

## **Parent Teacher Advisory Committee**

December 16, 2020 Meeting - 6:00 PM - via Google Meets at [meet.google.com/ycx-wxrs-djw](https://meet.google.com/ycx-wxrs-djw)  
Spanish Translation Line for Meeting: Please call: +1 337-340-3537 PIN: 294 705 646#

### I. Welcome

- A. Review Purpose of the Committee
- B. PTAC Website at [wps60.org](https://wps60.org), select Community at the top and select Community Committees from the dropdown menu. You'll get a list of all the board and community committees, on the left hand side you'll see a link PTAC that will take you to the website. At the bottom of the page there's a document container with current and previous action items, agendas, minutes, presentations etc.

### II. Sub-Committee Reports

#### A. Bullying (Ms. London)

- 1. Meets every first Tuesday of the month at 2:00. Do not meet in January because it's within winter break so the next meeting is February 2nd.
- 2. Reach out to Tasha at [tlondon@wps60.org](mailto:tlondon@wps60.org) for an invite
- 3. Reviewing the bullying policy this year and will present any requests for changes to the Board.
- 4. Also looking for a new bullying curriculum specific to our student community including things like virtual bullying.

#### B. MTSS (Mr. Hawkins)

- 1. Problem solving around attendance and amping up social emotional learning and matching that with PBIS and cool tools. Main focus lately is a framework for social emotional with pk-2, 3-5 and 6-12 documents. Working to have that all in Spanish so that everyone can access it. Also embedding calm classroom audio files in both English and Spanish. Goal of January to roll that framework out to the district.
- 2. Also meet the first Tuesday of the month at 2:00. Next meeting is February 2nd. [Rhawkins@wps60.org](mailto:Rhawkins@wps60.org) if anyone would like to reach out or join.
- 3. Trying to create a virtual celebration for the end of the year, in the beginning steps and would love ideas.

#### C. Behavior and Discipline (Dr. Hillary)

- 1. Meets second Thursday of the month at 5:00. Next meeting will be January 14th, all are welcome to join.
- 2. The focus of this subcommittee is behavioral and discipline supports, enrichments, interventions, things that help students remain school ready and school engaged and diminish the opportunities for exclusionary discipline.
- 3. Behavior is what the student is alleged to have done. Discipline is the consequence of that particular action.
- 4. Talk about how discipline is recorded in IC.

5. The office of civil rights has sanctioned our district for over discipline of black, male students. So we talk about how to fix that and how to train our staff to be better equipped to deal with our students specifically. We also focus on behavior and discipline policy and practice. Talked about SB100 and the Office of Civil Rights. There's a component of our work that we need to figure out why our black boys are being excluded at a higher rate than anyone else. They represent 14% of our school's population and between 82 and 90% of discipline so that needs to be addressed and that's one of the things the committee is working on.
6. Also working on the discipline handbook to make it less punitive, less related to law enforcement and more of a guide for our students, parents and staff members.
7. All are welcome, join if you'd like.
8. In the chat from Mehdie Vakili: What are some of the programs that we are instituting to remove suspensions as a discipline tool? DO we have a plan to have a Culture Climate Specialist in every building?  
Reply from Dr. Hillary: Mehdie I would be happy to speak with you in depth at your convenience . Please email me at [chillary@wps60.org](mailto:chillary@wps60.org)
9. Yes, there is a plan to have a culture and climate specialist at every building, they're already at MS and HS and looking to have one at each elementary school. 2 at Washington campus and 3 at Brookside right now.
10. Margot: I know it's a problem nationwide, how do we fall? Dr. Hillary: The metrics say we are in the danger zone, so the trend is set to continue on an upward trajectory unless we make changes. Working hard to train admin staff on working with students in a proactive way and not a punitive way. We're in the danger zone and it's a concern we need to address as a district and as a community as well. There have to be changes in how we relate, address and work with our black boys. It's only complicated by the overassignment of black boys to special education programs as well. Margot: Bringing more out of SpEd and into mainstream classes and I'm looking at this as a union member and what I've seen and people's reaction; we need to do small group instruction and study instead of big, broad training at kickoff events. Dr. Hillary: That's the part I think the subcommittee can do a lot of valuable work on. Working with educators, community members and parents who all have a vested interest in addressing this phenomenon and making sure black boys have a chance.

