

PENDING BOARD OF EDUCATION APPROVAL
REGULAR BUSINESS MEETING OF THE PLAINVILLE BOARD OF EDUCATION
PLAINVILLE, CONNECTICUT
MONDAY, JUNE 8, 2020 @ 7:00 PM
VIRTUAL MEETING

- I. Convene: Pledge of Allegiance
Out of caution with regard to the coronavirus, the Plainville Board of Education's Regular Business meeting was held virtually. The meeting was re-convened at 7:00 PM by Board Chair Becky Tyrrell. Board Member Foster White led the Pledge of Allegiance.

Members Present: Deborah Hardy, Becky Martinez, Nicole Palmieri, Laurie Peterson, Board Vice Chair Crystal St. Lawrence, Board Chair Becky Tyrrell, Kathy Wells and Foster White.

Also Present: Steven LePage, Superintendent of Schools
David Levenduski, Asst. Superintendent of Schools
Sam Adlerstein, Director of Business and Operations

Absent: Brent Davenport

Late Arrivals: None

- II. Special Presentations
The following individuals were honored this evening:
- A) CAFE Student Leadership Awards: Mikayla Doucette & Mason Sarra
 - B) Retiree Recognitions:
 - Jeff Blanchette, PHS Music Teacher and Instructional Leader
 - Al LeSage, PHS Culinary Arts Teacher
 - Jeri Lynn Turkowitz, School Psychologist
 - Rosa Perez, Director of Curriculum, Instruction and Assessment
 - Frances Graff, MSP Paraprofessional
 - Cathy Demers, Wheeler Pre-K Paraprofessional
 - C) Congratulations to Tawana Graham-Douglas, the district's new Director of Curriculum, Instruction and Assessment
 - D) Teacher-of-the-Year Recognition: Dominic Talotta
 - E) Recognition of Student Liaison—Allie Chambrello
 - F) Introduction of New Board Student Liaison: Katherine Guarco
 - G) Thank You/Recognition of Leanne Gmeindl, Supervisor of Special Education
 - H) Everyday Hero Awards:
 - Carolyn Coughlin, PFRN Parent Educator

Tawana Graham-Douglas, Curriculum Coordinator/Linden Interim Principal
Cathryn Schloesser, MSP Special Education Teacher
Lena Pietri—PHS Art Teacher

- I) Thomas DiCorleto Outstanding Service Awards:
Christina Kiley, District Behavior Analyst & Special Ed. IL, PreK-5

Mr. LePage also acknowledged the top 10% of the Class of 2020. They are:

Helena Yawin, Valedictorian
Christopher St. Lawrence, Salutatorian
Alyssa Macomber
Alexis Ludko
Olivia Wazorko
Matthew Stanczykiewicz
Allie Chambrello
Abigail Feyerabend
Kelly Russell
Teagan Russell
Travis Lavigne
Kaylie Hall
Mason Sarra
Katharine Tanguay
Joseph Page
Melissa Sargizian

A short birthday video, created by Christopher St. Lawrence, was shown to honor Mr. LePage. Students, teachers, administrators, and staff participated in the video to wish Mr. LePage a very Happy 50th Birthday.

- III. Approval of Minutes (Becky Tyrrell)
- A) Request Approval of Minutes of May 11, 2020 Regular Business Meeting of the BOE
A MOTION WAS MADE BY FOSTER WHITE TO APPROVE THE MINUTES OF THE BOARD'S REGULAR BUSINESS MEETING OF MAY 11, 2020 AS PRESENTED. BECKY MARTINEZ SECONDED THE MOTION. THE MOTION UNANIMOUSLY CARRIED 8-0.
- B) Request Approval of Minutes of May 6, 2020 Board Special Meeting (Curriculum Subcommittee)
A MOTION WAS MADE BY FOSTER WHITE TO APPROVE THE MINUTES OF THE BOARD'S SPECIAL MEETING OF MAY 6, 2020 (CURRICULUM SUBCOMMITTEE) AS PRESENTED. BECKY MARTINEZ SECONDED THE MOTION. THE MOTION UNANIMOUSLY CARRIED 8-0.
- IV. Citizen Comments--NONE

V. Council Liaison (Kathy Pugliese)

Mrs. Pugliese reported on the following items:

