



LPC Meeting



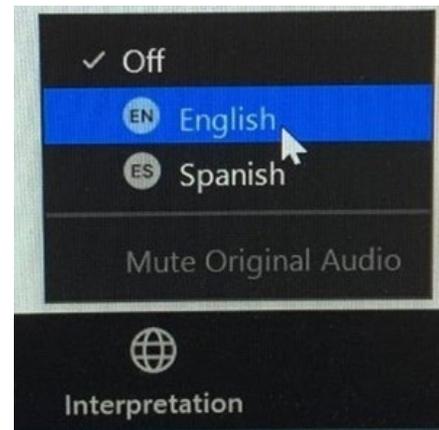
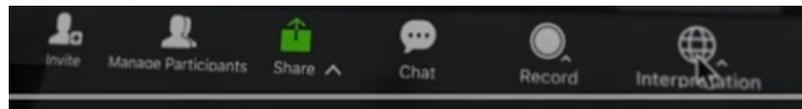
December 14, 2021

Public Comment

Choose your preferred language on a desktop or laptop

Elija el idioma en el que prefiera en una computadora de escritorio o una computadora portátil

1. Hover at the bottom of the screen to see the toolbar and click on the Interpretation icon. | **Ponga el cursor en la parte de abajo de la pantalla para ver la barra de herramientas y haga clic en el ícono del globo terráqueo que dice “Interpretation.”**
2. Click on your preferred language. | **Haga clic en el idioma de su preferencia.**
3. If you don’t want to hear the original language in the background, click on Mute Original Audio. This sometimes can help when the sound is choppy. | **Si no quiere escuchar el idioma original en el fondo, haga clic en “Mute Original Audio”. Esto a veces puede ayudar cuando el sonido se está cortando.**



Public Comment

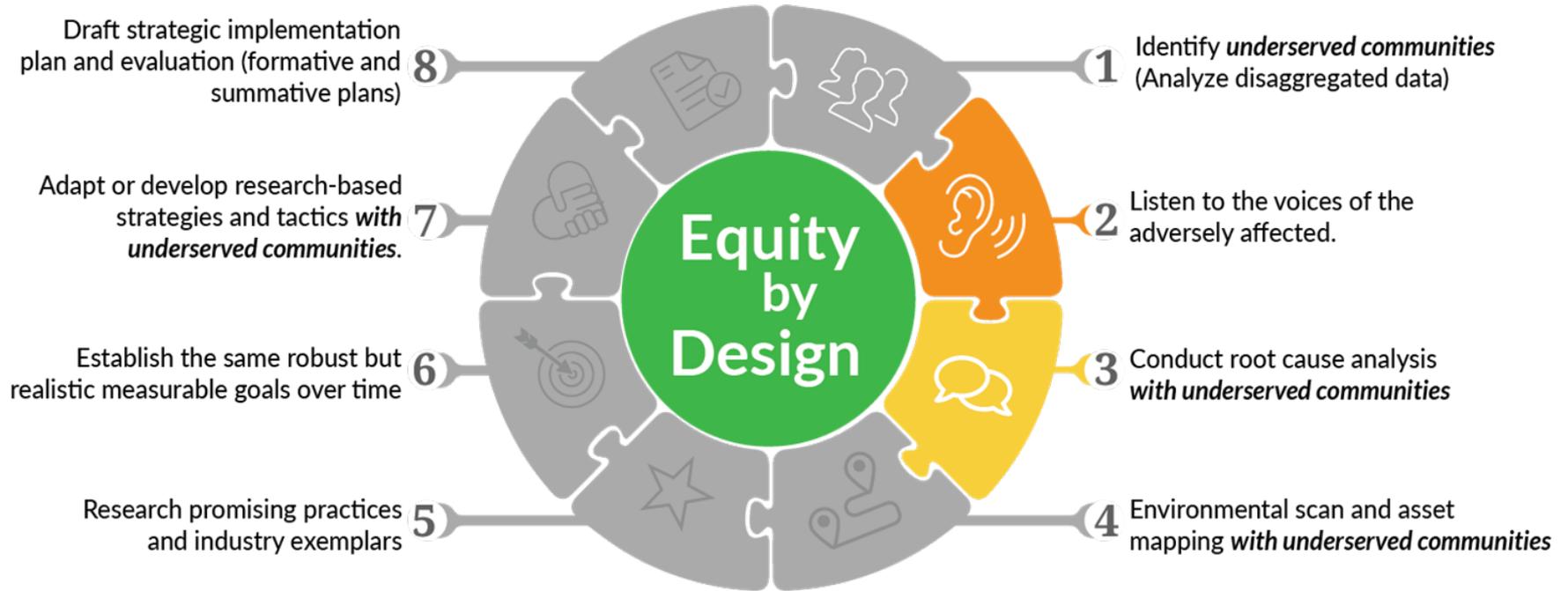
[Sign Up Here: https://bit.ly/3igAR30](https://bit.ly/3igAR30)

- Members of the public may join the zoom meeting 15 minutes prior to the scheduled start to sign-up for public comment.
- Up to 10 minutes of public comment will be allowed per meeting with a limit of **1 minute per speaker**.

Agreements

- Stay engaged (Ask and respond to questions, etc.).
- Please keep your camera on (if possible). Your “in-real time” face and authentic presence are important to all of us.
- Extend respect to fellow members inside and outside the committee.
- Be mindful of being a dominant voice. We want to hear all voices.
- Share and make space for others to share questions and perspectives.
- One mic, one voice. Refrain from using the chat for side conversations.
- Speak only from the “I” perspective.

Equity by Design Check-In

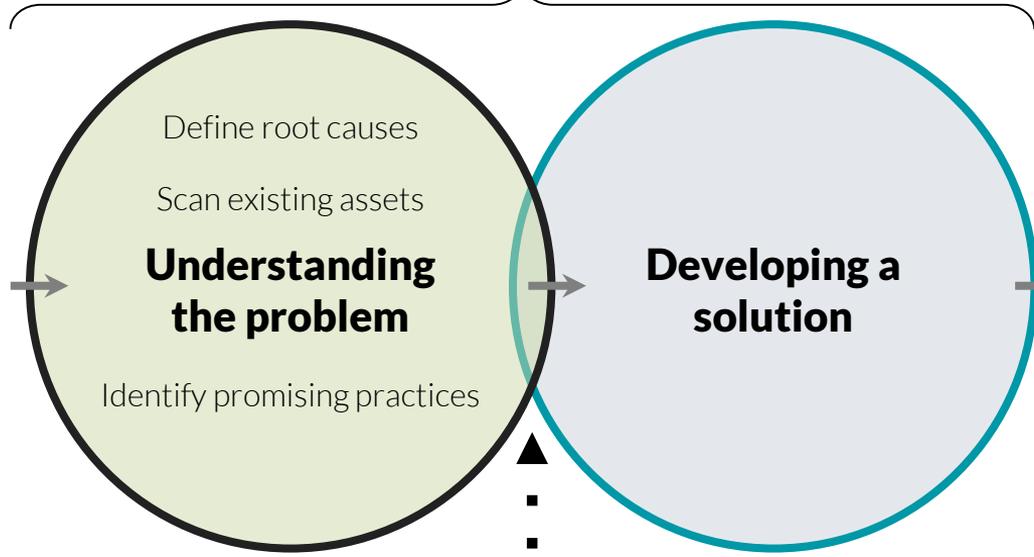


Meeting Goals

1. Create a fishbone diagram to determine root causes for an example unmet need
 - We need to contextualize use of data, research, and interviews for Jan. 22 meeting on root cause analysis
2. Identification of high impact unmet needs
 - We need to prioritize which unmet needs will be further investigated by the committee at Jan. 22 meeting
3. Understand 7th generation thinking
 - In preparation for the Jan 11 meeting on the history of inequities - we need to get in the mindset that decisions we make today can impact generations ahead for better or for worse.

Why is root cause analysis important?

