

Kent School District  
Kent, Washington

Alliance for Diversity & Equity  
Meeting Minutes  
April 19, 2005

**Mission:**

**Provide Kent School District the necessary guidance and assistance to create an equitable, academically enriching, safe, and welcoming school environment for all students, their parents and guardians, and the community.**

Members present: Eduardo Armijo, Elaine Chu, Audrey Farris, Mark Haddock, Eric Hong, Stan Jaskot, Arlondo Lara, Joe McBrayer, Wyjuana Montgomery, Janet Muldrow, Deborah Northern, Sandra Petschek, Steve Tellari, Maya Vengadasalam, Sharon Wright, Calvin Yee, Cherie Hilderbrand, recorder.

Guests present: Linda Van Nest, TOSA/Title I/LAP; Debbie Solatka, Student Services Coordinator; Bob Isenberg, Director of Assessment.

**1. Welcome/Introductions**

- Dr. Haddock welcomed everyone and introduced the guests. The two guests joining the meeting were Debbie Solatka, Student Services Coordinator, and Bob Isenberg, Director of Assessment. Ms. Solatka will be presenting results from the Healthy Youth Survey which involved participation of all the sixth, eighth, tenth and twelfth graders. Mr. Isenberg was invited by Ms. Farris to offer his expertise on surveys with the Role Model Committee.
- Congratulations to Stan Jaskot – newly appointed principal at Meridian Elementary School!

**2. Healthy Youth Survey – presented by Ms. Solatka**  
**2004 Healthy Youth Survey – Kent Participation**

The 2004 Healthy Youth Survey was taken anonymously and voluntarily by more than 185,000 students in 235 districts and 1,013 schools. It tracks behaviors that affect health such as tobacco and alcohol use, and seatbelt use among sixth, eighth, tenth and twelfth graders. The Department of Health, Office of Superintendent of Public Instruction, Department of Social and Health Services and Department of Community, and Trade and Economic Development jointly fund the study every two years.

- In the Kent School District, 71 % of sixth grade students (1583), 51% of eighth grade students (1194), 48% tenth grade students (1069), and 39% of twelfth grade students participated in the survey.
- Letters were sent home to parents (four language translations were included).
- Parents were able to review the surveys through the principals in the buildings.
- No ID numbers, no identifying information – surveys are completed and put in sealed envelopes.

- Same test booklet and answer sheet for each survey.
- There was a place to enter gender. Results were not broken down by ethnicity by the Department of Health because of anonymous nature of the surveys.
- Surveying was done one day, one class period.
- Sixth grade surveys had 45 questions. Eighth, tenth and twelfth grade surveys had 135-145 questions.
- Individual rates of school participation and student results are available and have been provided to each principal.

### **Purpose of Our Participation**

- This statewide survey provides a comprehensive look at teen health attitudes and behaviors. The results from the survey will provide both a district and school-level snapshot of variables that may be supporting or detracting from students' success. The current school programs that help to address safe and supportive learning environments will be reviewed and potential gaps in program delivery will be explored and addressed.
- Our community partners may find the information useful as they develop programs for our community's youth.

### **The Good News**

- KSD students' responses were similar to state sample.
- Majority of students report feeling safe at school; no drug use in past 30 days.
- Survey provided baseline data for future program planning.
- Schools can identify strengths and develop school action plans for challenges.

### **What Are We Doing**

- Student Skill Programs: peer mediation/conflict managers; Link Crew; Natural Helpers; TATU, student support groups.
- Curriculum: Great Body Shop; Connect w/Kids pilot; Health/Fitness; 10<sup>th</sup> Health.
- Prevention/Intervention: Student Assistance Programs; elementary AOD pilot.

### **What Will We Be Doing**

- Reviewing data for program planning for 2005 - 06 and beyond.
- Examining how to enhance the continuum of services?

### **Questions from the ADE members**

***Q: Why are the results not broken down by ethnicity? It seems the information would be valuable to know how different ethnic groups are represented. The concern is specifically the Native American student population and how that information is vital to us (ADE) helping them graduate.***

**A:** There is a concern with the small percentages of some ethnic groups; breaking down the information would show too much identifying information, so the Department of Health did not provide us with this information.

***Q: Is this the first time at this level?***

**A:** The surveying began in 1998. In 2002 we surveyed only the sixth graders and this is the first year we have surveyed such a wide scale.

***Q: Bullying can encompass many different areas from pushing and hitting at the younger age to harassment in the upper grades. Is this issue addressed so that the students understand what they are asked to respond to?***

**A:** The survey gives a very good description and Ms. Solatka believes the students clearly understand what the survey is asking.

