



Board of Trustee Retreat Minutes- J 5:30 p.m. HCCPS

Present: Kate Saccento, Sara Schieffelin, Tala Elia, Ras Kate Ewell, Laura Davis, Gina Wyman, Kathleen Hulton, Andrew Coate-Rosehill, Rich Senecal

Regrets: Matt Dube, Chris Korczak

The Board of Trustees held a 3-hour retreat to discuss the Board survey. The retreat opened with a review of the ground rules/shared agreements and an exercise on race awareness.

Equity Audit

Board members reviewed Equity Audit findings by reviewing racism as a large group and then breaking up into small groups as a whole. They reflected on reaction to findings; how findings affect students, families and staff; systemic/structural inequity; levels of interpersonal, institutional, and cultural; and positions taken. Themes that arose included need for continued deepening of understanding within the school while simultaneously taking action in hiring; what it means to have an anti-racist curriculum; how to add JEDI work to existing structures and meeting formats; PD or meet in a school setting; understanding what to do with anti-racism efforts; and need to show institutional support through a statement, which JEDI is working on. There was discussion including the incorporation of JEDI into school structures that work. There was discussion of shifting JEDI momentum by defining what justice, equity, diversity and inclusion mean and to send out email to school from BOT President account of the Board JEDI efforts - including JEDI committee, Equity Audit and will be discussing what JEDI means at upcoming meeting.

Board Roles

There was a review of Board member role as being focused on the Board considered its role in supporting action from the Equity Audit raised about consensus voting and what to do when individual alignment with that of the Board as a whole, such as coordinating anti-racism curriculum for you and discussion at the next Board meet