

**Pasadena Unified School District  
District Advisory Council  
Meeting Minutes**

Monday, May 3, 2021, 5:30 p.m.  
Held virtually via WebEx

**In Attendance:**

- Jennifer Higginbotham, Blair DAC Rep. and DAC Chair
- Julie Flad, SSC & DAC Rep., PHS & SMMS, DAC Vice Chair
- Bryant Mathews, Field SSC Chair and DAC Secretary
- Kirsten Jackson, Hamilton, DAC Assistant Secretary
- Bernadette Cole, Blair SSC Chair and DAC Parliamentarian
  
- Kim Kenne, Board Member
  
- Brian McDonald, Superintendent
- David Rennie, PUSD State & Federal Programs
- Leonard Hernandez, Jr., Director of Facilities, Maintenance, Operations and Transportation
- Shannon Malone, Principal, Washington STEAM Multilingual Academy
- Benita Scheckel, Principal, Altadena Arts Magnet
  
- Allison Steppes, UTP President
- Randel (Del) Johnson, CWA- Restorative Practice Facilitator/Behavior Specialist
- Annaliese Liberto, Teacher, Norma Coombs Elementary
- Kyle Kennelly, Teacher, Norma Coombs Elementary
- Rosemarie Riley , CSEA, Chief Union Steward - DEI Committee
- Reena Doyle, Tribesys Consultant
  
- Susan Schwartz, Pasadena Education Network
- Kalea Dunkleman, Don Benito SSC Vice Chair
- Scott Harden, Don Benito PTA President
- Warren Bleeker, Sierra Madre Elementary DAC rep
- Janna Kim, Sierra Madre Elementary SSC parent member
- Maria Chavez de Gonzalez, Washington Elementary DAC Rep.
- Marc Karish, Marshall SSC Chair
- Carol Gerber, SSC staff member from Washington STEAM, Sr. Clerk Typist
- Panagiota Regopoulos, Altadena Arts Magnet SSC Chair
- Janet Morris, Marshall SSC
- Angie Uriu, John Muir HS
- Judy McKinley
- Gloria Aguirre

1. **Call to Order** (5:33)
2. **Reading and Approval of Minutes** (5:36)
  - Moved by Bernadette Cole, seconded by Julie Flad, passed unanimously
3. **Presentation on Creative Uses of Carryover Funds: Investing in supplemental materials to enrich daily instruction** (5:39)

*Benita Scheckel, Principal, Altadena Arts Magnet*

- Had an additional 18K in Title I funds to allocate by 4/1/21
- Allocated \$1,500 per teacher to spend
  - How will purchase help supplement and not replace materials?
  - How will purchase be used primarily by students?
  - How will it be used semi-regularly?
- Purchased:
  - Flexible seating
  - Classroom library books
  - Touch whiteboard
  - Classroom organization
  - Grade/subject specialized learning kits
  - Musical equipment
  - Learning manipulatives
  - Teaching literature
  - Learning sets for group learning
- Know if you are a school-wide or targeted Title I school.
- Good to have spending plans in place early in the school year.

4. **Diversity, Equity and Inclusion (DEI) Presentation** (5:57)

*Diversity, Equity and Inclusion Committee, including consultants from Tribesy*

*Allison Steppes, President of UTP (steppesutp93@gmail.com)*

- In 1970, the federal courts mandated that Pasadena desegregate the schools using busing.
- In 2009, Superintendent Diaz led conversations on equity, achievement gap, dropout rates.
- Culture of low expectations, challenge was to consistently have high expectations.
- In February 2010: envisioned a community absent of structural racism, where public policies benefit all people equally.
- 2019: Board Policy 0415—In order to eradicate institutional bias of any kind ... and to eliminate disparities ... the district shall proactively identify ... biases ... as well as ... barriers that negatively affect student learning .... (Secretary unable to capture in its entirety.)
- Over the last school year, we've continued this work.
  - 1. The Team
  - 2. Created a Mission
  - 3. Created Definitions
  - 4. Met with Stakeholders

- 5. Board Presentation
  - Will occur in the future

- **Mission**

*Annaliese Liberto, 5<sup>th</sup> grade Teacher, Norma Coombs*

- Lens through which key stakeholders can assess and guide decisions in the district.
- **Our Mission:** To provide a safe and supportive environment where we work to eradicate systematic inequalities including but not limited to racism, micro-aggressions and unconscious biases used in a derogatory manner toward Black, Indigenous, and People of Color (BIPOC) in our entire school system so all employees, students, and families can grow and thrive in OUR journey towards diversity, equity and inclusion.