**Q:** *About the question which refers to whether or not the student has withdrawn from activities. There is a concern that the student may have withdrawn due to grades, end of the activity, etc. Is the question clear that the reason for withdrawing is due to depression?*

A: The question has an excellent ending phrase with descriptors which makes it very clear for the students, so yes it would seem withdrawal is related to depression.

**Q:** *Is there a question about harming themselves?*

A: Yes.

**Q:** *The bars that are on the graphs have the hangers on the ends – what do they represent?*

A: The actual score is 95% likely to fall between the hangers (box and whiskers).

**Q:** *How can KSD analyze program successes and gaps if data is not disaggregated by ethnicity?*

A: Mr. Isenberg replied that the district's own student survey will be compared against the results of the Healthy Youth Survey. (Our internal surveys do disaggregate by several demographic factors, however, some state and other governmental surveys do not.) Ms. Solatka will check in to breaking down the surveys by ethnicity for the future.

### Summary Comments

#### In General . . .

- **Another step toward developing a cohort snapshot of our students.**
- **Current programs are underway.**
- **Similar to state-wide results.**

#### Next Steps . . .

- **Analyze program successes and gaps**
- **Note **risk and protective** factors**
- **Enhance prevention and intervention services in targeted areas.**
- **Involve all stakeholders.**

*Ms. Solatka will check in to breaking down the surveys by ethnicity for the future.*

### 3. Approval of Minutes/ Operational Items

#### • **Group Agreement**

Ms. Vengadasalam shared that the group agreement which all members have signed states "If members are dissatisfied with the way the group is going, they will report their views directly to the group itself when it is in session". She encouraged the group to voice their opinions at the meetings rather than just phoning after the meeting to share their views.

#### • **Security Report from last meeting – specifically the handcuffing report.**

When media broke the news about KSD still using handcuffs on students for wearing 'gang attire', Ms. Vengadasalam received calls regarding this incident at Kentlake. The security report had stated that a student displaying gang attire who would not comply was handcuffed. It is our understanding that students should not be handcuffed for such incidents. She stated that the reports need to be evaluated and questioned by the membership in such cases. Ms. Wright inquired as to when the group should be reviewing the reports and why the reports are not discussed at meetings anymore. If the reports are received at the ADE meeting, then the group needs to take the time to read them; unfortunately as members have not been able to meet outside of our meetings, we

need to commit time to subcommittee discussions. Dr. Haddock added that the KSD board has gone to paperless school board meetings. Security reports are available online on the second Board meeting of the month for the previous month. If you log onto <http://www.boarddocs.com/wa/ksdwa/Board.nsf>, the information for the board meetings is online.

- **Member's Concerns**

1. Ms. Wright is worried and feels like our committee (ADE) could very well be just a mouthpiece for the district. She feels we aren't being listened to and we are there so the district can say they have a diversity committee made up of staff, community, students and parents. She has many other ways she could be spending her time that would be more productive than being part of a committee in name only.
2. Ms. Vengadasalam stated that she has spent considerable amount of time sharing the same concerns with Dr. Haddock and the steering committee. She added that the members of the ADE are volunteers and that KSD needs to value their time. For over two years the student survey issue has been discussed by students, current and former ADE members, and by Mr. Isenberg. Ms. Kasyanyuk also had shared her concern at the last meeting that Ukrainian was grouped as white and should be listed separately. Ms. Vengadasalam feels it is not appropriate to come to the group with a survey that is ready to go to print and not consider all the work the group has discussed up to this point. Dr. Haddock accepted responsibility. The surveys were given to him the first of March as a draft form and he presented it to the group at the first opportunity. Fortunately, the surveys were not in the final stage so the addition of the different languages was easily added before the surveys were sent out. Ms. Vengadasalam stated that the issue is not just languages but framing the questions regarding school climate – such as bullying and harassment issues in high schools. She did not understand why the same questions were not used for high school students.
3. Dr. Haddock shared that Dr. Grohe charged the ADE with helping the district share information with the community and bringing input back to the group and the district.
4. Ms. Vengadasalam shared that she joined the group because she feels harassment and bullying issues are not being adequately addressed. She feels that all surveys need to be given to the group to look at before finalizing.
5. Dr. Haddock acknowledged the group should be given the relevant surveys associated with it's charge before finalization. Mr. Isenberg shared that all the players involved now know the correct procedure. The surveys were correct when they went out and that is a positive.
6. Copies of the surveys are in the packets for tonight's meeting.
7. Ms. Montgomery shared that she missed the last meeting and it certainly seems like we really need to clear the air on some issues. She added that she has felt that we have only made small gains during some of our meetings. Both Ms. Montgomery and Ms. Wright felt a need to debrief about last month's meeting prior to moving on to the subcommittee discussions. Mr. Jaskot shared that he believes part of the frustration comes from not knowing the point of contact when an issue arises. Dr. Haddock encouraged the members to contact him with any questions or concerns. However, it is important to also state the questions or concerns to the committee members during the meeting session.