- ▶ Mrs. Pugliese wished Mr. LePage a very Happy 50th Birthday.
- ▶ She congratulated the Class of 2020. She stated this has been an extraordinary year and one that is very memorable. She congratulated the hard work done by students, teachers and administrators throughout the pandemic.
- ▶ Mrs. Pugliese also congratulated the retirees, wishing them a healthy and long retirement.
- ▶ Mrs. Pugliese announced that Shirley Osle, Assistant Town Manager, submitted her resignation/retirement letter this afternoon. Mrs. Osle will officially retire on Friday, June 26th.
- ▶ Mrs. Pugliese also announced that Matthew Nasco has been hired as the new Assistant Town Manager. Mr. Nasco will begin in July. He has a Bachelor's degree from the University of Massachusetts and an MBA from Syracuse University.
- ▶ Mrs. Pugliese stated that the Governor's Executive Order has been amended. Outdoor gatherings are now permitted for up to 25 people. Masks must be worn. Religious gatherings have been raised for indoor gatherings of 100 people and up to 150 people for outdoor religious gatherings. Individuals must use Social distancing measures. That said, Shane Lockwood, the Regional Health Director, has decided to reopen ball fields, the skate park, and playscapes right away. Basketball apparatus will be reinstalled. Social distancing signs will be posted throughout Norton Park. The Town will also hire a park patrol person. This person will work four days a week including weekends and will be responsible for encouraging social distancing.
- ▶ Finger printing for pistol permits began today.
- ▶ The Recreation Department will open the Berner Pool at Norton Park for summer use on June 20. The cost of a pool pass is \$25 and you must be a Plainville resident. No guest passes will be issued this year. Strict guidelines will be followed. More information can be found on the Town's website.
- ▶ The Parks and Recreation Department will also offer summer camp this year during the months of July and August. Mrs. Pugliese stated that the Parks and Recreation Department is doing a great job.

VI. Superintendent's Report

A) District/School Climate Report

Mr. LePage called upon David Levenduski, Assistant Superintendent, to give a brief overview of the District/School Climate Report. He will highlight efforts to continue to build a positive school climate for students and staff.

Mr. Levenduski congratulated all retirees and award recipients.

He began his report by reviewing various strategies, which were the most important pieces of the Distance Learning implementation. Many of the strategies highlight the many ways in which the district stayed connected as a school community throughout Distance Learning. He then reported on strategies that positively impact climate, but stated that climate is so much more than just behavior. Strategies include:

SEL Training and Implementation:

He stated that by supporting the social/emotional learning of staff and students, it will help them improve relationships, better understand differences and promote more positive communication.

Equity Lens and Focus:

In order to ensure a strong climate for students to succeed, practices and data need to be reviewed. When looking through an Equity Lens, teachers and administrators can better understand what is being done well and what needs improvement with regard to academics, behavior, support and resources.

Student Engagement through Belonging, Voice, and Choices:

Providing students with more opportunities to express their needs, feel empowered to choose their educational paths, and develop trusting bonds with staff, will help the student feel more connected with the school.

Strengthening Climate While District Learning:

Mr. Levenduski stated that this year created a unique opportunity to implement what was learned with regard to social/emotional learning. These strategies became one of the most important pieces of the Distance Learning implementation. Mr. Levenduski's PowerPoint is attached to this evening's minutes.

Mr. LePage thanked Mr. Levenduski for his report and referenced the established Equity Task Force that has been put in place.

Mr. LePage stated that the student nominations for Everyday Heroes included Carl Johnson, who went above and beyond for the Senior Class and Michael Bonsimino, who according to students is the greatest teacher on Distance Learning. Mr. LePage thanked Lynn Davis, Director of Community Services and Nick Midolo, District Technician, for building and upkeeping the Everyday Hero website.

B) PHS Fieldwork Experience Internship Program

Mr. Lepage stated that the Fieldwork Experience Internship Program is a great success due to the efforts of Lynn Davis, Sue Bradley and Deb Pikiell.

He stated that this week marks the culmination of Year One of the PHS Fieldwork Experience Internship Program. While we shifted to the remote learning model in March, 8 students in the FWE program were still able to successfully complete the internship requirements earning academic credit, and completing on-site internship hours via hands-on career exploration at a variety of host sites. Each of these students documented their individual experiences and growth through a series of written reflections over the course of the semester, leading up to their final virtual presentations to us and in most cases, their host site mentors. While each student shared individual experiences highlighting their learning, all of the students demonstrated and articulated personal growth and recognized the value and importance of communication, teamwork, collaboration, work environment/climate & culture, diligence, professionalism, flexibility, thinking out of the box, and stepping out of their comfort zones to learn new skills and develop competencies to succeed in their workplace roles. All of the students acknowledged the value of the internship placements relative to career exploration and planning "next steps" for schooling and the workforce.

