



# Equity Advisory Committee

November 14, 2023





# Call to Order

Vanessa Santamaría-Dainton

# Language Access

- EAC materials are available online in Spanish
- Should participants require Spanish interpretation, members of our team are available and can launch the interpretation channel on zoom



# EAC Meeting Updates

Sachi Edson



# Protocols and Procedures

- During presentations, EAC chairs/coordinators will **not** be monitoring the chat
  - During clarifying questions at the end of each presentation, EAC chairs, coordinators will:
    - alternate between questions from in-person/Zoom participants and from the Q&A feature
- Q&A and chat are available throughout the meeting
  - Chat will not be shown on the in-person screen
- EAC chairs/coordinators will follow up on any unanswered questions found in the Q&A feature



# Public Comment

Vanessa Santamaría-Dainton



# Public Comments

- Sign-up on [Google Form](#) before meeting
- 10 minutes total for Public Comment. 2 minutes per speaker. Please say your name before making comment



# Meetings Minutes

Sachi Edson





# Approval of Meeting Minutes

Meeting Minutes  
10.10.23 Meeting





# LRP Updates: Office of Teaching, Learning, and Leading

Fine Arts  
Student Support Services  
Counseling and Mental Health Services





# Fine Arts

# Goal

Provide access and resources to Fine Arts programming for historically underserved students.

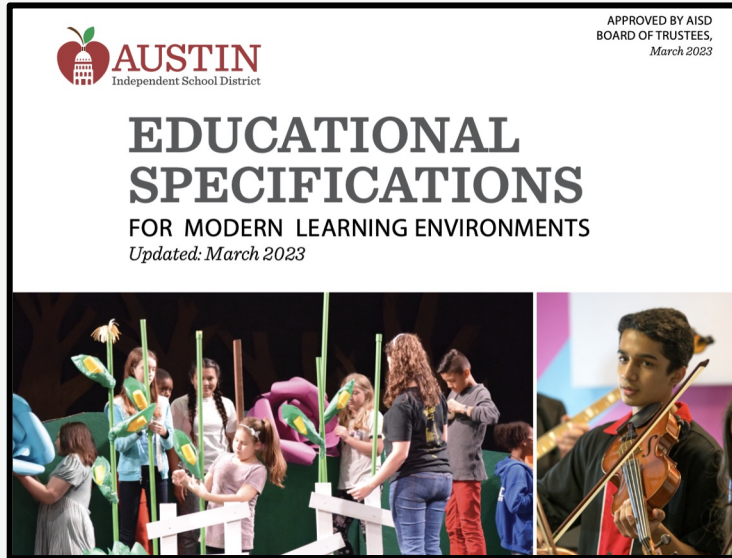
# Problem Statement

Students who are historically underserved lack access to Fine Arts programming and opportunities.



# Operational Strategy

1. Educational Specifications Revision:  
Revise Ed Specs to include specific space and support for each Fine Arts program, addressing each program's specific needs.



# Progress

## Fall 2022

- Met with Operations to update the Educational Specifications and Project Development Manual

## March 2023

- Updates approved by Board of Trustees (Completed)

## October 2023

- Updates applied to first Elementary Design: Harris ES (Implemented)



DESCRIPTION	# SPACES	SQ FT PER UNIT	SQ FT TOTAL
Music laboratory	1	950	950
Music small group	1	144	144
Student restroom	1	45	45
Small storage	1	20	20
Large storage	1	90	90
Total			1,249

## Old Ed Specs

In previous Ed Specs, Elementary Music rooms were 950 square feet (2017-2018)



<b>Music</b>			
Studio ( <i>Music</i> )	1200	1	1200
Group Room ( <i>Small</i> )	125	1	125
Storage ( <i>Music</i> )	110	1	110
Restroom ( <i>All-learners</i> )		1	<i>incl. in grossing</i>
<i>Quantity of Music Labs will vary based on campus staffing ratios</i>			

## New Ed Specs

In new Ed Specs, Elementary Music rooms 1200 square feet (2023)



# Goal

Increase in district-level Fine Arts administrators, specifically campus leads and content-specific coordinators so that all teachers and students, particularly those who are underserved, see an increase in campus and classroom visits.

# Problem Statement

Lack of district-level Fine Arts administrators negatively affects all Fine Arts programs.



# Operational Strategies

2. Teacher Leader Facilitators: Develop and implement the teacher leader facilitator position for each content area to increase regular communication to content teachers; facilitate the organization of events and lead personnel; develop and curate resources for content teachers; Improve professional development; increase access to district-sponsored Fine Arts events; organize logistics in conjunction with faculty to vet curriculum content for representation, relevance, inclusive language, and culture.