8. Ms. Vengadasalam shared that Christine Forrey has resigned due to outside commitments.
  9. Ms. Vengadasalam believes that families need to be at the top of the list to access the community. The CMC is a tool to use in the district to share, learn about and gather direct feedback from the community.
  10. Ms. Farris shared that Mr. Isenberg is at the meeting to help the committee with surveys and it's important to bring him or someone like him to help. Ms. Wright stated that the committee originally wanted to use high school students to work with middle school students but it's not working. She wants students to be present at ADE meetings and has tried her best to get them here. Mr. Yee was commended for continued attendance at ADE meetings.
  11. Mr. Isenberg stated that it is crucial that when we conduct a survey, we realize that we are obligated to use the documentation we collect. The tendency is to use too many surveys and collecting lots of data and then falling short on our end doing something significant with the data.
  12. Ms. Montgomery inquired as to our purpose and role for the committee. She noted some of the small gains we have made and asked how long are we committed? Ms. Vengadasalam reminded everyone that our mission is to only provide the necessary assistance and guidance to create a positive environment to students, staff, and the community. We are not expected to carry out all the work for KSD. Ms. Montgomery appreciated this as it was not very clear where community members' responsibilities start and where it ends.
  13. Mr. Tellari stated that there are two areas when input from the ADE would have been nice and was not valued. The first was the hiring of the Director for Diversity and Employee Services addressed in early meetings this fall and the second was the recent student surveys.
- **Minutes from March 15<sup>th</sup> meeting**  
Ms. Vengadasalam stated that the last meeting minutes went out without edits from her. The edits Ms. Vengadasalam would like made include a change in her statement regarding the lack of ADE involvement in the student surveys. She would like a change in the statement to reflect that for the past three years the ADE has been addressing the issue of student climate surveys, but one was created without the input of the ADE.
  - She would also like the statement from Ms. Olson regarding the event Dr. Grohe would like to hold in the fall with a special focus for children, read that it is a community town hall meeting, not a children's summit. Ms. Vengadasalam will provide Cherie with the appropriate wording. **It was moved, seconded and carried to approve the minutes with the corrections recommended by Ms. Vengadasalam.**
  - **Group Agreements**  
Ms. Vengadasalam shared that the group agreement states that in June the ADE will recognize someone who has gone above and beyond and has had a good attendance record. Copies of the attendance record were provided by Ms. Hilderbrand. The co-chairs are not eligible for this recognition. The steering committee will design a nomination form and send it out the membership. Please start thinking about this now.

#### 4. Break into Subcommittees

##### Communication Plan

- Ms. Wright was hesitant to move forward to the subcommittee discussions. She is not comfortable with what has transpired.
- Mr. Jaskot believes that, as discussed at the steering committee, much has been accomplished. We have a new committee, new goals, subcommittees and structure. He would hate to see folks get discouraged when so much has been accomplished.
- Ms. Vengadasalam agreed that a lot has been done; she added that while communication issues are frustrating at times, we need to have faith and move forward. She wants assurance that what is said will be honored in the future.
- Ms. Vengadasalam encouraged the group to follow the Results-based Accountability Model Action Plan completed by committee members and stay on course with the stated outcome statement. There are 10 steps and she encouraged the committees to fully address the immediate action plan when they meet and finalize a few long term objectives. We need to complete this discussion and prepare for the board meeting on May 25<sup>th</sup>. To relieve some pressure, she also asked that each committee consider a KSD staff member as Co-Chair. [NOTE: It was decided that Mr. Jaskot will share responsibilities with Ms. Montgomery for the PIC; Mr. Lara with Ms. Northern for the CMC; and Ms. Van Nest with Ms. Wright for the RMC.]
- Mr. Jaskot shared that the PIC has contacts in all the schools. They have crafted their first newsletter which is a condensed form of the “Who We Are” from the ADE inviting participation. Mr. Jaskot, in his quest to add student participation, inquired as to whether students can get community service credit for their participation on the ADE. Dr. McBrayer stated that the students can earn community service credit and some have it as part of their program. The ninth graders will be required to have community service credit as part of their graduation requirement so we should start actively recruiting. Dr. McBrayer suggested that perhaps a semester participation in the ADE might be more attractive since high school students are pretty busy. He also suggested that perhaps the RMC could work on a flyer to notify students of such opportunities.
- Dr. McBrayer suggested that we look for sophomores and juniors to join the ADE.
- Ms. Vengadasalam encouraged the group to refer to the objectives for this meeting. The committees need to further develop the immediate action steps and discuss plan for the next two years. The group moved to their respective areas to discuss their plans.