In addition, all of the host site representatives reported very positive experiences in working with our students. It is obvious that they spent a great deal of time planning well-rounded tasks and workplace opportunities for our students to participate in. Their support has been exceptional throughout the FWE placements, and each of the host sites has offered to participate in the program going forward. The host site mentors have been an invaluable component in the FWE program and we are extremely grateful for all that they have contributed.

Following are some individual highlights of each of the completed FWE student internship placements:

Individual Student/Host Site Highlights:

Helena Yawin / New Britain Herald
Nick Lentini / New England Service Company
Lauryn Guardaramma / Plainville Police Dept.
Esteban Torres / Plainville Police Dept.
Alexia Sirois / Plainville Police Dept.
Allie Chambrello / Loureiro Engineering
Gillien Peck / VCA Veterinarian
Jayden Wolfhart / Toffolon - Daria Sargent's Classroom

The conversations we've had with interns and mentors has reaffirmed the value of this program. All students reported that they were extremely grateful for the opportunity to participate in the program, and offered to share their experiences with PHS students next year in an effort to expand participation. The authentic learning that has resulted from the internship experience has helped students to develop goals, grow as people, and imagine ways they can be productive members of society. Interestingly enough, the wonderful business partners have shared amazing stories of how the internship experience was a meaningful and formative experience for them as well. We look forward to working together to expand the program to positively affect more students. He again, thanked Mrs. Davis, Mrs. Bradley and Mrs. Pikiell for their efforts of bringing this program to fruition.

Mr. LePage stated that the district is full of activities for the next week:

►A virtual talent show, will take place with the help of Marilyn Speranza, Michael Boncimino and all elementary specialists.

►School Field Days are coming up.

►Night of Excellence will be held virtually during the evening of June 10th at 6 PM. Congrats to all! Mr. LePage thanked all donors of scholarships.

►Teacher/Staff Professional Learning days will take place on June 15-17 to prepare for what's coming in the future. Tutors and Paras are included.

►Final steps have been made for the Linden Principal search. Two finalists will interview with the Board next week.

►Todd Helming will assume the High School music position vacated by the retirement of Jeff Blanchette. Mr. Helming will hold a .6 position at the High School and .4 at the Middle School.

►Mr. LePage has met with the three subcommittees of the Re-opening of School Task Force. He said it is hard to know what things will look like at the start of school. He awaits reports from the Governor's office.

VII. Board Subcommittee Reports

A) Student Representative Report (Allie Chambrello)

Ms. Chambrello reported on the following:

--Graduation will be held Friday, June 12th at 6 PM at PHS. Seniors are very excited.

--Night of Excellence will be held virtually on June 10th @ 6 PM.

Students will receive their awards and scholarships at this time.

--This week seniors will drop off textbooks and Chromebooks and are getting ready to say goodbye.

--Ms. Chambrello will attend Syracuse University in the fall.