### III. Attendance

#### A. Members - select a primary sub-committee to work with.

1. Eric Christianson - PTAC chair
2. Dr. Hillary - Discipline chair
3. Tasha London - Bullying chair
4. Ryan Hawkins - MTSS chair
5. Dr. Neiberg - Discipline chair
6. Nelson Campos - Discipline
7. Sandi Johnson - Discipline

8. Lucy Leguizamo - Bullying, MTSS
9. Brandon Ewing - Not present
10. Brotha Blanks - Not present but he's on Discipline Committee
11. Liz Albarran - Not present
12. Andy Friedlieb - Not present but on Discipline
13. Katie Bittner - Bullying
14. Margot Gillin - Discipline
15. Sean Godvik - Bullying
16. Laurie Haibeck - Bullying
17. John Hazners - Not present
18. Paul Hengels - Discipline, maybe also PBIS
19. Christina Musika - Discipline (E-mail sent for PBIS that had the link to the meeting, is there a similar one for discipline? Didn't get one. -- Dr. Hillary will ensure she gets invite to next meeting.)
20. Mehdi Vakili - Not sure about time commitments, can't make bullying and MTSS. Doesn't want to completely commit yet but interested in Discipline committee.
21. Andrea Rowland [akr847@gmail.com](mailto:akr847@gmail.com) (Parent) - Discipline
22. Kenyota Hayes [kenyota123@gmail.com](mailto:kenyota123@gmail.com) (Three kids in Waukegan, Clearview and Webster) - Bullying
23. Maricel Pell [maricelpell@yahoo.com](mailto:maricelpell@yahoo.com) (Parent, 8th Grade) - Not sure yet, most likely bullying.
24. Tejuanda Miller, Luz Aquino and Michael Miller (invited parents) - Not present

B. Non-Members Present

1. Kimber Carman - Recording Secretary
2. Jeremy Duffy - Attorney for the district, not on a subcommittee. Here to offer legal help if anyone needs it.
3. Anthony McIntyre - Discipline
4. Evelyn Johnson [1evieskye@gmail.com](mailto:1evieskye@gmail.com) (Former Parent/ Current Staff) - Discipline and MTSS
5. Ta-Nika McGee (District Parent Liaison) - All 3 Committees
6. Ben Grimes - Not present but discipline

IV. Old Business

- A. Parent Recruitment
- B. Email blast went out to parents, hoping to have as many as possible.

V. New Business

- A. Recommend communication protocols for students returning to school regarding new dress code and mask mandate.
  1. Need to push information out to parents to remind them about the new student appearance policy.
  2. Tomorrow morning there is a 10:00 meeting with Culture and Climate Specialists so they can begin to craft the message at the school level

regarding the new Student Appearance Policy. Want to make sure it's honored and adhered to, we're confident it will be embraced by the community.

3. Mehdie: principals have done great virtual open houses, that would be an ideal place to push that. Parents are much more likely to hear a message from their own school's principals and teachers than the district as a whole. I don't think it's possible to over communicate with me as a parent. Need to throw out that idea that there can be too much communication.
4. Need to remind students and parents to practice at home with the masks and be prepared for the mask mandate when we return to in-person learning.
5. Review of the new Student Appearance Policy. Current policy says students can't wear face coverings so Eric will see if that's been one of the covid related changes. Mrs. Leguizamo: The policy has been updated to include headwear for religious reasons and health.
6. May wear masks or must wear? The governor's order is required so we probably don't need to change the policy, especially since we would have to change it again down the road.
7. Nelson - All principals have been asked to work on a hybrid plan, part of that plan is *must wear* so if/when we do move to hybrid it will be in those procedures/ rules.
8. Dr. Hillary - There are addendums to Board policies based on Covid so you might not see things in the initial policy but there are addendums to address a lot of these things as they relate to state and local mandates. [Interim board policies]. Students will not be disciplined for not having proper PPE, not everyone will have access and we will be ready to provide those things to students to avoid sending the message that if you don't have a mask or hand sanitizer you can't be at school.
9. Lucy - Context in board policy was may on purpose to take into consideration students who cannot wear a face mask and will have some kind of alternative.
10. Paul Hengels - Is there anything about images of drug or alcohol use in the cannot wear section? [Yes, it's in A2].
11. Eric will share this powerpoint with everyone.
12. Communication to Administrators (Starts tomorrow at 10 with that meeting with the Culture and Climate Specialists).
  - a) Presenting at a principal meeting after our return in January.
  - b) Mehdie: Confirming Ms. McGee is with FACE [She's not]. Most schools have active FB pages and a lot of parents get everything from there. Could be a good way to get the message out quickly with minimal effort. FACE would be ideal to get that out to the PTOs. Videos are the best kind of messaging, would be easy to put it in a YouTube video and then share that on the FB pages and with all the PTOs. Just a quick video with refreshers about the

updated student appearance policy and new mask mandate. That's the most bang for our buck and it will also start the information filtering through the community through parents and on its own.

- c) Evelyn: Found that YouTube may not be the best because the person has to create a YouTube account to view those videos and we don't want to force parents to create an account. [Eric believes we can embed videos in a way that account creation isn't a requirement.]
- d) Nelson: We've created a YouTube channel at Miguel Juarez this year and we celebrate students there. I understand what Evelyn's saying but I don't think it necessarily forces parents to sign up or anything. I copy the link from the YouTube channel and we can message it to all parents. Video is the best because it creates a uniform message.