*Shannon Malone, Principal, Washington STEAM*

- “Schools often exacerbate disparities through practices that reward privilege and harm the disadvantaged.” -P. Noguera

*Steve Miller, Chief of HR*

- As principal of Marshall, led school in a conversation around the book *From Rage to Hope: Strategies for Reclaiming Black & Hispanic Students*, by Crystal Kuykendall.

*Allison Steppes*

- We are bringing a lens, not a program. We want to see structural and cultural change.

- **Definitions**

*Randel Johnson, Child Welfare & Attendance*

- **Diversity:** Intentionally valuing the multiple identities that are represented in our school structure.
- **Equity:** Ensuring avenues of success for all students and staff by honoring and supporting individual experiences, talents, skills, and needs.
- **Inclusion:** A space where a person’s whole identity is appreciated, celebrated, and supported; and all experiences and contributions are valued.



- **Litmus Test (The Lens)**

*Brian McDonald, PUSD Superintendent*

- Would like to highlight the good work done in 2013-2017 with Mike Hynes.
- This joint effort really excites me. We are being more deliberate, more intentional, with a call to action from the Board. Great alignment.
  - Does the impact of the current and/or proposed action directly encourage the valuing of multiple, intersectional identities? How do we know?
  - Does the action ensure avenues of success for BIPOC and marginalized students/employees? Is the action at the expense of/harming BIPOC and marginalized groups?
  - Does the action intentionally contribute to belonging for BIPOC and marginalized groups? How do we know?
- Going forward, with anything we do on the Executive Leadership Team (ELT), we will apply this Litmus Test.
- “Until the lion tells the story, the hunter will always be the hero.” -Zimbabwean proverb

*Kyle Kennelly*

- Team encourages people to contact the Board expressing support.

How to contact the School Board about your support:

- Kimberly Kenne (District 1): [kenne.kimberly@pusd.us](mailto:kenne.kimberly@pusd.us)
- Jennifer Hall Lee (District 2): [halllee.jennifer@pusd.us](mailto:halllee.jennifer@pusd.us)
- Michelle Richardson Bailey (District 3): [bailey.michelle@pusd.us](mailto:bailey.michelle@pusd.us)
- Patrick Cahalan (District 4): [cahalan.patrick@pusd.us](mailto:cahalan.patrick@pusd.us)
- Elizabeth Pomeroy (District 5): [pomeroy.elizabeth@pusd.us](mailto:pomeroy.elizabeth@pusd.us)
- Tina Fredericks (District 6): [fredericks.tina@pusd.us](mailto:fredericks.tina@pusd.us)
- Scott Phelps (District 7): [phelps.scott@pusd.us](mailto:phelps.scott@pusd.us)

Meeting date: May 27th, 2021

- Next steps:
  - Education Campaign
  - Organizational assessment
  - Focus groups with parents, students
  - Identify PUSD vital functions for short term and long term DEI Alignment
    - Human Resources
    - Curriculum
    - Hiring, evaluation, onboarding of employees
    - Building coalitions of parents and community groups

