



## PTA Leadership Team Meeting

Location: Eva Davis Room at the JA/SA and Zoom

Thursday, November 3, 2022, 8:00 am to 9:25 am

### Present:

Uso, Yolanda Traylor, Erica Afeman, Jamie Thomas, Kristin McDonald, Arlissa Williams, Sherry Southard, Luana Slaughter, Natalie Lee

### Agenda:

- Welcome
- Finance and budget update
  - 1<sup>st</sup> Dine Out - \$900 in revenue was generated.
  - Poinsettia Fundraising is ongoing
  - Fall Festival was underbudget and the revenue generated will be communicated at the next meeting.
  - Memberships – 359 currently, 500 is the goal. Tabled discussion of whether to continue to use the word “dues”
  - Overall trending underbudget on the expenses side and overbudget on the income side.
- Committee action items
  - Family Support Resources rolled the Family Dinner into the Eagle Giving Tree Kickoff. Discussion of merging with a concert.
  - Membership – Discussion of target campaign to recruit teachers and staff.
- School updates
  - Bullying and Fights – Mr. McKnight indicated there is a challenge that is a residual impact of the pandemic. A discipline team meets to review discipline data. The focus will be on prevention and expanding wellness program. The issue of communication was raised, and it will be worked on. Mr. McKnight will talk with the team on how families can be most helpful. An issue was raised that there needs to be a tool in place to report and track, with additional focus on prevention and escalation. Working it incorporate “No Place for Hate” initiative. Erica discussed positive experience with this initiative. Terry Gay suggested breakout meetings to include family input.

#### **Action items:**

- 1) What would a community wide communication look like that acknowledges the issues; and
  - 2) coming forward with a comprehensive plan. Field Trip Costs
- Equity and Culture Training
  - Upcoming Meetings
    - PTA Leadership Team Meeting, December 1, 2022
    - PTA General Body Meeting – December 2022 (date will be communicated soon)
  - Meeting Adjourned

Sherry talked about the metaphor of us being in a blazing “violence and bullying inferno” where we are the volunteer firefighters.

To keep things constructive, we facilitated a “Lean Coffee” to gather concepts and ideas:

### Lean Coffee Exercise:

The task force received pieces of paper to write down their ideas/concerns/suggestions. Those can be found on the JamBoard here:

<https://jamboard.google.com/d/1MHe9ReGGFDQUu7kkYBRvKHUr0r-IIUM4Mx3txk5BJfg/edit?usp=sharing>

Information was discussed in themes, which centered around the following themes:

- Culture
- Communication/Collaboration
- Policy

### Discussion during Lean Coffee

(this is in just bullet points because the discussion popped around a lot)

1. Culture and community with parents
2. Parent involvement not supported
3. PTA/PEC/PAC/AdHoc Groups – parents are fragmented and not working together. We are fragmented and spread out which makes us ineffective
4. There is inconsistency and no fidelity to the “rules” and the rules don’t seem to be the same everywhere. An example of this is phone use and screens.
5. We are fighting symptoms instead of systemic issues related to culture.
6. There is a disconnect between who we say we are, who we want to be, and who we are actually (how we act).
7. There are no shared goals or communication of the goals between the school and the parents/community
8. Mental health needs have shifted and changed without any ability to manage it. We have seemingly very inexperienced folks leading those in the trenches.
9. We don’t know what APS or other Charter schools like KIPP are doing. Are we talking to our neighbors or doing research on what is and is not working?
10. Who is affected? EVERYONE- teachers and administration are affected by this too. We should be working with everyone.
11. Parental involvement is important
12. Peer leadership is most effective. Are we raising school champions? Do we have the skills to train? The time? The know-how?
13. We need more parents (who are trained) there in the morning, afternoon, lunch.
14. We need to invite parents to be mentors, to be present, to be connected.
15. Culture is a long term issue but we have to start now.
16. There is no student voice here. What do our kids think/want/need?

17. Disconnect between “raising young adults” but not giving them agency to practice.
18. We need to be intentional about opportunities for them to self regulate and collaborate to learn how to effect change. They feel like they are in prison.
19. IDEA – player only meetings for the kids to practice and work on their issues too.
20. Peer mediation is needed. Arlissa talked to Terra about this. They need to identify “safe people” and make sure those are supported and trained.
21. There seems to be a “secret society” in charge and controlling policy. Why are we doing that? What does that do to us as a collective?
22. We need more security in front of the building.
23. The school is accountable to the charter. Can we suggest these changes, yes, but there may be a whole shift needed here.
24. There are holes in security right now. You can just walk in at points, inconsistency in others.
25. Drew Dads is another example of fractured groups. We need to come together on this.
26. WE NEED MORE MEN at the table.
27. The Strategic Plan can be a point of leverage. We need to get in front of that and not wait to be asked to be involved but reach out to them directly. Dr Burke is who we will talk to. Staci has his contact info.
28. Sexual Harassment is a huge issue. How are we talking to our children about how they talk to each other? How are we holding them accountable for their actions?
29. We need sex ed if we are going to talk to them about how they talk about and approach sex.
30. We can and should leverage different social media and communication strategies so we can reach everyone in the modes they can receive it: example TikToc, youtube
31. Programs can help- example Boxing
32. Different parents approach this differently: many teach to fight back and show how, some teach to not react, some don't teach at all because they don't know how.
33. The community must intervene.

#### Action Items:

- Natalie to send out minutes and create JamBoard done:  
<https://jamboard.google.com/d/1MHe9ReGGFDQUu7kkYBRvKHUr0r-IIUM4Mx3txk5BJfg/edit?usp=sharing>
- Small team will reach out to Ms. Weaver and set up a meeting in the next two weeks
  - Ask for a baseline (what are the stats now)
  - Ask about the inclusion of “restorative justice” language and ask if people are trained, why they are using that language, and if their policy is actually using it.
  - Ask what interventions are being done and when will we reevaluate
  - Ask for a follow-up meeting
  - Ask for ability to participate/help
- Drew Dads will meet on and Kenneth will discuss with them the volunteer plan and start getting clearances done
- Reach out to the Drew community with additional comments/thoughts via JamBoard
- Reach out direct to Strategic Planning lead to get meeting set up (Staci)  
 Set up joint space in google for PTA equity/health and safety/family support to coordinate (Natalie)
- Plan the next meeting to report out on Weaver meeting (Sherry and Natalie)