1. Introductions:

Martha Castellon, Equity Coordinator
Pier Angeli La Place, Principal, Terman Middle School
Debra Matthews, Assistant Principal, Terman Middle School
Ze’ev Wurman, Parent
Chris Kolar, Director of Research, Evaluation and Assessment
Judy Argumedo, Director of Academic Supports
Ismael Perez, Sophomore/Gunn High School
Crystal Perez, Junior/Gunn High School
Corinna Martinez Luna, Sophomore at Gunn High School
Kennedy Herron, Sophomore/Palo Alto High School
Shannon Yang, Senior/Gunn High School
Dr. Glen “Max” McGee, Superintendent
Kathy Joki, Librarian
Teri Baldwin, PAEA President
Barbara Harris, Assist. Superintendent/Chief Academic Officer of Elementary Education
Barbara Sih Klausner, Executive Director of DreamCatchers
Maria Powell, Science Teacher at Gunn High School
Valentina Ko, Project Rally
George Cai, Freshman at Gunn
Carmen Muñoz, Parent
Katarina Merk, Sophomore at Paly
Christopher Philpot, parent at Escondido Elementary
Beti Loomis, Note Taker

2. Update on March 14, 2017 BOE Meeting Feedback

2.1 Dr. McGee reports that the budget issues which have been widely publicized were a top priority and concern at the March 14, 2017 meeting. In order to meet the budget deficit, the district has to make 3.5 million dollars in cuts in 2017-18. The proposal before the Board which will be voted upon on May 23rd will contain about 3.9 million dollars worth of cuts. However, the proposal includes an increase of $230,000 to hire of Parent liaisons which include three full-time parent liaisons and five to six part-time parent liaisons.

2.2 The downside is that several administrator positions are being eliminated in the proposed budget. The Art coordinator is retiring and will not be replaced. The duties will be absorbed by the Music coordinator. The Chief Student Services Officer position has been eliminated and the work will be absorbed by Barbara Harris and others. The position of Equity Coordinator will be eliminated and that work will go to Judy Argumedo who will acquire a new title as Director for Equity and Academic Supports. A couple of IT positions will also be eliminated. The Board will vote on the budget proposal on May 23, 2017; however it will be discussed at the Board meeting on Tuesday, April 18.
2.3 Dr. McGee commends and appreciates the work that the MATD committee has accomplished under Martha Castellon’s direction. He expresses his appreciation for all of Martha’s dedication and commitment to the work. He reassures the committee that the work will continue.

2.4 Martha thanks Dr. McGee for starting the task force and this very important work. She further expresses her appreciation for the kind words about the work and the progress she has accomplished with MATD and the Equity Plan. She expresses that she remains committed to the work as a parent and a supporter at which time she opens the floor to the members for questions.

3. Members ask:

3.1 Why is the district paying for more Parent Liaisons (PLs) by adding 3 full-time positions which will include benefits and will cost more? Wouldn’t it be more prudent to hire more part-time PLs so that there could be one at every school? Judy Argumedo answers that with 3 full-time and 5 to 6 part-time PLs we could service the schools better. She clarifies that not all the part-time PLs work 15 hours a week.

3.2 A member suggested that we use the current staff who already work with Special Ed and are available after 2:45 to meet the needs of families who are not available until after school lets out to build a network of support for the students and their family. A member emphasizes the importance of having a familiar face for families at the sites. Another member raises the point that under the current PL model some PLs are not available for teachers after school to contact families when the need arises.

4. Update on Equity Plan Edits in Progress, Including Progress on the Parent Liaison Program Re-design:

4.1 Martha recaps what is new about the Equity Plan which is not built like version 1. The five objectives around which the current Equity Plan is built, came from feedback given at HUR community meetings this past winter.

4.2 In general, the Board is happy with the progress of the Equity Plan. They have asked Martha to present another version in June.

4.3 Martha and Rebecca Shen-Lorenson, Parent Liaison TOSA, took a field trip to Mt. View School District to learn from their Parent Liaison program to compare how PAUSD is running the program and ways to improve it.

4.4 One take-away from the field trip to MVWSD is to create a centralized calendar which lists all of the parent events that are taking place throughout the district. Doing so may allow us to avoid stacking parent events on the same night and therefore improve parent participation at individual parent events.

SIDE NOTE: A member raises the question if the committee can arrive at a less patronizing term for “Parent Education”? The committee agrees to consider other less patronizing terms such as “parent engagement.”
4.5 A member asks if the comments shared at the March 14 meeting will be added to the plan since the March 14 meeting? Martha explains that she has met with District Office leadership and is waiting to receive feedback before completely overhauling the current version.

4.6 A member asks what is being done about raising attendance of HUR families at events at the district? She asks for ways of improving communication.

