

**Meeting:** Policy & Governance Committee

**Date:** October 22, 2020

**Time:** 1:00pm

**Location:** Webex Virtual Meeting

**Attendees:**

<input checked="" type="checkbox"/> Mr. Joshua Clements	<input checked="" type="checkbox"/> Dr. Marquell Johnson	<input checked="" type="checkbox"/> Dr. Tim Nordin (Chair)
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**Guests:** Heather Grant, Mike Johnson, Kim Koller, Kay Marks, Jim Schmitt, Mandy Van Vleet, Dr. Kaying Xiong

**Notes:** Meta Miske

Meeting called to order at 1:02pm.

**1. Public Comment**

- No members of the public signed up.

**2. Approval of Minutes from October 8, 2020**

- Motion by Commissioner Clements, second by Commissioner Nordin, to approve the minutes of October 8, 2020 as presented. All in favor per voice vote.

**3. Policy 343 – Equitable Multi-Level System of Supports**

- Jim shared changes that had been previously emailed to the committee, along with an exhibit
- Motion by Commissioner Johnson, second by Commissioner Clements to move Policy 343 EMLSS forward to the Board for a first reading. All in favor per voice vote.
- Com. Johnson shared equity statement with other groups including LatinX and Hmong representatives to gather more input. We need action steps in there so we can roll out policies that include efforts to indicate the direction we're moving in. He's waiting on additional feedback but has a revised statement ready to share for next P&G meeting.

**4. Policy 443.1 – Student Dress**

- Before working on the policy, Kim spoke with a representative group of principals who have to enforce the policy. The conversation was more around rule than policy. The current policy is in red, struck out, with the newly proposed policy in green. The discussion was that it was too general and sometimes resulted in selective enforcement of the policy. New green language is from a WASB sample policy. They liked the second paragraph because it's timeless and offers flexibility. They talked about where and when the policy applies which is what paragraph 3 refers to. This policy change will have to be rolled out to families and reiterated on an annual basis.
- The rule is about the application of the policy and structuring it in a manner that doesn't put an individual or a group of students in a different situation than others.
- Clements agreed sharing this with families is important since everyone experiences it on a daily basis and probably have strong feelings about.
- Johnson said he's not sure the second paragraph goes far enough and then it leaves it up to the building administrator to determine what's appropriate. Who determines what is a substantial disruption? The two hot topic issues nationally are students of color choosing to wear items affiliated with "BLM" and in other places of the US where students wear confederate flags while others were denied the right to wear African symbols. Discussion of needing clarity so it's not ambiguous and it's not left to the discretion of a person's opinions.
  - Kim said both of those examples have come up this school year. The confederate flag was an example even before the school year started. A principal asked her if we could deny confederate flags on school grounds as symbols of hate? She had to do some digging and contact legal and were confident in their guidance. Then another principal called about BLM and face masks. So the two conversations meshed nicely about what impact they have on the school community. Usually the

conversation is among several administrators and involves legal advice. The rights of students and staff are different. In those examples, confederate flags are not allowed on school property as it's classified as a symbol of hate, and we determined that BLM items are allowed as part of freedom of speech.

- Tim asked – there has to be some ambiguity because we don't know what the next symbol or slogan will be.
- Discussion about headwear and knowing what they should do – what the right thing to do is – which happens to also violate administrative rule.
- Rule – first portion struck because it's now in the policy. Headwear struck because of bias and inconsistent implementation. Number 3 (now 2) remove about hairstyles because of perception and possible bias,
- #4 struck because it singles out females and if it's a health and safety issue or a disruption issue, they address it through there.
- Tim asked where we are at this in the committee. Do we need different language to help make those decisions?
  - Johnson said listening to Kim's process, his continued concern is to continue to ensure all building admins follow that process and to seek help. He would be okay with leaving the ambiguity with some level of ensuring that all building principals, especially secondary level, have an understanding of the process. If we can ensure cultural awareness with this policy enforcement he will be okay with ambiguity, but he's always concerned about leaving it to the discretion of a building administrator because how do we ensure they are culturally aware and responsive.
  - Tim asked if dress code violations are currently logged. Kim said we typically approach dress code violations as educational. A student who has a revealing top or shorts on – we approach as an educational piece such as we're preparing you to have a job and when you work, you have to be aware of appropriate dress. When it becomes documented is probably when there is a stronger reaction and it becomes defiant – it's logged as defiance but probably not logged as a dress code violation.
  - Tim said when we set up policies that are anti-racist, we have to worry about good policy hiding bad practice. Would it be too onerous for administrators or can we have some monitoring language? Could we at least think about that in a revision to make sure our policy is good and our enforcement is good? Kim will look at monitoring in rule and how to document demographic of students incurring dress code violation and reason for violation.
- Superintendent Johnson agrees, administrators can look at the data and the secondary admins want to be on the same page. Need to be clear with teachers so they know when and why to send students to office for dress-code violation.
- Heather Grant said with the EMLSS you established a monitoring process – it's not only for academics because a strong EMLSS is for academics and behavior and requires constant monitoring and disaggregation. She'll be coaching buildings on how do they track it and what resources to use. Elementary tracking is far more robust than secondary. It will need to be clearly articulated that it will include monitoring and may require a cross reference to EMLSS rule/policy.
- Johnson said cross referencing also need to involve data points we can look at – there needs to be a qualitative element.
- Will bring back next time – please send to Board in advance so there can be minimal discussion.

#### **5. Policy 511 – Equal Opportunity Employment**

- Com. Johnson is still editing and prepping links for 511 and 511-Rule – possibly going to look at Harassment/Bullying 512 to provide feedback and how they align with work at UWEC and a training he attended on ensuring removal of bias in employee hiring.
- Kay has been looking at how the Board can support her work through policy mod so she's started to look at HR hiring articles outside the realm of education.
- Will discuss at next meeting as they continue their research

#### **6. Coherent Governance Discussion**

The ECASD inspires and prepares students to live creative, fulfilling, and responsible lives.

- Tim shared Board/Superintendent Relation drafts. How do these look? How do we get to a point where we are comfortable with the language?
  - B/SR – 1 Governance-management Connection
    - No comments
  - B/SR-2 – Unity of Control
    - Johnson asked if Sup attends all Board Commitee meetings. Nordin said depends on what we want. Some Districts have no committees at all. Some have committees and determine if Sup attends.
    - In the draft – HIGHLIGHT number #3.
  - B/SR-3 – Staff Accountability
    - Clements said he’s okay by removing “as requested by the Superintendent”. Tim will highlight and will discuss again next time.

META – put 343 on REPORTS FOR FIRST READING

Future agenda items:

- Equity Statement – review in P&G on 11/5 (30 minutes) and Individually Considered Resolution on 11/16 and EMLSS policy on 11/16 for adoption
- Policy 443.1 – Student Dress and Rule (20 minutes)
- 511 – Equal Opportunity Employment (20 minutes)
- Coherent Governance (20 minutes)

Motion by Commissioner Johnson, second by Commissioner Clements, to adjourn the meeting. Motion carried per voice vote.

Meeting adjourned at 2:31 p.m.

Next Meeting: November 5, 2020, 1:00-2:30 p.m.