B) Facilities/Finance Subcommittee Reports (Foster White)-No Report

C) Policy Subcommittee Report (Crystal St. Lawrence)-No Report

- D) Curriculum Subcommittee Report (Kathy Wells)-No Report
- E) Outreach Subcommittee Report (Crystal St. Lawrence)-No Report
- F) PAC Liaison—Plainville High School Report (Foster White)
Mr. White stated that the Adopt-A-Senior Program far exceeded the PAC's financial goals. Proceeds were used to fill the packs that were distributed to the Class of 2020.
- G) PTO Liaison—Toffolon Elementary School Report (Becky Martinez)
Mrs. Martinez wanted to give a shout out to Anke Behrends-Cooke who has been a very active member of the Toffolon PTO for the past six years. She thanked her for all she's done for the students and PTO over the years. Mrs. Behrends-Cooke will be moving on to the Middle School PTC. The PTO elected their new members.
- H) PTO Liaison—Linden Elementary School Report (Kathy Wells)
The Linden PTO have been busy planning distribution of Linden yearbooks, Middle School string packs, and school supplies to 5th graders. This year's Linden scholarship was awarded to Senior Ashley Hernandez.
- I) PTC Liaison—Middle School Report (Crystal St. Lawrence)
The PTC last met on May 12th to wrap up end of the year loose ends. New PTC members will be elected in October.
- J) PTO Liaison—Wheeler Elementary School Report (Nicole Palmieri)
Ms. Palmieri stated that Wheeler did their reverse wave last Wednesday.
- K) CREC Council Report (Becky Tyrrell)—No Report
- L) Chairperson's Report (Becky Tyrrell)
Mrs. Tyrrell state that there is a lot to celebrate in the Plainville Community Schools. She congratulated retirees, the district's new Teacher of the Year, student award winners and Everyday Heroes. She reported that the Board will meet virtually with Mr. LePage next week to discuss the ongoing process of the Superintendent's evaluation. She also thanked students, staff, parents, teachers for their resilience over the past few months due to the COVID pandemic as it hasn't been an easy few months.
Mrs. Tyrrell stated that she attending the Unity Walk on Friday, June 5th. She stated that the walk took place from the Plainville Municipal Center to Norton Park and was well attended by many community members. She stated that many speakers spoke about the importance of education. She then read a message entitled, *Hope is Not Cancelled* by Rydell Williams, Superintendent of the Watertown School System. Mr. Williams sent the message to all faculty and staff of Watertown schools, and was made public, regarding the events that have taken place over the past couple of weeks. A copy of the message is attached. Mrs. Tyrrell stated that both the Board of Education and Equity Committee will work to help the public understand what their role is and to help make this a better community.

VIII. Unfinished Business

IX. New Business

A) Board Open Forum

Becky Martinez stated that she too was very happy to attend the Unity Walk and was pleased to see many Plainville students who also participated in the walk. She also congratulated all retirees and award winners. She stated that the district is very lucky to have Tawana Graham-Douglas as its new Director of Curriculum, Instruction and Assessment.

B) Quarterly Special Education Cost Report (Oct., Jan., Mar., June)

Mr. Adlerstein stated that the final Excess Cost reimbursement was received, bringing the total to \$494,831. However, adjustments to the expenditures will go against ECS revenues next year. In addition to managing outplaced tuition, paraprofessional support was required to keep additional students in the district and those supports are still being paid in according with Executive Order 7R, offsetting favorable tuition. The tuition balance to budget is favorable at \$206,710. Overall, the district is in good shape. He stated that there will be additional funding issues throughout the summer for Special Education needs and some funding allocations will be used for testing needs. Ms. Trzcinski discussed the needs further.

C) Turf Committee Report (Sept. & May)—No Report

D) Request Acceptance of Special Education Supervisor's Resignation

A MOTION WAS MADE BY FOSTER WHITE TO ACCEPT THE RESIGNATION OF LEANNE GMEINDL, SUPERVISOR OF SPECIAL EDUCATION, WITH REGRET. NICOLE PALMIERI SECONDED THE MOTION. THE MOTION UNANIMOUSLY CARRIED 8-0.

X. Consent Agenda

A) Budget Object Summary

B) Food Service Report

C) Check Registers

D) Superintendent Authorizations

E) BOE Meeting Schedule for 2020-21

F) HR Report (Informational Item)

G) Private Donations for the Month of May (Informational Item)--None

A MOTION WAS MADE BY FOSTER WHITE TO APPROVE THE CONSENT AGENDA AS PRESENTED. BECKY MARTINEZ SECONDED THE MOTION. THE MOTION UNANIMOUSLY CARRIED 8-0.

XI. Adjournment

A MOTION WAS MADE BY FOSTER WHITE TO ADJOURN THE MEETING. NICOLE PALMIERI SECONDED THE MOTION. THE MOTION UNANIMOUSLY CARRIED 8-0. The meeting adjourned at 9:19 PM.

Respectfully submitted,


Joan Calistro

Recorder of Minutes

**REGULAR BUSINESS MEETING OF THE PLAINVILLE BOARD OF EDUCATION
PLAINVILLE, CONNECTICUT
SUMMARY OF MOTIONS
MONDAY, JUNE 8, 2020 @ 7:00 PM**

Approval of Minutes

2320. Request Approval of Minutes of May 11, 2020 Regular Business Meeting of the BOE

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2321. Request Approval of Minutes of May 6, 2020 Board Special Meeting (Curriculum Subcommittee)

A MOTION WAS MADE BY FOSTER WHITE TO APPROVE THE MINUTES OF THE BOARD'S SPECIAL MEETING OF MAY 6, 2020 (CURRICULUM SUBCOMMITTEE) AS PRESENTED. BECKY MARTINEZ SECONDED THE MOTION. THE MOTION UNANIMOUSLY CARRIED 8-0.