4.7 Leaders respond with the fact that communications are being using Blackboard in a number of ways including text messages, emails, and Robo-calls. Barbara Harris reports that her current Elementary event for parents has yielded over 100 parent sign-ups. She further expresses that the district is “learning by doing.” In other words, the district is learning from what practices have been successful. She further adds that the district has made great strides in reaching parents. It was also reported that text messages, emails, and robocalls that go out to parents also go out to Martha, Judy and Barbara; hence we know that the messages are getting out.

4.8 Judy A. reported that a VTP survey went out to parents regarding communications and the way it is received. Parents are responding. We are working on one subgroup at a time so we can really see the results of each individual subgroup. The feedback received so far is that mailers are the best.

4.9 Pier Angeli La Place stated that she appreciates the intentions of the adult committee members but asks the committee to allow the voice of the students in the room be heard at this time.

4.10 The student members collectively shared that:

a. The students voice is important regarding our communication efforts;
b. Students tend to get confused during our meetings because the committee members jump from subject to subject and feel that the committee should stay focused;
c. They add that their parents do not tend to go to meetings because they feel the subject matter is stale and repetitive;
d. Sometimes parents don’t attend due to a scheduling conflict;
e. Parents tend to lose interest because the content is not interesting or relevant to them;
f. Their parents want the focus to be on critical content;
g. The importance of prioritizing the information was expressed;
h. Meetings that are informative are really helpful;
i. It would be useful to teach parents how to use technology;
j. One on one (parent/teacher conference) meetings at the secondary level should be a higher focus;

4.11 Barbara Harris adds that there are a variety of models for HUR students to gain mentorship to include in the Equity Plan to improve connectedness.
4.12 It is the consensus of the committee that it takes all that is gathered at this forum and think strategically about how it can be brought together in a meaningful way as a smaller working subcommittee.

4.13 The urgency of completing the plan was heard. The Board needs to make a decision and Martha has to present in a short time to the board (in June). A member advocates to hiring an outside group who can look at the Equity Plan and fine-tune it. The suggestion of paying for the costs by way of a grant was made.

4.15 A member asks if the data to identify HUR students available. Chris Kolar reports that currently the data is available to identify HUR students and has been operations for the last two years. The HUR students can be identified and used by PLs to better offer services to HUR families. Database tracking is important and that we now have the capacity to bring in all the data the right way.

4.16 The committee discussed the following effective ways for the smaller working subgroups to better use the well-intended ideas of tonight’s meeting:

**Small Working Subgroup Objectives:**

4.16.1 Empower parents and students build positive, trusting relationships
   a. After school activities
   b. Tutoring
   c. Enrichment opportunity
   d. Preschool
   e. peer-to-peer mentoring opportunities
   f. adult mentorship of high school students

4.16.2 Provide all PAUSD Students with an equitable education.

4.16.3 Monitor Progress
   a. What are we doing?
   b. What are works in progress
   d. Where are the identified gaps?
   e. What are our plans to address the gaps?

4.16.4 Employ Culturally Responsive Teaching Practices

4.17 Barbara H., Judy and Martha will meet to identify the supplemental programs at the thirteen (13) elementary schools and how they are empowering parents at the elementary level to identify what is being done and what is working. And to answer the question, “What they can do to provide the sites help with parent engagement, education and mentorship programs?”
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4.18  It is requested that when looking at Objective #1 (Empower parents and students…), the committee or subgroup in charge addresses what it means to empower HUR parents and students.

4.19  At this time Students are asked for their feedback:

4.19.1  Students should be invited to attend parent meetings to answer questions about the high school experience.

4.19.2  A Buddy system between students should be used to support and motivate students.

4.19.4 Students need explanation of the many acronyms used at the MATD committee meetings to stay engaged.

4.19.5  Have an adult at school who can guide the student throughout 4 years of school. This makes HUR students feel valued and that the judgments of other don’t matter.

4.19.6  Focus on the students of HUR.

4.20  Barbara Harris reminds that there are caring relationships currently being built. There is a lot of overlap, with SEL and wellness center. The Equity Plan is meant to drive us to doing well and measuring the progress and to ensure that every student gets adult help. We are here to celebrate and we have a great deal more to go.

4.21  Dr. McGee requests that a revised Equity Plan be formulated in time to something actionable back to present at the Board retreat.

4.23  Martha will be in touch with committee members in order to solicit volunteers for the working groups.

5.  Starting Recruitment for the 2017-2018 MATD Committee:

   In the interest of time this item was moved to the next meeting.

6.  Closing:

   Martha closes the meeting and thanks everyone for their valuable contributions and attendance.
Meeting adjourned at 8:10 p.m.