

- ✓ Welcome back. Sign-in.
- ✓ Scan the QR Code to the right, or go to [menti.com](https://www.menti.com) and use the code below. Follow the prompt.
- ✓ Get the dinner you ordered. If you forgot, check the list of ordered items.
- ✓ Get settled and begin enjoying dinner.
- ✓ We will get started right away.



Go to www.menti.com and use the code 5146 4978



Tonight's work will lead to the identification of equity outcomes. How do you feel about tonight's work? Submit up to 3 answers.



Committee Aligned for Reimagining Excellence (CARE) in Puyallup Schools

**March 17, 2022
Work Session/Meeting #5
Karshner Museum &
Center for Culture
and the Arts**

Agenda

- Welcome back/Menti Check-in
- Last meeting's individual reflection Word Cloud/Wordle
- Community Agreements
- Small Group: Data Review – Grows and Glows
- Activity: 4 Questions
- Activity: The ABCD of Equity Outcomes
- Closing, Reflection, Next Meeting

CARE January 20 Meeting: Closing – Individual Reflection

3 words or phrases that best describe where you are right now as we close our fourth gathering



CARE Community Agreements

AGREEMENTS



Stay Engaged



Maintain a Learner Stance
& Remain Open to
New Thinking



Speak Your
Own Truth



Experience Discomfort



Refrain from Pivoting
to Other "-isms"



Expect and Accept
Non-Closure

CARE Members' Needs:

WHAT DO YOU NEED FROM THE FACILITATORS IN ORDER FOR YOU TO BE A STRONG LEARNER & CONTRIBUTOR TO OUR GROUP?

- ✓ What is the purpose of the committee
- ✓ Provide facts and data regarding what works
- ✓ I need the facilitators to help me understand things about the school system I may not know.
- ✓ Provide space and platform for all speakers
- ✓ Provide: progress/updates, forward progress,
- ✓ I think that if the facilitators continuously opened opportunities for each and every person in the room to share their voice with each topic we discuss, I will become a stronger leader
- ✓ I wear hearing aides. Please use the microphone.

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CARE Members' Needs cont'd:

WHAT DO YOU NEED FROM OTHERS TO FEEL SAFE SPEAKING UP?

- ✓ Leave room for redemption
- ✓ I need others to know that this is a safe space to facilitate honesty
- ✓ I want everyone to feel valued & comfortable sharing whatever they want (or don't)
- ✓ When in active discourse -> 3 before me
- ✓ Honest opinions
- ✓ Feel happy with sharing opinions
- ✓ Open attitude
- ✓ Allow members to speak without interruption or judgment
- ✓ Maintain a learner stance and open to menu thinking
- ✓ I need for others to understand my words/tone can come off in a way I didn't mean.
- ✓ Everyone should feel valued.

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CARE Members' Needs cont'd:

**WHAT DO YOU NEED FROM OTHERS
WHEN WORKING COLLABORATIVELY?**

- ✓ When working collaboratively, I need others to help make decisions with the group
- ✓ Remember your "why" every time during your discussions
- ✓ Listen without prejudgment
- ✓ Listen to words and meanings
- ✓ Willing to change mind

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CARE Members' Needs cont'd:

WHAT DO WE WANT EACH OTHER TO FEEL AT THE END OF EACH SESSION?

- ✓ That they have shared their thoughts and been heard
- ✓ I want to feel heard and given the time to share my thoughts at the end of every session
- ✓ I want others to feel heard and respected at the end of each session
- ✓ I wish at the end of each session, we are able to smile, knowing that our thoughts, opinions and ideas are valued.
- ✓ I want us to feel like we're helping make a difference.
- ✓ Let's all leave with an understanding and positivity
- ✓ I want people to feel good after a session.

Data Review: Grows and Glows

- Groups of 4
 - 1 Amber/Charlotte, Bernard, Peter, Vanessa
 - 2 Chhunla, Hailey, Jen E., Tommy
 - 3 Cassie, Elisa, Jolie, Mike
 - 4 Erica, Marcia, Mark, Ryan
 - 5 Jen R., Laila, Lin, Tiffany
- Using the poster size post-it and markers, create a two-column poster with Grows and Glows as the column titles
- Using the data provided, identify areas of growth (Grows) and areas that glow (Glows)

The ABCD of Equity Outcomes

- **A**cademics
- **B**elongingness
- **C**ommitment to address student outcome gaps and disparities
- **D**iversity – valuing diversity of thoughts and people

[Sample Equity Outcomes & Collaboration Document](#)

SMART(IE)
Outcomes
Specific
Measurable
Attainable
Relevant
Time-bound
Inclusive

Academics	Belongingness	Commitment to address student outcome gaps and disparities	Diversity Valuing of diverse thought and people
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IMPACTED GROUP

STUDENTS
FAMILIES
STAFF
ALL

Puyallup SD
Commitment to Stakeholders To continuously improve as an organization that fosters inclusive education, care, training, development and celebration of diverse student population and workforce.

A decline of academic outcome gaps between students who are White/Asian/Two races or more to that of historically underserved and marginalized student groups* between 2021-2024 as measured by district and state academic assessments.	Increased percent of students, families, and staff's feeling of belongingness as measured against baseline data through surveys and self-reported narratives between 2021-2024.	Policies, instructional practices, hiring practices, resource allocation, and family & community engagement are centered on diversity, equity, and inclusion as measured by surveys and system equity audits between 2021-2024.	Increased perception of students, families, and staff that their voices influence district initiatives as measured by surveys and self-reported narratives between 2021-2024.
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Sample Equity Outcomes

Closing and Looking Ahead



- Closing individual reflection: Menti Word Cloud (use/scan QR code above)
- Looking ahead:
 - Next meeting: May 19
 - Continuing our work in identifying equity performance outcomes
 - Adjustments during tonight's work session
 - Identify an additional meeting in April
 - Important for the members to take time with data when making recommendations and identifying the equity performance outcomes