2322. Request Acceptance of Special Education Supervisor's Resignation

A MOTION WAS MADE BY FOSTER WHITE TO ACCEPT THE RESIGNATION OF LEANNE GMEINDL, SUPERVISOR OF SPECIAL EDUCATION, WITH REGRET. NICOLE PALMIERI SECONDED THE MOTION. THE MOTION UNANIMOUSLY CARRIED 8-0.

2323. Consent Agenda—Board Approval

A) Budget Object Summary

B) Food Service Report

C) Check Registers

D) Superintendent Authorizations

E) BOE Meeting Schedule for 2020-21

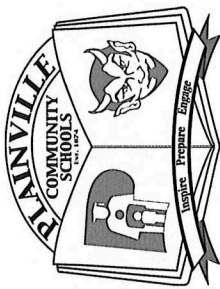
F) HR Report (Informational Item)

G) Private Donations for the Month of May (Informational Item)--None

A MOTION WAS MADE BY FOSTER WHITE TO APPROVE THE CONSENT AGENDA AS PRESENTED. BECKY MARTINEZ SECONDED THE MOTION. THE MOTION UNANIMOUSLY CARRIED 8-0.

2324. Adjournment

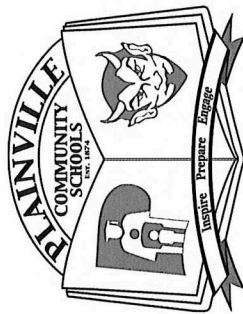
A MOTION WAS MADE BY FOSTER WHITE TO ADJOURN THE MEETING. NICOLE PALMIERI SECONDED THE MOTION. THE MOTION UNANIMOUSLY CARRIED 8-0. The meeting adjourned at 9:19 PM.



PCS Climate Report 2019-2020

What has the district been doing to strengthen the climate and culture in our schools?

Item VIIA



Specific Goals Related to Culture

PLAINVILLE COMMUNITY SCHOOLS VISION

To inspire and prepare lifelong learners to follow their passion, engage in their communities, and positively impact our global society

GOALS:

STUDENTS

Develop a student-centered curriculum with an emphasis on the mastery of power standards and essential skills that ensure students are college and career ready upon graduation.

TEACHING

Provide teachers with regular collaboration time, relevant professional development, and meaningful feedback to promote innovative teaching practices.

LEARNING

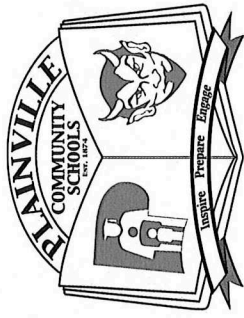
Ensure that systems for assessing and measuring learning targets provide data to improve teaching practices and student learning.

ACTIONS:

- Develop and meaningfully implement a district-wide *Vision of the Graduate*
- Support the physical, social and emotional needs and growth of all students and staff
- Expand STEM/STEAM and Makerspace opportunities across the district

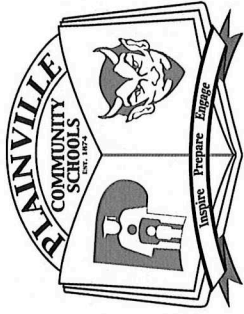
- Focus instructional rounds on School Improvement Plans
- Ensure equity and access to curriculum for all learners
- Use Professional Learning Communities to meaningfully shift instruction
- Implement learning targets that align to the instructional core

- Align standards-based curriculum, instruction, and assessments
- Audit assessments to ensure they inform instructional practices
- Improve interventions and supports
- Maximize use of instructional technology for engaging teaching and learning



Strategies to Positively Impact Climate

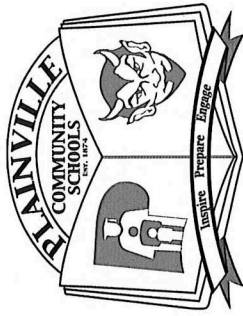
- PBIS Program
- Student awards and incentives (academic and behavioral)
- Habits of Scholarship and Vision of the Graduate
- School and district events
- Second Step curriculum
- Mentoring opportunities
- Extracurricular activities
- Fieldwork experiences and more...