- **Q&A**

- Q: I'm particularly interested in what ideas the DEI group has come up with for the "how do we know" piece of the litmus test. A: (McDonald) We would like to develop some type of rubric. We are in the initial stages of this process.
- Q: This is incredible work and I am so grateful for it. As a parent deeply invested to uplifting DEI within my school's cultures, practice and policies, how can I get myself and parents involved like me connected to this task force? A: We are still working on next steps of how we can engage with different groups. Board policy does require that we engage all stakeholder groups.
- (Harden) As PTA Council President next year, a cornerstone focus of our Council board will be supporting DEI. You have our partnership and commitment.
- Q: This is an amazing presentation with a great mission, but how do we accomplish this at all of our schools. How? Will this provide training at all school sites for teacher administrators and families so that everyone is on the same page?
- (Schwartz) This short article by the Black administrator of a San Francisco middle school struck me as very relevant to this conversation, esp thinking about next steps. The administrator talks about what it means to go beyond superficial "diversity, equity, and inclusion" initiatives to get at the roots of white supremacy culture in specific educational settings:  
<https://www.edweek.org/leadership/opinion-what-happened-when-my-school-started-to-dismantle-white-supremacy-culture/2019/07>
- (Tessa Hicks Peterson) Myself and Janna Kim are leading a new parent group around these exact frameworks and goals at our school and we want to be sure our school-site efforts are connected to these district-wide goals. We will contact you directly to follow up if you can advise where to send an email.
- (McKinley) Dale Johnson's words were particularly meaningful to me. The special education community has been used to put sign onto lists so the district receives credit for having parents involved. We have been denied important documentation to verify program success. Yes we have asked hard questions. This is the duty of the special education parent leadership. Thank you Allison this sounds like a wonderful opportunity to start to make a difference for students.
- (Pomeroy) Thank you everyone for being part of this important thinking. The Board will use the "lens" also, and we continue to follow this progress.

## 5. **Board update (6:58)**

*Kim Kenne, PUSD School Board Member*

- Reopening in the fall: memo from the district yesterday saying that board and staff are hoping to reopen as fully as possible in the fall.
- We will want parents to understand what sort of remote option will be available in the fall.
- Waiting for governor to do May budget revise. Last year, that's where distance learning rules were laid out. They expire June 30. Expect that he will say quite a bit about what school will look like in the fall. Legislature will hopefully adopt a budget in mid-June.
- Tier system will be gone by June 15. Case numbers/vaccinations moving in the right direction.

- What will replace the tier-based restriction system?
- FDA will be doing 12 & up Pfizer emergency approval next week. Probably can't require until regular approval.
- So, still things to come, but the Board and superintendent do want to open as fully as we can, given any restrictions put in place by the health departments.
- Special Board Meeting this Thursday, closed session for negotiations, possibly some resolution about reopening.
- Special Board Meeting on May 13, staff presents proposal for spending \$11 million from state for the Expanded Learning Opportunities grant. Board approves at regular meeting on May 27 (approval deadline is June 1). Will be one or two town halls to hear from stakeholders.
- We approved \$20 million in Measure O tech bonds. We have already approved some of that to be spent on new 1-1 devices. Chromebooks for younger grades, slightly more powerful devices for older grades.
- Another \$40 million in Measure O bonds to finish construction plans, etc.
- Will be doing some form of state testing for 11<sup>th</sup> graders (SBAC Test). Those scores can be used to help with college admissions. For 3<sup>rd</sup>-8<sup>th</sup>, iReady for math and ELA over the next few weeks. English learner reclassification test also ongoing.
- Q: Is there any chance the district will be willing to make changes to the MOU for this school year, in view of changing guidelines and conditions? A: (Miller) Language in MOU saying that we can adapt to changes, but to make things less confusing, we did not want to move away from what we had written into the MOU.
- Q: Will there be any opportunity for the community to provide input on Measure O priorities? A: That is targeted for the fall.

#### 6. **Chairperson's Report** (7:18)

- Reminders to SSCs
  - Review and approve your school's plan (SPSA)
  - Post the approved SPSA on your school's website
  - Discuss enrollment projections and plan for 2021-22
  - Review your site budget and year-to-date spending
  - Hold election of new parent members for 2021-22
  - (Rennie) Be sure to identify non-voting alternates as such in the SPSA
- Next meeting in September

#### 7. **Adjournment** (7:20)

Moved by Kirsten Jackson, seconded by Bryant Mathews, passed unanimously