##### Community Mobilization Committee – Deborah Northern, Chairperson

###### Action Steps

###### Continue conversations at specific schools

- Positive presupposition
- Acknowledgement of efforts currently in place
- What are the next steps?

###### Begin to develop a Community Cultural Resource Guide

- Welcome families to the community
- Meets needs
- Builds sense of community and connection

**Use baseline information from informational interviews and community conversations to determine direction and focus of committee work.**

### **Role Model Committee – Sharon Wright, Chairperson**

Middle school diversity clubs – activities include diversity

Healthy Youth Surveys – State

- Pro: Good information. Schools have individual reports
- Con: No language or ethnic breakdown
- Title I/LAP Survey – parent survey. Elementary (14), Middle (5), High School (1).
- Staff re: Late start, early release – used for staff training – issues of equity
- Parent re: late start/early release
- High School small learning communities – assess effectiveness
- Relationships and relevance
- Adding bullying – safe place to learn to HYS next year. (Next time done)
- Middle school similar to high school: rigor, relevance, relationships. Added bullying.
- Voc Ed. Online same questions as small learning to compare surveys?
- Schools have own surveys: staff, students (maybe) for school improvement plan.
- Healthy relationships course at sixth grade with survey.

#### **To Do**

- Review online survey results
- Eric Hong: bring HYS data back - who is filling it out?
- Gary Melton – Kentlake, Assistant Principal

### **Public Information Committee – Stan Jaskot, Chairperson**

The PIC first revised the article to be sent to individual schools for publication in their newsletters.

We then reviewed the 10 step action plan and concentrated on steps 8, 9 and 10.

#### **Story**

- The committee agreed that articles should be informative without being too wordy.
- We have time to communicate all that needs to be done.
- The group also agreed that articles should focus on tangible steps that the ADE is taking - not just theoretical ones.
- We plan to get input from the other committees to be sure the public knows what practical steps are being taken by the ADE.

#### **Action: Immediate.**

- Two articles will be submitted to schools this year.
- The first is complete and gives the "Who We Are" information regarding the ADE.
- The second will feature what each committee has done to date and this will be collected at the May meeting. Wyjuana Montgomery will coordinate the writing of the article, and Stan Jaskot will coordinate distribution to schools.
- We are looking into options of using other publications -(Kent Reporter and other ethnic based sources) We'll consult with Linda Olson and Becky Hanks for suggestions. Stan Jaskot will coordinate this.

#### **Long-range plans:**

- Facilitate a monthly "Diversity Corner" article for schools to distribute and for publication on the web and community newspapers.
- Work with IT to update Diversity Webpage. (Jeff Ikeda had expressed interest in this area)

- Consider ways to facilitate communication back to the district. The PIC suggests setting up an email address that would be directed to a leadership team member on the ADE.

## 5. Presentation to Board

### May 25<sup>th</sup> Board Meeting presentation – 7 p.m.

- Ms. Vengadasalam shared that she will be giving the introduction. Each committee will give a two-three minute presentation. She suggested the committee chairs communicate through email regarding plans for the presentation.

## 6. Academic Achievement and Disproportionality

- Dr. Haddock shared the review sheet which was developed for reviewing the SAAP/SIP's. He will be sharing with the building principals and executive directors. The SIP's are currently being populated.

## 7. Future Agenda Items and Wrap-up

- Next ADE meeting is scheduled for May 17, 7 p.m. at Kent Meridian High School.
- Topic for the next meeting is *Hiring and Retention Practices*.
- Dr. Haddock encouraged the group to believe in the goodness of people.
- Steering Committee will meet briefly after the adjournment of this meeting to set dates for monthly meetings.



### ADE Membership To-Do:

- **All members – log onto to view the security report.**  
<http://www.boarddocs.com/wa/ksdwa/Board.nsf/Public?OpenFrameSet>
- **Board Presentation: May 25**  
Mr. Jaskot & Ms. Montgomery – prepare PIC report  
Mr. Lara & Ms. Northern - prepare CMC report  
Ms. Van Nest & Ms. Wright – prepare RMC report  
Ms. Vengadasalam will prepare introduction  
Dr. Haddock will give closing comments
- **Subcommittee Tasks**  
**Community Mobilization** – begin development of a Community Resource Guide  
**Role Model** – Review online survey results  
Mr. Hong – KR, Mr. Melton – KL, will bring HYS data back to CMC  
**Public Information Committee** – prepare two articles for school publications (first – why we are, second – feature what each committee has done)  
Ms. Montgomery will coordinate the writing and Mr. Jaskot will coordinate the distribution.  
Mr. Jaskot will coordinate with Becky Hanks and Linda Olson re: Kent Report and other ethnic based sources.