

RECORD OF PROCEEDINGS
(MINUTES)
Equity Council Committee Meeting
December 4, 2018

The Equity Council Committee (ECC) met in Conference Room C, 701 East Main Street, Lexington, Kentucky at 6:00 p.m. on Tuesday, December 4, 2018.

ECC MEMBERS PRESENT:

Craig Cammack, Bret Nathaniel, Betsy Dobbs, Abdul Muhammad, Lucy Waterbury, Sherelle Roberts Pierre, Daniel Whitley

ECC MEMBERS ABSENT:

2 Vacant Elected Seats (None)

BOARD MEMBERS PRESENT:

Stephanie Spires, FCPS Board Chair

STAFF MEMBERS PRESENT:

Darryl Thompson, Kate McAnelly

CALL TO ORDER

Abdul Muhammad called the meeting to order at 6:10 p.m.

I. ROUTINE MATTERS

AGENDA ITEM 1 (a)

Roll Call

Craig Cammack called the roll.

AGENDA ITEM 1 (b)

Moment of Silence

Abdul Muhammad asked that the Equity Council Committee to observe a moment of silence.

AGENDA ITEM 1 (c)

Reading of Mission Statement

Bret Nathaniel read the Mission Statement.

AGENDA ITEM 1 (d)
Approval of Minutes

Craig Cammack made a motion to accept the minutes from the October 2, 2018 meeting. The vote was unanimous, and the minutes were approved.

AGENDA ITEM 1 (e)
Reading of Standards of Practice Agreement

The Equity Council Committee members each read the Standards of Practice Agreement aloud until they were completed.

II. ACTION ITEM

AGENDA ITEM 2 (f)
Equity Council Chair Report

Reflections and Updates

The ECC was informed by Chair Muhammad that Denise Brown resigned her position on the Equity Council Committee due to her acceptance of a position with Fayette County Public Schools in alignment with the ECC Bylaws Article IV. Chair Muhammad stated that each member had a packet before them called Fayette County Public School's Board of Education Equity Council Committee. Within that packet are five applicant's information regarding the two vacant positions on the council. Due to Ms. Browns resignation, Chair Muhammad, asked the council if the applicants could serve for all three vacant positions. Darryl Thompson informed the ECC that in fairness, the new vacant position should be advertised. The goal tonight is to fill two vacant seats. Craig Cammack asked if the other applicants could reapply. Darryl Thompson affirmed this position.

Darryl Thompson, District Liaison to the ECC suggested for efficiency that the ECC make a motion to accept the applicants as a general consent item without having to go one-by-one for each applicant.

Sherell Roberts Pierre inquired about the make-up of the ECC and whether it was correct that there was no one serving with a specific interest to Gift & Talented student populations. Lucy Waterbury indicated her interest is "somewhat" related to that area, but that she was an appointee from Doug Barnett, so her term ends with his term. She went on to state that she is a Gifted & Talented parent. Darryl Thompson conformed that her term runs through December 2019, and that in December 2019, six new elected-members will be elected to fill the community-based seats.

Bret Nathaniel made a motion to accept the applicants for nominees to be considered for nomination of Keisha Alexander, William Farnau, Lois Gillispie, Dominique Olbert, and Jan Stallones. The vote was unanimous.

D. Thompson prepared a ballot to fill the 2 vacant seats.

Chair Muhammad stated that in order to give fairness to all five applicants we should look through all of their information. Asked that if anyone knew any of the candidates to share some insight into the knowledge of the applicant. Craig Cammack stated that Ms. Olbert was present at the meeting.

There was a question as to whether or not applicants understood that they could not work for FCPS and serve on the ECC. Members of the ECC read the applications and discovered a potential conflict of eligibility to serve from Ms. Keisha Alexander's application due to active status as a district substitute. Members asked Darryl Thompson to contact Ms. Alexander to clarify her intent to recuse herself an active substitute or her willingness to move forward as a candidate for election to the ECC. Ms. Alexander informed Mr. Thompson and Chair Abdul of her intent to remain an active substitute and asked to be removed from the ballot for the 2 vacant elected seats.

Bret Nathaniel made a motion to amend the applicants removing Keisha Alexander from the list. It was properly seconded and passed unanimously. Chair Muhammad stated that they now have four candidates for the 2 vacant seats.

Lucy Waterbury made a motion to nominate Dominique Olbert and mentioned her Gifted & Talented advocacy role, background in psychotherapy and community outreach, and that she serves on the Lexington Fairness Board. Seconded by Craig Cammack. Craig Cammack did roll call; Craig Cammack, yes; Betsy Dobb, yes; Abdul Muhammad, yes; Bret Nathaniel, yes; Sherell Roberts Pierre, yes; Lucy Waterbury, yes.