# Progress

## March 2023

- Developed Stipend Description
- Added to Compensation Manual
- Secured Funding (cost neutral)

## April 2023

- Interviewed and selected teachers (23)

## June 2023

- Onboarded Teacher Leaders (Facilitators)

## July 2023

- Completed







# Student Support Services

# Goal

Historically underserved learners will receive all necessary instructional and extra-curricular support, enrichments, and resources, during and before/after school hours.

# Problem Statement

Learners in underserved communities are not provided with necessary additional curricular and extra-curricular instructional support, enrichments, and resources, during and before/after school hours.



# Operational Strategies

#1 Students who receive SPED services should have equitable access to inclusive summer enrichment.

#2 The district should increase accommodations for inclusion in extracurricular activities.

#3 Schools should not restrict student access to enrichment and extracurricular involvement based on grades, behavior, and/or implementation of IEP accommodations.

# Next Steps

Ongoing collaboration between student support program leads and the SPED Dept to increase access for SPED students.

To evaluate success, compare:

- SPED students' attendance in extracurricular/summer programs in 2022-24 SY and 2023-24 SY.
- SPED students applied vs. SPED students that attend in 2023-24 SY.



# Operational Strategies

#7 The district should coordinate and provide equitable mentoring, tutoring services, and curricular/extracurricular supports. This will ensure that teachers and staff are available to provide extracurricular leadership.

#10 Create an asset map for the district that shows extracurricular activities at each campus.

# Next Steps

## October-December

- Revisit statement of work for all support services
- Data collection for all support services

## January-May

- Assess strengths and needs

## June

- Present findings of strengths and needs





# Counseling and Mental Health Services

# Goal

Foster learning environments that support historically underserved students, communities, and staff in developing emotional resilience, mental and psychologically safe environments

# Problem Statement

Marginalized students, their families and staff across AISD face barriers to learning environments that support their emotional resiliency, mental health, and psychological safety.



# Operational Strategies

Family Mental Health Education:  
Develop a proactive approach to provide more education to families regarding children's mental health and development.

# Next Steps

- Update the AISD Mental Health Website
- Replicate district town hall meetings as campus based
- Collaborate within Student Support Services & Parent Support Specialists
- Participate in Community Mental Health Resource Fairs
- Include Mental Health messages during School sponsored events



# Operational Strategies

Family Mental Health Education:  
Develop a proactive approach to provide more education to families regarding children's mental health and development.

# Progress

- Integrate Mental Health Resources through campus communication to families
- Facilitated mental health presentations to the School Health Advisory Committee (SHAC)
- Facilitated mental health conversation at Tools for Success
- Collaborate within Student Support Services & Parent Support Specialists





# Operational Strategies

Counselor Accessibility: Make counselors/counseling services more accessible and in more discreet locations so students are not seen (and stigmatized) for seeking help.

# Next Steps

## Mental Health Spaces

- Secure locations near campus counseling suites/offices
- Identify spaces for sensory rooms/brain labs

## January-May

- Assess strengths and needs

## June

- Present findings of strengths and needs



# Operational Strategies

Mental Health Staff: Have more trained staff to identify and assist both staff and students with mental health and other challenges; offer more support to staff and students with emotional resilience, mental health, and psychological safety.

# Next Steps

## Mental Health Trainings

- Identify Mental Health Trainings
  - For staff
  - For students
- Create a calendar/schedule

## January-May

- Integrate trainings during faculty meetings & PL days

## June

- Build Blend courses



# Goal

Counselor Discussions: Facilitate small groups discussions with counselors to encourage engagement and dispel stigmas around seeking counseling services.

# Problem Statement

AISD creates barriers to learning environments for Black students and staff that do not support their emotional resiliency, mental health, and psychological safety.



# Operational Strategies

#9 Counselor Discussions: Facilitate small groups discussions with counselors to encourage engagement and dispel stigmas around seeking counseling services.

# Next Steps

- Begin conversations at Mental Health Symposium
- Have conversations at Lead Counselor Meetings
- Continue discussions during Mental Health Awareness Month in May 2024
- Counselors will have conversations with student leadership groups





# Student Spotlight: LBJ ECHS

Fine Arts Program  
STEM Program



# **LBJ ECHS**

**CTE & Art  
Student Showcase**



# EAC Reflective Discussion

Sachi Edson

# Considerations

- What did we hear?
- What didn't we hear that we think might be relevant?
- What do we think about the dilemma/question?
- What options might be possible?







# Optimistic Closure and Adjournment

Vanessa Santamaría-Dainton