

**Dover –Sherborn Regional School Committee
Dover School Committee
Sherborn School Committee
Dover Sherborn Union #50 Superintendency Committee**

**June 24, 2020
Meeting Agenda
6:30 PM**

Following guidance issued by Governor Baker regarding the Open Meeting Law, this public meeting will be held remotely, and individuals wishing to participate may do so by utilizing Zoom video conferencing technology*, to join the meeting by video conferencing using a computer or tablet, please click on the link:

<https://us04web.zoom.us/j/78293087360?pwd=QnVpY01KWWUwMGJieTVsSk1oK1JRUT09>

Join Zoom Meeting

Meeting ID: 782 9308 7360
Password: 1HnPB2

1. Call to Order
2. Union #50 Reorganization
3. Community Comment
4. Superintendent Update – Equity Audit
5. Bargaining Unit Contract A.R.
6. Resolutions A.R.
7. Communications (For Members Information)
 - Draft School Committee 2020-21 Meeting Schedule
8. Adjourn

***ZOOM SCHOOL COMMITTEES MEETING PROTOCOL:**

1. All participants are automatically muted by host
2. Community Comments is only allowed during the Community Comments period
3. Please click Raise Hand in the webinar controls to let the host know you would like to comment

Note: The listings of matters are those reasonably anticipated by the Chair, which may be discussed at the meeting. Not all items listed may, in fact, be discussed and other items not listed may also be raised for discussion to the extent permitted by law.

The Dover Sherborn Public Schools do not discriminate on the basis of age, race, color, sex/gender, gender identity, religion, national origin, sexual orientation, disability, or homelessness

The Public Schools of Dover and Sherborn

*Memo from
Superintendent Dr. Andrew Keough*

TO: Dover School Committee
Sherborn School Committee
Dover Sherborn Regional School Committee

From: Andrew Keough, Superintendent

Date: June 19, 2020

RE: Equity Audit

Need for an Equity Audit

In the aftermath of the George Floyd murder, communities across the country are re-examining themselves to ensure inclusivity, equity, and anti-racist practices. I have received a number of requests from staff, students, parents, and alumni for the Dover Sherborn Schools to do the same. Although I feel we have made great strides as a school system in our fight against racism and social inequity, based on what I have been hearing and seeing there clearly is a need for us to do more. As such, I would like to propose that we hire outside consultants to conduct an Equity Audit.

What is an Equity Audit?

An Equity Audit is an intentional assessment of the diversity, equity, and inclusionary practices within a school system or organization.

Why conduct an Equity Audit?

In a progressive, high performing school system like Dover Sherborn, where every student matters, it is essential to ensure that our programs and practices do in fact support and embrace diversity. Having an impartial individual or group of individuals conduct a significant data collection and document review would allow for us to hone in on specific areas of need and to celebrate successes.

How would an Equity Audit be funded?

I would propose using currently budgeted superintendent funds to pay for the audit.

Would there be opportunity for members of our community to participate?

The expectation is that all Dover Sherborn Schools would be visited by the auditors. The goal would be for every school community member's voice to be somehow heard in the study. Staff, students, community members, and possibly alumni would be chosen to participate in surveys, interviews, and/or small focus groups.

When would the audit take place?

The goal would be for the auditors to be secured in the summer of 2020 and for the audit to take place during the 2020-21 school year.

Proposed Essential Questions:

1. How do DS students and staff experience being learners in the district?
2. If there are disenfranchised or underrepresented students in our school system, what are the root causes for the lack of support, sense of safety, and sense of belonging/value?
3. What do our disenfranchised or underrepresented students in our school system need in order to experience success, a sense of safety, and a sense of belonging/value?

PROPOSED RESOLUTIONS

RESOLUTION: COVID-19 STATE FUNDING

WHEREAS, if schools are to re-open this fall in the midst of the COVID-19 pandemic, it is the responsibility of each school district to do so safely and responsibly; and

WHEREAS, it is the responsibility of the state to ensure that each school district is able to pay for the enormous additional staffing, transportation and material expenses required to do this; and

WHEREAS, the state cannot expect mandatory COVID-19 safety guidelines to be followed without also ensuring that each school district has the funds required to implement these guidelines; therefore, let it be

RESOLVED: that the state must guarantee every school district full reimbursement for whatever COVID-19 expenses are required to follow state mandates.