Betsy Dobbs nominated Lois Gillespie and discussed the declaration from her application that she chose to live in a diverse neighborhood. Seconded by Sherell Roberts Pierre. Lucy Waterbury commented on her preschool experience that would be valuable. Sherell Roberts Pierre said that her training points to diversity and social justice was impressive and we seek to balance the ECC membership with such representation. Craig Cammack did roll call; Craig Cammack, yes; Betsy Dobbs, yes, Bret Nathaniel, yes; Sherell Roberts Pierre, yes, Lucy Waterbury, yes.

Chair Muhammad thanked the ECC for nominating two new members; Dominique Olbert and Lois Gillispie to the Equity Council Committee. Darryl Thompson stated that the vacant position will be announced publicly at the December meeting of the FCPS BOE and another application deadline will be set. He stated that this is a great opportunity because the board will appoint five new members and that one new board member, Mr. Will Nash had been appointed in November 2018 by the KY Commissioner of Education. He asked that the Fayette County BOE members make their appointments in January 2019 verses December because the newly elected FCPS BOE member, Tyler Murphy would not begin his term until being sworn in in January 2019. This would allow all the Board appointed members to begin their terms at the same time. Lucy Waterbury asked if we can post the vacant seats of FCPS media. Darryl Thompson affirmed.

Chair Muhammed indicated his desire for the ECC to be fully composed and for the ECC members to be mindful of timelines and deadlines.

AGENDA ITEM 2 (g)
Board Member Reflections

Stephanie Spires apologized because she had to leave the meeting early because she's working of the Fayette County Diversity Festival and she had a meeting to attend. She thanked the committee for their time and serving and for recognizing the need for Gifted & Talented members. She stated that if the council ever had questions they could always reach out to her or the other board members. Prior to departing, she provided slight insight to the new state system of rating, CSI/TSI schools.

AGENDA ITEM 2 (h)
Superintendent's Report

Superintendent Caulk was not able to be at the meeting. Darryl Thompson stated that the council had not had an overview of the new accountability system. It may be February when the council would be able to get the overview from the Curriculum and Instruction staff. Darryl Thompson commended Superintendent Caulk for being named 2018-2019 Superintendent of the Year and also commended the Board. Darryl Thompson stated that there were Safety Initiative pamphlets in the member's booklets in English and Spanish and asked that they share the information. Sherell Roberts Pierre complimented the pamphlet. Lucy Waterbury suggested that a digital version be disseminated as well. Darryl Thompson indicated that the 10-Point Safety Plan Pamphlets for Parents and Families would be shared with school leaders at the District Leadership meeting the following morning and would ensure it is placed on the FCPS website.

AGENDA ITEM 2 (i)
Subcommittee Reports

Excellence Supports Committee...

Betsy Dobbs provided an update that her subcommittee had been discussing and exploring KPREP data and specific schools that have specialized programs. She hypothesized whether there was a major difference to the school scores if you extract Gifted & Talented student populations from these school scores and wanted to explore what respective school scores would look like; they submitted a request to have that data disaggregated and hope to have the data in January 2019. They will share the data analysis once received from Bill Buchannan. She indicated that this subcommittee current has five or six members.

Excellent Student Opportunities/Student Success...

Betsy Dobbs stated that the Excellent Student sub-committee is hoping to get Daniel Whitley appointed as the Chair by the Equity Council or asked if they need to have him elected from the sub-committee. Daniel Whitley agreed to the Chair of the Excellent Student Opportunities Committee. Betsy Dobbs stated that the committee members (Excellent Student) are concerned

with charge of their subcommittee. They are seeking guidance from the leadership of the ECC. Their next meeting is next Tuesday, December 11th, at 6:00 PM, IAKSS.

Bret Nathaniel asked Darryl Thompson about the Cultural Competency Training for all district personnel when they onboard the new members and whether the Equity Council have access to the training or have it to be available to them. Darryl Thompson stated that it's a 30 minute interactive. He had it would available to the Equity Council between January and February.

III. OTHER COMMUNICATION

Lucy Waterbury commented that CSI (bottom 5%) and TSI is the level above that where schools receive state support when not meeting targets in certain areas. She stated that in the context of Equity schools lose their SBDM Councils if identified as a CSI school. She stated that minority representation is lost. She suggested that the Equity Council raise concern about the minority representation that is being lost. She feels that parents and teachers having that voice is important.

Darryl Thompson indicated that the goal is to have no schools be identified as CSI/TSI. He stated that FCPS currently have seven CSI schools and 25 TSI schools. Advisory Councils have been put in place in those seven CSI elementary schools.

AGENDA ITEM 3 (j) Public Participation/Comment(s)

No one signed up for public comments.

IV. NEXT STEPS AND TAKE-AWAYS

Chair Muhammad said he has taken a lot away. He knows there is a lot to be done. Craig Cammack made a note that the next meeting is on the second Tuesday, January 8, 2019. Darryl Thompson stated there is a community-based social justice group seeking to share/present to the Equity Council on Equity, Diversity and Visual Art in January/February 2019. More information is forthcoming.

V. ADJOURNMENT

Chair Muhamad adjourned the meeting at 7:40 p.m.