



MECAC 2020-21

Monday, October 19, 2020



Agenda

- Welcome
- Good Things
- Ice Breaker
- MECAC Focus
- Empowerment Vitamin
- Announcements



Meeting Dates

- Monday, October 19, 2020
- Thursday, November 19, 2020
- Thursday, January 28, 2021
- Thursday, February 25, 2021
- Thursday, April 8, 2021
- Thursday, May 27, 2021





Ice Breaker

- Name
- Work Site
- Years in Education
- Commitment to Equity





Equity Update

- Academic Achievement
- Staff and Hiring
- Community Engagement



Adaptive vs. Technical Challenge of Equity

Adaptive Challenge	Technical Solution
Difficult to identify (easy to deny)	Easy to identify
Requires a change in belief, values, and approaches to the work	Quick and easy solutions
Requires a lot of change across many and sometimes unknown, boundaries	Requires small changes within known boundaries
Solved by people with the problem	Can be solved by expert or 'authority'
No quick fixes, requires constant experimentation	Solutions can be implemented rather quickly



Our Work

Student Impact and Outcomes

- Convener of Equity
 - Minority Leadership Program
 - Academic Equity Initiative
 - Cultural Competency and Antiracism Training
- Equal Employment Opportunity
 - American with Disabilities Act
 - Title IX, Education Amendments Act
 - Title VII, Civil Rights Act
- Interpreter Services
- Volunteer Services
- Multicultural Education Concerns Advisory Committee (MECAC)



Equal Opportunity Schools (EOS) Partnership

Academic Achievement & Key Program

- Equity Plan, Academic Achievement
 - Goal 2: To partner with Equal Opportunity Schools to create sustainable options for academic equity in all subject areas, including honor and Advanced Placement courses.
- Research shows that academic intensity in high school drives college completion more than any other factor (Adelman, *Toolbox Revisited*. US Dept of Ed, 2006)
- 85% first time students of color and low-income students who take an AP or IB course pass the class (across EOS portfolio)
- 77% of first time takers report a successful experience (across EOS portfolio)



EOS Cont. High School Roll Out

- **2020-21**

- Bartlett
- East
- Service
- South

- **2021-22**

- Chugiak
- Dimond
- Eagle River
- West



Minority Leadership Program

- In line with the National Education Association's, Minority and Women's Training
- A part of the District's Leadership Development portfolio
- Key program in the Equity Plan under the category of Staff and Hiring
- Sixteen participants make up the inaugural class
- The program cultivates capacity, drives results, and breaks down barriers
- The MLP's purpose is to create a pool of applicants in staff recruitment, retention, and promotion efforts
- While this is no guarantee of a job, this is a clear effort to promote equity in staffing and hiring

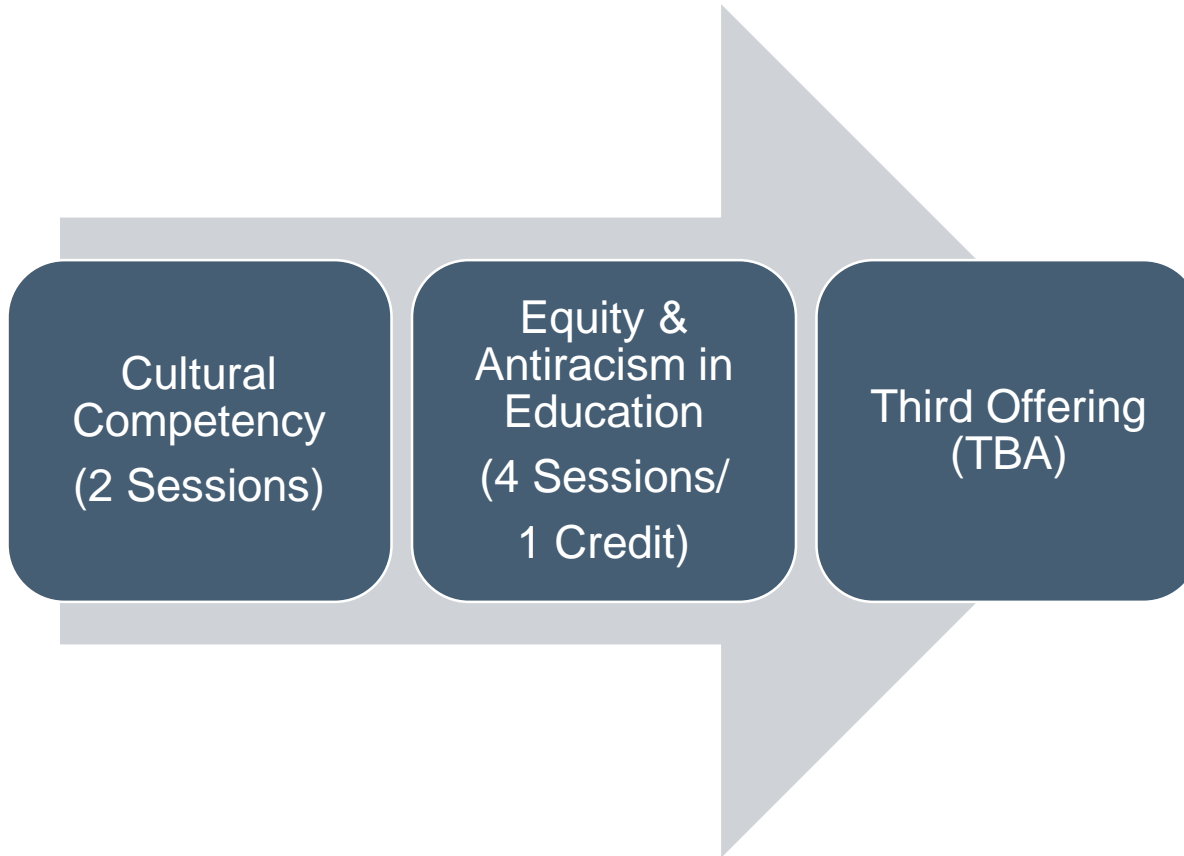


Program Outline

- Two credit class option at the University of Alaska Anchorage
- Eight sessions that focus on:
 - Leadership Development
 - Problem Solving
 - Change Management
 - Learning Organizations
 - Exposure Opportunities
 - Community Engagement
- Officially launched on Monday, September 21st with a panel of District leaders to include Dr. Bishop



Professional Development



Student & Family Wellness

- 742-HELP
- Started on Friday, April 10, 2020 in response to COVID-19.
- We average 15 calls per day
 - Advertised via mailer
 - The calls are centered on –
 - Devices & Internet
 - Mental Health Services



Equity Checklist

Guiding Questions:

1. Who is at the decision making table? Do the parties reflect the student population and a diversity of roles? This should include lived experience equity.
2. What problem are we trying to solve, for whom, and by when?
3. Does this solution work for the most marginalized and vulnerable student and staff groups?
4. What are the plans for ongoing data collection, analysis and publicizing progress, results and course corrections during and after the crisis?





MECAC & Equity

- Qualitative Data
- Work Groups
- Student and Parent Engagement
- MECAC Recruitment



Work Group Ideas

With equity in mind, what workgroups can better compliment and further the work being done.

1. Policy

2.

3.





Empowerment Vitamin





Announcements





Thank you!

