



Culture and Climate Team Minutes

Date: February 12, 2018

Time: 3:30 pm

Location: EMEC

Members present: Rosi Portillo, Farah Anderson, Chris Mueller, Jean Wells, Cami Tapscott, Jennifer Greene, Pat Versluis
Absent: Brian Stombaugh, Lisa Therriault, Jen Manis

Meeting began at 3:35 p.m.

Introductions

Members introduced themselves and position they hold. They also shared one of the items below.

Ice Breaker:

Place you were born

Worst foods

Fun sports

Magical Powers

Greatest gifts

Animal you would like to touch

Roles:

Time keeper – Chris M

Notetaker – Rosi P.

Discussed additional roles may be added for future meetings – It was also suggested to not give specific times on agenda. Rather have timekeeper have a check point(s) during meeting and team will analyze what remaining topics may need to be addressed at future meetings.

Norms: DLT norms were presented and team also categorized norms written during meeting. These will be revisited when all members present.

- Begin and end on time
- Come prepared
- Have fun and humor, be enthusiastic participants
- All voices heard and respected.
- Represent positively for our community, staff and students
- Focus on issues related to our district, schools, staff and students
- Finish what we start
- Keep from straying off task

Focus of Climate and Culture & Brainstorm

Chart paper with headings were used to brainstorm ideas on how the team can address the following areas : Activities to improve climate for employees, recruiting diverse staff, back to school/family & community engagement, celebrating cultures, communication to all stakeholders

**Brainstorm ideas will be used as springboard on tasks the team can begin to address and plan future meetings.

Some highlights/discussions from the Gallery Walk were:

- Going more into the community – work with community leaders
- Shared out going to different locations in the community – going to the park and make connections- This is a mindshift of some only participating at 1 event
- Negativity – it is across the district . There are employees that do not want to be labeled or pointed out as doing well because of backlash or negativity they may experience
- Surprise countdown – countdown to teachers for example, if you wear college shirt can wear sweats
- Culture & Climate in Minnesota school observed as very positive – 2 years using Marzano – growth mindset and student achievement is evident
- What is important in classroom? (curriculum & instruction) What are we here for? Our Why? How do all the parts fit?
- Habits – need to reflect on what we are asking to change – How do we address the negativity?
- Appreciation Circle – C4I Rigor Walks – give positive feedback – demonstrate appreciation for employees
- District appreciation events
- Recruiting diverse staff is hard task. We need to start by showcasing why people want to work for EMSD. What does the district offer?

Quad City Area Realtor Association

Area realtors are creating a new website to feature area schools. EMSD37 was asked to create a “Top 10 list” with ten things people should know about our district. The team is generating ideas on district through Padlet.

Team will post their ideas so we can then submit to QC Area Realtor Assoc. by the early March . Team can submit ideas to the padlet link below.

<https://padlet.com/rportillo/turz08wec7ru>

Quad Cities Big Table: More information at the March meeting due to being over meeting time

Education Shirts

More discussion will come at next meeting also on what is the purpose for the Monday tshirt day. Is IT to promote more to enter into teaching? Support public ed? How does the committee take on this responsibility? Do we want to have DISTRICT "Spirit Wear"? Where/who do we order it from?

Future Meeting Dates

March 5th – team agreed to having a longer meeting time from 3:30 – 5:00 to get things started
Meeting will be held at EMEC.

Reflection of meeting :

Meeting notice was sent through evite and was requested to send future meeting dates through School email.

How are we going to measure the work we are doing? What tool will we use?

Pat requested 1st 7minutes of the next meeting to share something with team.

OUR TO DO LIST:

- Invite others to join – need representation from Ridgewood and Hillcrest – does not have to be classroom teacher
- Post on the PADLET a top 10 item on "EMSD 37 Top 10 List"
<https://padlet.com/rportillo/turz08wec7ru>

Meeting adjourned at 4:45 p.m.