



Culture & Climate

E MEC

April 2, 2018

3:30 pm -5:00 pm

Co-Chairs: Farah Anderson (absent) & Rosi Portillo

Members Present: Pat Versluis, Jeff Evans, Vicki Couch, Kim Friedli, Cami Tapscott, Jennifer Greene, Laura Crawford, Phyllis Trommer

Note-taker: Vicki Couch

Timekeeper: worked in subcommittees till 4:50

1. Welcome new members
 - Kimberly Friedli , Hillcrest 1st grade teacher
 - Jeff Evans , Glenview 5th grade principal
2. Roles
3. Norms (revisit if needed)
 - Begin and end on time
 - Come prepared
 - Keep fun in your mind and be enthusiastic participants
 - All voices heard and respected
 - Represent positively for our community, staff, and students
 - Finish what we start
 - Keep from straying off task
4. ~~Perspective Video~~ Falling Forward/UP video from Derrick Coleman
5. Quad Cities Big Table
 - *3 sessions for EM families, one geared toward Spanish
6. Focus of Culture and Climate (Prioritize and start implementation – project managers)
 - Activities/initiatives to improve the climate for employees in the district
 - Recruiting a more diverse staff to EMSD
 - Getting our families/community excited about coming back to school in August
 - Improving to recognize and celebrate the many cultures in EMSD
 - Communication of initiatives
7. Reflection
 - How do we measure what we are doing?
 - Need members from Glenview. – Jeff Evans
 - Realtor Top Ten – Done 😊
 - Culture? (rename the committee)
 - *Creating a One Drive for everyone to access
 - Add top ten list one thing to add
 - *Staff only events



- *Motivational Speaker-head Pat
- *Appreciation Circles/team building
- *Multicultural fair with Rotary at UT Sept 8th (community) Laura and Vicki
- *Celebrate cultures-Survey schools
 - *Flags of all of the countries in the district
- *World Relief Trauma simulation
- *Teacher recruitment

Future Meetings: April 23, May TBD

To do: