

Wooster City Schools  
Diversity Task Force  
Steering Committee Meeting DRAFT Minutes  
12/14/2021  
1pm

1. New School Year:

- Gabe explained it was an eventful start to the school year.
  - COVID divisions
  - Master planning -
    - proposal of 3 new buildings with a grade level approach (versus a neighborhood approach)
    - great community attendance at the planning meetings
  - Staffing challenges and restructure: Vizzo, Grimshaw, Spitler, Crooks, Rubino, Mallue & Sizemore
  - Fall term was great for the arts, music, theater and athletics

2. Civil Rights Class:

- This fall was a full class; tough topics covered which have led to good discussions.
- Hoping to add a 2nd class next year.

3. Student Council: *According to the 7-27-21 annual meeting minutes, it was recommended that the Wooster High School Student Council be updated regularly on the status of Diversity Task Force recommendations. The superintendent should set up a meeting with the Student Council as part of the Student Council agenda, perhaps once a quarter.*

- Steve asked if they had chosen their school year “focus.” Gabe was unsure and will follow up with council and Mr. Vizzo

4. Review New Deliverables (suggested from past meeting minutes):

- Formal implicit bias training will be delivered to all employees and students between 2020 and 2024, with 25% being trained each year. Yvonne asked for clarification on what the specific proposal was.
  - *According to both the June 11, 2021 steering committee minutes and July 27, 2021 annual meeting minutes, the directive was: The Kirwan Institute of The Ohio State University will be training 20-25*

*staff members who will then train staff in the district...It is hoped that by winter break trainers will be ready for spring semester.*

- o Gabe reported that the training was extremely positive! 26 staff members completed the training. Participants were from various positions in the District, with every building represented.
- o What do we do now?
  - A volunteer steering committee was formed to lead the next steps... training other staff members. We'd like the implicit bias steering committee to start planning for ways to do this. Let's keep the training momentum going!
  - Yvonne suggested that we request funds for next year's budget to train another group of 25. Gabe explained that this may be cost prohibitive since this first round of training cost \$25,000. Rachel asked if a grant is an option to cover the cost.
- Increased focus on social justice, both by faculty and students.
  - o *At the June 11, 2021 steering committee meeting, Dr. Tefs noted that the public needs to be better informed on the restorative justice principles that WCSD uses to address student behavior. He noted that the school system is educated in the impact of trauma on students and many in the school district have been trained in how to respond to student behavior asking what is behind it, not how to react to it. Suspension and expulsion are a last resort.*
  - o So the question for us is... has the public been informed? If so, how?

#### 5. Recruitment 2021:

- Gabe reported that staff went to a job fair at Central State. Wasn't a huge success, only spoke to 3 students.
- Plan to attend 3 more in the spring - OSU, Cleveland State, and Noted at Akron University
- The high school principal position is a major one. The Finding Leaders firm is assisting in the search.

#### 6. Social Emotional Learning / Leader in Me:

- LIM
  - o All elementaries doing it.
  - o Edgewood is doing it in practice, in regular activities and school philosophy.

- The HS is not doing any LIM programing
  - Social Emotional Learning - *at the July 27, 2021 annual meeting, it was reported that the staff has been trained in trauma responsiveness and all the services the District offers or plans to*
7. One Book-Literacy/Under the Lights:
- *According to June 11, 2021 minutes, , the book was Lam Enough by Grace Byers and illustrated by Keturah A. Bobo, which was selected as the community read for WCSD students and families.*
  - Is next year's book picked?
8. Roll of DTF and WCSD during the academic year
- **Continue implicit bias training**
  - **Continue diverse recruitment strategies**
9. Yvonne mentioned that the NAACP received 40 MLK essays
10. NEXT. Steering Committee Meeting set for March 8, 2022 at 1pm

Respectfully submitted by Rachel Relle