Strategies to Positively Impact Climate

It's So Much More Than Just Behavior!

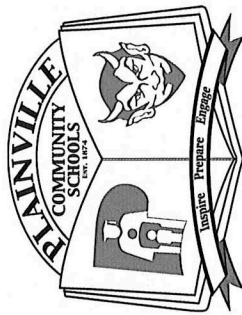
- Social and Emotional Learning (SEL) Training and Implementation
- Equity Lens and Focus
- Student Engagement Through Belonging, Voice and Choice



Strategies to Positively Impact Climate

Social and Emotional Learning (SEL) Training and Implementation

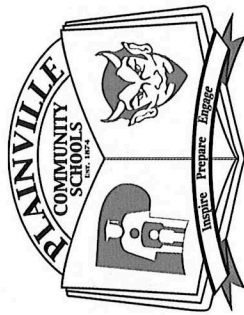
- District commitment to training of staff and students (RULER, Yale)
 - Multi-year process (Understanding SEL and benefits for teaching and learning)
 - This year was focus on staff (School charters)
 - Roll-out to students within classrooms (Classroom charters)
- School level commitment to implement with fidelity
 - School plans and PD were created and implemented throughout the year
 - Didn't stop with the shutdown - was actually more evident and important during distance learning



Strategies to Positively Impact Climate

Equity Lens and Focus

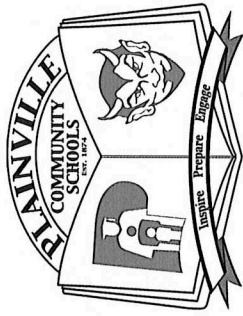
- Ensuring our focus and decisions always take into account equity for the most fair and engaging experience for ALL
 - Do ALL students have access to relevant and rigorous coursework?
 - Do our policies, practices and beliefs place high expectations on ALL learners?
 - Do our policies, practices and beliefs negatively impact specific students?
- Ongoing district and school data analysis with equity lens
 - Are there discrepancies between subgroups of students when looking at
 - Discipline (referrals, suspensions and expulsions)
 - Attendance (chronic absenteeism)
 - Academic performance (assessments, grades, credit acquisition, graduation)



Strategies to Positively Impact Climate

Student Engagement Through Belonging, Voice and Choice

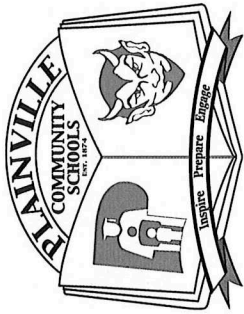
- Secondary Guidance Counselors yearly goal was to ensure each student could name a trusting adult they could confide in
- Providing students more opportunities and options to show proficiency in their work
- More student voice in larger school decisions, as well as in their academic pathways
- Increased opportunities for students to provide feedback directly to their teachers about their own learning



Staying Connected Through a Distance!

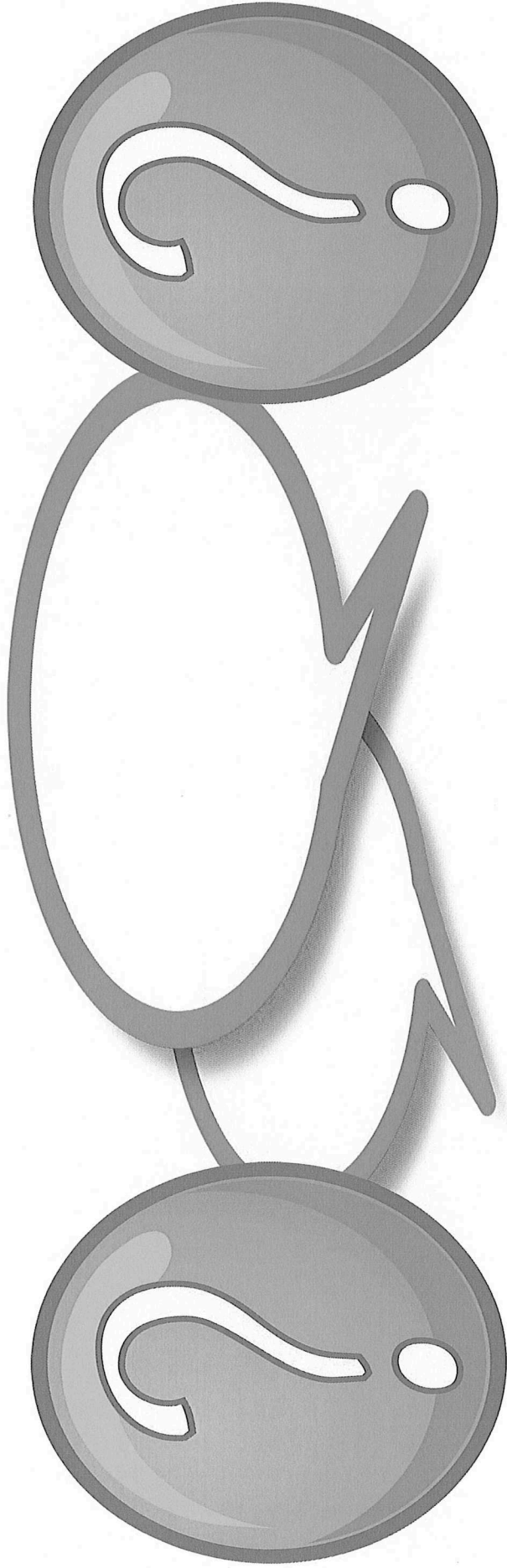
Strengthening Climate While Distance Learning

