

# CriticalFriends



# Welcome

Miller Creek Elementary School

Site and District Equity Committee Meeting

Tenisha Tate, Critical Friends, CEO, Kristy Treewater, Deputy Superintendent



# Agenda

Welcome/Norms of Our Work (5)

Introductions/Building Community (10 mins)

Miller Creek School District Equity Journey (10 mins)

Listening to Build Trust (30)

Reflection (20)

Site Share Out (10 Time Permitting)

Closure Next Steps (5)

# Principles of Participation

COMMIT TO THE CAUSE.

TELL YOUR TRUTH.

LEAN IN TO LISTEN & LEARN.

DON'T DODGE THE DISCOMFORT.

RESIST RELYING ON RAPID RESOLUTION.



**HEART**

**Recognize**

**+**

**Analyze**

**+**

**Equalize**

**BODY**

**SPIRIT**

**MIND**

Inspired by Carl Jung

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# Know Your Why?



## Building Community

- Your Name/Meaning
- Your School and Role
- You Why? What fuels your participation in this group?

# Equity Journey in Miller Creek



-----Work Prior to Name Change Debate-----

18-19 Name Change Debate

19-20 Development of District Working Group

(Facing History to Establish Common Understanding)

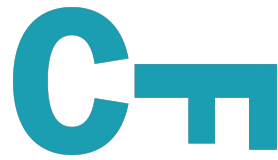
19-20 Development of Equity Statement & Tool

19-20 Updated District Equity Policy

20-21 Formed Partnership with Dr. Watson

21-22 Launched DEI Committees at All Schools

Equity Wins: Courageous Conversation training for leadership teams--- Race Based Community Workshops ---Partnership with Facing History /Professional Development for all Teachers/Administrators --- devices for all kids --- increased intervention programs --- open math pathways --- adoption of CASEL 5 ---- integrated identify months into SEL --- new ELD curriculum --- designated ELD section at MCMS --- leadership class at MCMS --- adoption of updated HSS curriculum--- bilingual/bicultural counselor---increase in Spanish speaking staff --- contracts for interpretation / translation --- Diversity Book Project---creation of an EL Master Plan---revised interview questions to reflect equity minded values



## High Performing Teams

“Their challenge was twofold. First, leadership needed to have a frank discussion about how they needed to operate differently. Second, they needed to signal to outsiders that the change was genuine. Managing the shift required a sustained commitment from the top to achieve the desired results.”



# What does this mean for Miller Creek's Journey?



- What has been your experience leading this work?
- What has been supportive?
- What are barriers?



## Reflection

- I wonder...
- I learned...
- I need...
- How will what you heard impact your future actions?

# How Are The Children?





# How Are The Children?

Site Share Out



Thank you for Coming

Critical Friends LLC