Planning Process



Today
Unmet needs exist

Equity by Design
Planning teams
begin here



Usual Approach
Planning teams
take this shortcut



Future
~~Unmet needs are
addressed~~

**Risk focusing on
symptoms**

Unmet needs persist

Lose trust and confidence



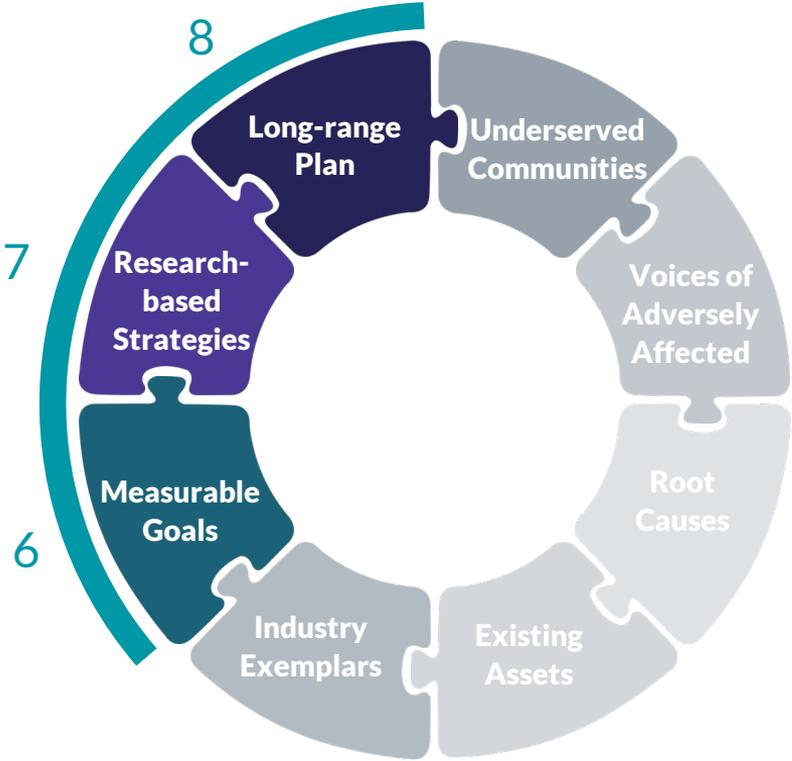
Equity by Design



Understanding the Problem

Equity by Design

Developing a Solution



Step 3: Root Causes



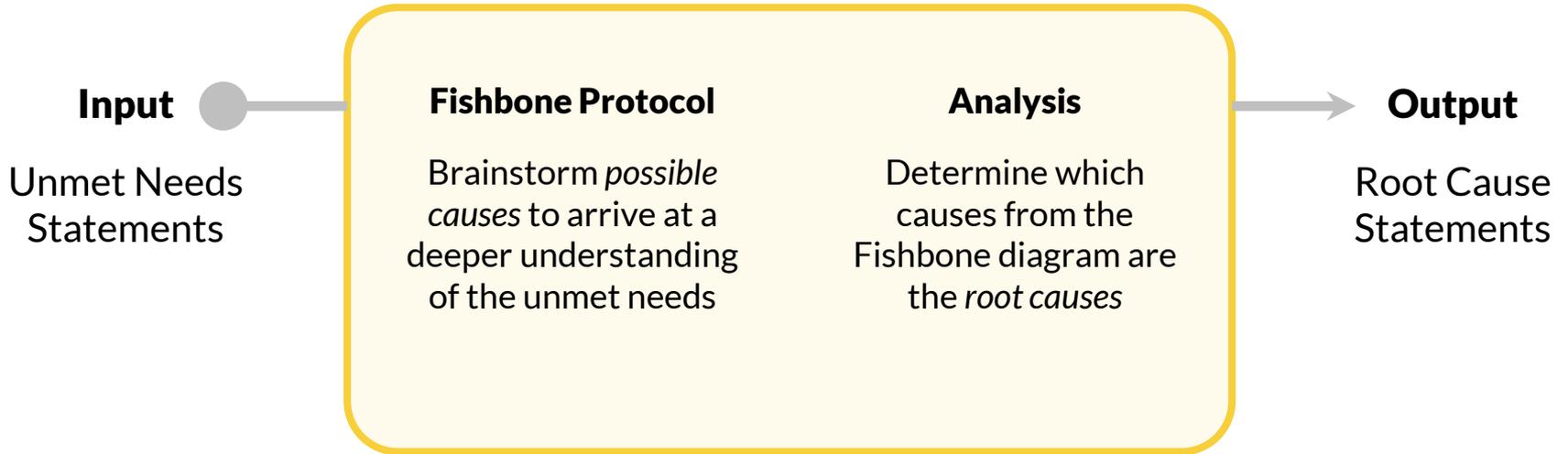
Objective

Identifying root causes with communities allows us to narrow potential causes of unmet needs to specific areas of focus.