- Virtual Everyday Hero
- Stay Connected Site with pics of students, staff and families
- Virtual student events and celebrations
- Student and staff rewards and incentives
- Google Meetings for socializing as a class
- Continued virtual mentoring
- Virtual Morning messages and nightly read alouds
- Community Parades
- Parent, student and staff surveys



Thank You!

Questions and/or Comments





WATERTOWN PUBLIC SCHOOLS // NEWS // HOPE IS NOT CANCELLED:

SUPERINTENDENT'S MESSAGE TO FACULTY & STAFF



HOPE IS NOT CANCELLED: SUPERINTENDENT'S MESSAGE TO FACULTY & STAFF

RYDELL HARRISON

WEDNESDAY, JUNE 03, 2020

Over the last several days I have been looking for the right words to share; words that would adequately express the sadness and pain that I have been feeling over the senseless death of an unarmed black man. Once again, our country roils in outrage and anguish over the violence and destruction that stems from systemic racism. Once again, we grieve with the victims and their families, and try to wrap our heads around the daily trauma that racism inflicts upon people of color. Recent news stories remind us that moral outrage alone is not enough to create a safe harbor for those of us who are predisposed to dehumanizing treatment based on the color of our skin. As my hope began to wane and the ongoing fear that I have for my five sons grew, I remembered the unique position we are in as educators. Amid all of the coronavirus-related cancellations, we must let our students know that HOPE IS NOT CANCELLED!

Our commitment to the children we educate and the communities we serve goes far beyond the standards we teach or the lessons we design. As educators, we have answered the call to shape the next generation of young adults who will help us create a more democratic, fair, and just world. Our commitment to this work is captured in our Vision of a Watertown Graduate which emphasizes empathy, critical thinking, responsible leadership, global understanding, and social and emotional awareness. When my hope is depleted, I am encouraged to know that these guiding principles undergird our collective work as a district.

According to John Dewey, "Democracy begins in conversation." If we want our students to be active participants in the creation of a more democratic and just world, we need to teach them not only to think for themselves, but also to speak to one another. We also need to provide them with the space to acknowledge the racial injustice they see around them and, although we may not have all of the answers, engage them in meaningful and age-appropriate discussions about equity. The way forward for us all is through productive discourse, built upon the foundation of respectful give-and-take. We know that active and careful listening are empathy's crucial scaffold; undoubtedly, our growth as a people and our growing of future generations rest upon this necessary capacity to both hear and listen.

To assist you in this work, I am linking resources that include strategies to help engage in a dialogue about racism, hate, violence, and other tragic events that children may hear about at school and/or see on the news. Some of these resources were shared by Dr. Miguel Cardona, Commissioner of Education, and some are resources that I've found to be useful in engaging folk in equity-focused work. I'd also like to provide a safe space for you to reach out to me and ask questions. While I would never speak on behalf of all people of color or assume that every person's journey is the same, I am willing to share some of my own experiences which may shed light on how some of our students may be feeling at this

time. I will be available via Google Meet during the times listed in the email sent earlier. If you'd prefer to speak with me individually, please feel free to email me to schedule a time for us to connect.