We must ensure a statewide school re-opening that is safe, responsible and equitable.

SCHOOL COMMITTEE ANTI-RACISM RESOLUTION:

NOTE: This has been revised for general distribution (6/14/20)

WHEREAS, as schools have the responsibility to equip students with their civil right of obtaining a free and appropriate public education, it is the responsibility of each school to ensure we create a welcoming community for ALL students; and

WHEREAS, it is the responsibility that every district provide to all district staff, including School Committee members annual professional development on diversity, equity and inclusion; and

WHEREAS, every district will commit to recruiting and retaining a diverse and culturally responsive teaching workforce; and

WHEREAS, every district will examine their policies for institutional and systemic racialized practices and implement change with sustainable policies that are evidence based; and

WHEREAS, every district will incorporate into their curriculum the history of racial oppression and works by black authors and works from diverse perspectives; and

WHEREAS, we as school district leaders can no longer remain silent to the issues of racism and hate that continue to plague our public and private institutions;

RESOLVED: that [District] and all the school districts in the Commonwealth must guarantee that racist practices are eradicated, and diversity, equity and inclusion is embedded and practiced for our students, families, faculty and staff.

We must ensure our own school culture and that of every district in the Commonwealth is anti-racist, that acknowledges that all lives cannot matter until black lives matter.

2020-21 SCHOOL COMMITTEES MEETING SCHEDULE

Dates are subject to change

REGIONAL SCHOOL COMMITTEE MEETINGS	SHERBORN SCHOOL COMMITTEE MEETINGS	DOVER SCHOOL COMMITTEE MEETINGS	JOINT SCHOOL COMMITTEE & UNION #50 MEETINGS
			July 14, 2020 - 5:00 pm start
			July 28, 2020 - 5:00 pm start
			August 11, 2020 - 5:00 pm start
			August 25, 2020 - 5:00 pm start
Tuesday, September 15, 2020	Tuesday, September 22, 2020	Tuesday, September 29, 2020	
Tuesday, October 6, 2020	Tuesday, October 13, 2020- 5:30 start***	Tuesday, October 20, 2020	Tuesday, October 13, 2020 -7:00 pm -DSMS Library
Monday, November 2, 2020	Tuesday, November 10, 2020*	Tuesday, November 17, 2020*	
Tuesday, December 8, 2020*- starts 5:30 pm			Tuesday, December 8, 2020 7:00 pm DSMS Library
Tuesday, January 5, 2021	Tuesday, January 12, 2021	Tuesday, January 19, 2021-- 5:30 pm start ***	Tuesday, January 19, 2020 -7:00 pm DSMS Library
Tuesday, February 2, 2021			
Tuesday, February 23, 2021			
February 24, 2021*** (tentative)			
Tuesday, March 2, 2021**	Tuesday, March 9, 2021**	Thursday, March 4, 2021**	
			Tuesday, April 6, 2021 - 6:30 pm DSMS Library
			Tuesday, April 27, 2021 - 6:30 pm DSMS Library
Tuesday, May 4, 2021	Tuesday, May 11, 2021	Monday, May 17, 2021	
Tuesday, June 8, 2021- 6:30 pm start	Thursday, June 15, 2021 - 5:30 pm start***	Tuesday, June 8, 2021-- 5:30 pm start	Thursday, June 15, 2021 - 6:30 pm start DSMS Library
Regional School Committee meetings begin at 6:30 p.m. in the library at DS Middle School, unless otherwise noted.	Sherborn School Committee meetings begin at 6:30 p.m. in Room 204B at the Sherborn Town Hall, unless otherwise noted.	Dover School Committee meetings begin at 6:30 p.m. in the library at Chickering School, unless otherwise noted.	
* Meeting to include first pass of the FY22 Budget	* Meeting to include first pass of the FY22 Budget	* Meeting to be held in the morning to discuss the first pass of the FY22 Budget	
** Meeting to include final action on FY22 Budget	** Meeting to include final action on FY22 Budget	**Meeting to include final action on FY22 Budget	
*** Budget Meeting with Dover Warrant and Sherborn Advisory Committees	***Meeting held at DSMS Library	*** Meeting held at DSMS Library	