### 13. Communication to Teachers

- a) Dr. Hillary: Females bearing the responsibility of dress and discipline around these issues so the training on body positive language will come out of outreach and be about how to not body shame students for wearing certain types of clothing and making sure that males and females are addressed in the same way. We've begun the conversation about students who may have a different gender identity so we need to modify some of our thinking on that and how to make it body positive. The burden overwhelmingly falls on girls and that's part of the training we need to get for our staff.
- b) Tasha: Having body positive training is a great way for adults to learn the language around body positivity and how to address issues with their students.
- c) Margot Gillin: Will this policy allow for boys to come in dresses? [Yes, as long as everything is required.] Dr. Hillary: The three subcommittees should get together on this because gender orientation matters aren't written specifically into the policy and we need to get some training on these issues. Students have rights just as adults do and we need to make sure we're not violating those rights.

### 14. Communication to Parents

- a) We want to be prepared for when the district is putting out information about what hybrid learning will look like. I'd like to have a push ready at that time to remind parents about the new student appearance policy and the details of the mask mandate.
- b) Dr. Hillary: The plan is to provide a certain number of masks to every student. The students will have them, the ones from the

- district will probably be disposable but the ones from the school level will likely be school specific with their logo or mascot etc.
- c) Mehdie: During spirit week at Little Fort there was a mask day so that was a good way to draw attention to the need to wear masks for students. It would be a good way for schools to start broaching the topic of masks as well as reminders of the new appearance policy.
  - d) Ta-Nika: Can also work with Mr. Alajakis to be sure all the information is rolled out on the district's social media and webpages. Parents want an informative one stop shop, it's important for all of the messages to connect and be available in one place. They need to be aware that it's masks and not face coverings as well so there's no stress around that. Important for us to support parents and students as they transition back.
  - e) Margot: The kids definitely know the uniforms are gone and share that information with each other quickly.
  - f) Christina: Any official district information I wouldn't mind sharing on my class Google Page but I really agree with Ta-Nika that unified messaging is important. There will always be problems if they're getting information from different sources. Since staff is not to address a student's physical appearance in public, I think it's important that teacher's have specific information about how to handle that if the issue comes up. [Dr. Hillary - We will be providing training on that as well. Talking to the principals tomorrow about recommendations for non-compliance. Everyone has a different understanding of what non-compliance means. Do they have the resources? Are they in the right emotional place to do what they're doing? It's a big deal and we don't want students to suffer because of it.] [Eric: Asking why they don't have a mask etc. is inappropriate but handing a mask to a student not wearing one is appropriate. We'll be getting all this information out to make sure everyone's on the same page.]

#### 15. Communication to Students

- a) Eric: Does this committee want to create a small group subcommittee to make a formal recommendation on these issues? We can pull information from our discussion but do we want to have an official recommendation?
- b) Dr. Hillary: We were pretty vocal during my time as committee chair, we need to decide what kind of voice we want to put forth from here forward.
- c) Ta-Nika: Agreed. Want this to be student centered not student oppressed. My hope is that we can try our best to get this right the first time so there's no oppression in the policy or our stance.

- d) Margot: We have to balance that with teachers who are medically fragile and afraid of being exposed. There's a lot of fear out there so we have to balance. If there's one student who is medically fragile and the student next to them isn't wearing a mask, that has to be addressed.
- e) Mehdie: Agree completely with Ms. McGee that the information needs to come from the district. All materials should be created centrally and then it should be up to the principals to push that information out from there. I lean very heavily on my teaching coaches at Little Fort, I constantly go to them for everything from how to approach students to teaching strategies etc. I'm wondering if Dr. Hillary is going to extend the training to the teaching coaches as well because that's part of what they do. They teach us to put criticisms in a positive light etc and I think that staff would benefit greatly from that training. [Eric: We will be including all staff]. If we are going to be a committee talking about policy then by definition we need to create a statement. It should be non-oppressive, not harmful and something staff, students and parents can all follow and benefit from.
- f) Sean: Agree that we should make recommendations. We don't know how much influence our recommendations will have. It's a safety issue so that probably will be outside of us. [Eric: Right, it wouldn't be the official district policy but just our recommendations].
- g) Lucy: Is the team already communicating with EAB Global to understand how other districts are using positive language around mask mandates and dress codes? They might have research already that we could look at as a committee and have a good starting point. [Eric will check with Dr. Nault because he does work with EAB].
- h) Margot is willing to draft something regarding the committee's recommendation. Eric will email the committee to get ideas and then get together with Margot to create a draft document to start from next time.
- i) Nelson: Do you know if the district committee, because apparently there's a district COVID-19 committee? [Pandemic committee, yes.] Can you check with them if they have something on this or in place already? Just to make sure we're all on the same page. [Eric: Yes, that committee is who we would likely be advising with our recommendations. We're not coming up with rules but recommendations for the general direction and implications of those rules.]
- j) Ta-Nika: Knows educators in other districts doing hybrid programs and one of the issues they ran into was middle school students

purposefully taking off the mask, deliberately coughing on other people etc. leading to younger students emulating that behavior, especially if they think it might get them sent home. So it's important to make sure our students understand the importance of the masks and the reasons we're wearing them.