

Kirkwood School District Educational Equity Task Force Meeting
Tuesday, December 5, 2023
KHS Library and via Zoom - 4:30-6 pm

In attendance: Tonya Ampey Elong, Penny Chastain, Mary Fitzgerald, Liz Grana, Jordan Hohm, Jen Kocher, Stefanie Limpert, Elizabeth Lock, April Maldonado, Jeremy Mapp, Roberta McWoods, Judy Moticka, Angeline O'Neal-Hogrefe, Bryan Painter, Kristin Rehg, Azniv Tcherkezian, David Ulrich, Joy Weese Moll

Agenda

- Who's in the room?
 - Please share: who you are and why you're here
- Norms Acknowledgement

Norms	
<u>Community Norms</u>	<u>Non-Negotiables</u>
<ul style="list-style-type: none">● Stay Engaged● We use "I"-statements during difficult conversations● We are responsible to and for each other● Center impact over intent to ensure an accountable space● Monitor airtime	<ul style="list-style-type: none">● We start on time and end on time● Electronics are sleep/off, unless directed otherwise● Phones are on vibrate and calls are taken in the hall as to disrupt the learning environment as minimally as possible

- Kirkwood for Everyone Presentation by Tom Ptacek
2.2.10 - Collaboratively partner with local organizations to provide connection opportunities with an intentional focus on families with students furthest from justice.
- [J \(Student\) Policy Audit](#) (Audits & Access, Belonging, Language, Shared Voice)
- [EETF Hiring Report](#) (will be presented at the Dec 18 Board Meeting)
2.1.4 - Educational Equity Task Force review and focus on intentional steps focused on retention of staff of color
 - Applicant pool data will be added to the EETF Hiring Report
 - Retention of staff of color will be added to the EETF Hiring Report
 - Hiring committee diversity - audit and access
 - Retirement data added to task force report (not currently collected)
 - Data on people hired from within the district (not currently collected)
- 23-24 Courageous Courage Ladder Focus Items
Learning from other districts, Teacher Development, Developing the process for Equity Audit/Walk, Community Connections