Why

- Arrive at a deeper understanding of the problem
- Identify the reasons why outcomes may have occurred
- Focus on system challenges, not symptoms

Overview of root cause analysis



Overview of the activity

Goal

Brainstorm possible causes to arrive at a deeper understanding of the unmet needs

People

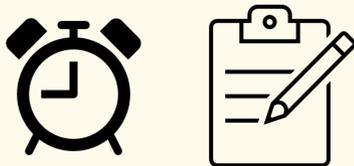
1 to 30 people (full committee)

Timing

30-45 minutes

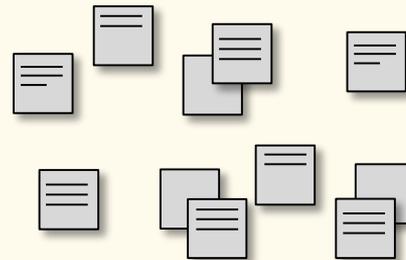
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Initial brainstorm of causes



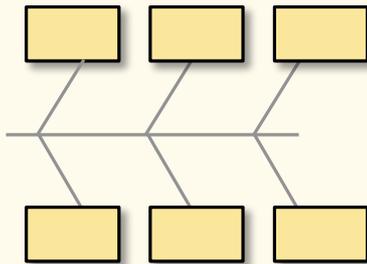
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Share around



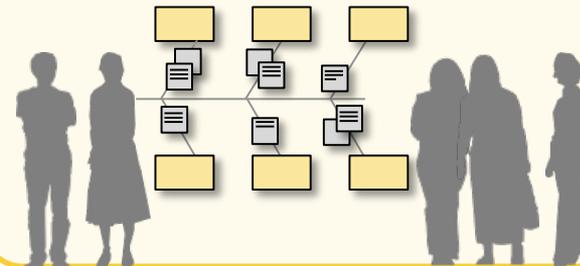
3

Build the fishbone



4

Review as a group



Zoom Rooms

Before we break into our committee rooms, zoom links for each committee will be shared in the chat.

- Committee members & staff:
 - Please select the link for your committee.
- Members of the public:
 - Please select the link for the committee you wish to join.

Introduction to History of Race and Inequities Discussion

In preparation for the Jan. 11 LPC Meeting:

- View selected videos (link will be provided in separate email) produced by PBS to reveal how Austin was complicit in the development of racial inequities experienced by people of color.

On Jan. 11, be ready to:

- Apply learning from videos to our Equity by Design planning efforts and decision-making activities.
- Begin imagining how you want your work to impact seven generations of Austin ISD students, communities and staff from 2022 - 2197.

Next Steps and Future Agenda Items

1. Post-meeting Survey
 - Link: <https://bit.ly/3q7Oruo>
2. LPC Meeting #6: History of Racial Inequities
 - Tues., Jan. 11 (6-8:30 pm)
3. LPC Meeting #7: Root Cause Analysis
 - Sat., Jan. 22 (9 am-12:30 pm)
4. School Tours
 - Early to mid-Jan. (dates and times TBD)

Committee Member Contact

Academics & CTE: miguel.garcia@austinisd.org

Athletics: tracilynn.wright@austinisd.org

Visual & Performing Arts: john.green-otero@austinisd.org

Facilities: melissa.laursen@austinisd.org

Safety, Security & Resiliency: bethany.shaw@austinisdpolice.org

Transportation, Food Service & Maintenance: kris.hafezizadeh@austinisd.org;
christine.steenport@austinisd.org; louis.zachary@austinisd.org

Technology: james.cook@austinisd.org

Community members should route questions and comments through
[Let's Talk](#) or by text (512) 856-6123

Austin ISD *Plans*
Long-range
● ● ● **Planning**

