



**Final Minutes**  
**NASHOBA Regional School Committee**  
**Diversity, Equity, Acceptance, and Racial Justice**  
**Advisory**  
**February 2, 2022**  
**7:00 PM**

Attendees: Laurie Burnett, Rhyllis Christopher, Kristin Hera, Kelly Lawlor, Greg Denson, Kirk Downing, Sharon Poch

- I. Call to Order
  - A. Laurie called the meeting to order at 7:02pm with a discussion with Kirk Downing, the Superintendent, and Sharon Poch, our school committee representative. The meeting with the superintendent ended at 8:10pm when we began our regularly-scheduled meeting.
  
- II. Introductions and Review of Norms
  - A. Per our agenda slides
  
- III. Citizens Comments
  - A. None
  
- IV. Review and Approval of Today's Agenda
  - A. Kristin Hera moves that we approve the minutes of January 24th unanimously approved.
  - B. Kristin Hera moves that we approve the minutes of January 19th unanimously approved. Laurie, Kelly, Kristin, and Rhyllis approve and 1 abstention from Greg.
  
- V. Unfinished Business
  - A. Mission/Vision/Values: We want to make sure that we stay true to the origins of the group and incorporate the original visioning ideas shared at our meetings in winter/spring 2021 into our current vision.
    1. What's our vision/purpose? In 5 years after implementation, what does the district look like, feel like, sound like? What did DEARJ do to contribute to this success?
    2. Discussed how this connects with district vision statement and that district will likely be revising its vision statement as part of the strategic planning process coming out of the Superintendent's Entry Planning and the School Building Committee Portrait of a Graduate work.

3. How can we address immediacy and urgency and build sustainability. In 5 years none of the same students will be at the High School: Visioning for 5 years from now seems so far away.
4. Decided to focus on Mission Statement for tonight.
5. Nashoba's Mission- Our Mission is to educate all students to their fullest potential in a safe, caring environment to become critical, creative, reflective thinkers and positive contributors to the global community. (Slide #1)
6. DEARJ Mission- Our mission as an advisory committee is to continually support and educate the school committee in its work to ensure that Diversity, Equity, and Inclusion is prioritized, embedded, and practiced within our district for all stakeholders. (Slide 2)

B. Discussion of Presentation for the School Committee:

1. Laurie shared a summary of her meeting with Leah and Sharon regarding clarity on presentation. Summary of conversation:
  - a) DEARJ has 10-20 minutes on the agenda.
  - b) DEARJ may have different facing roles within the district, but the presentation should focus on its work with the School Committee.
  - c) DEARJ is an engine of change.
  - d) The NRSC has three roles: policy, superintendent evaluation, and budget (purview of school committee). DEARJ should frame its advisory within these areas.
2. Committee discussion:
  - a) Advocacy role with the School Committee is to inform and make recommendations on issues under their purview.
  - b) Is there a way for all groups supporting the mission of DEARJ to communicate and work together so that people don't feel like they are working against each other?
  - c) Budget line item for the mascot? Is this something DEARJ should address?
  - d) Does it make sense for DEARJ to be the "hub" or center of the equity work? We would need a more representative group if so. We need to grow the DEARJ Committee. Whomever does that work it will make everyone's work more effective.
  - e) One of our next steps will be to review NRSC Subcommittee responses to our letter. Should we address some of these in our presentation?
  - f) Typically, NRSC advisory committees serve the role of identifying problems and bringing forward solutions to the School Committee.

C. Presentation Organization:

1. Introductions with names and roles
2. Norms

3. District Mission Statement
  4. Clarify purpose and role with mission statement
  5. Calendar and explanations
  6. Future planning:
    - a) professional development recommendations,
    - b) mindful of strategic planning,
    - c) equity audits,
    - d) resources for members based on feedback
  7. Add a slide that invites members of the community to join our sub committee and send the message that all members of the school committee are welcome to join our meetings.
- D. Laurie will work on Slide presentation and share with committee members for edits. Committee members will reconvene on Monday 2/7 to review slides together
- E. Full committee will come to NRSC on 2/9

VI. Items for Future Agenda

- A. Review presentation and edit

VII. Adjourn

- A. Motion to adjourn at 9:30pm by Greg Denson. Seconded by Rhyllis Christoper. Unanimous vote of approval.