/or thorn with your small group. No more than 2 minutes of sharing per person.

Rose: Something nice, beautiful, kind, or joyful that happened to you today or recently.

Bud: Something you are excited about or looking forward to.

Thorn: Something that has been a “thorn in your side” today or recently.

Reflection: As leaders, how often do you check in with yourself? Do you review the rose, bud, thorns in your life and assess their impacts on your overall wellness? Why is this important to do?

DAC Mission & Vision Statements (5 minutes)

VISION

The Hawthorne Public Schools will ensure that diversity in all of its forms is respected and valued within the educational community by fostering and promoting an environment of inclusiveness where all students, staff, and families feel welcome while being their authentic selves.

MISSION

The Hawthorne Public Schools will **create an environment that provides opportunities to meet the entire population's diverse needs**, which will enhance student achievement both **academically and socially**. The Hawthorne Public Schools commits to promoting these principles and ideals to correct current and historical shortcomings and contribute directly to the quality of learning for all educational community members.

Reflection: What “diverse needs” should we center in our work? Whose experiences provide a starting point for how we consider what changes need to be made?

Workshopping the Strategic Plan (40 mins)

Goal Area 1: To academically, socially, and emotionally prepare students for a successful future as active, contributing members of their community.

Questions: What questions do you have about this goal, the objectives, major activities, student success indicators, etc.? What do you appreciate about this goal? What are your immediate reactions to this goal? Is there anything missing? Do we need an explanation of any language that is used?

Goal Area 2: To provide a comprehensive and rigorous learning experiences to best prepare students for future success as lifelong learners.

Questions: What questions do you have about this goal, the objectives, major activities, student success indicators, etc.? What do you appreciate about this goal? What are your immediate reactions to this goal? Is there anything missing? Do we need an explanation of any language that is used? (for example: How do we define rigor and how is rigor assessed in this plan?)

Goal Area 3: To cultivate a positive and supportive culture so the students can continue to learn and grow.

Questions: What questions do you have about this goal, the objectives, major activities, student success indicators, etc.? What do you appreciate about this goal? What are your immediate reactions to this goal? Is there anything missing? Do we need an explanation of any language that is used?

Roundtable discussion:

- What context or critical awareness is important for us to consider as we begin to adapt these goals?

Coming up:

- January Focus Groups: Our focus includes a few of the items we discuss in our session.
 - How shall we define our roles? (Schedule [a 15-minute call](#) w/Ashley to discuss what you would like to contribute to our team)
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Looking Ahead: At our next meeting, we will...

- Please consider which of the three goals speak to your own passions and work. It will help us organize ourselves into small working groups for our January 6th meeting.
 - The following meeting we will discuss SMART Goals for equity implementation.
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Announcements, Questions, Closing?

Resources for our work:

Book: *Belonging Through A Culture of Dignity: The Keys to Successful Equity Implementation* by Floyd Cobb & John Krownapple

Article: [How to Make Anti-Racism More Than a Performance](#) by Dr. Bettina Love

Wellness tip for this month: Drink more water!

Resting Affirmation for this month: Resting is a gift to my humanity. I will nurture the gift by resting.

Living Affirmation for this month: I have the capacity to live the life that fulfills me.