

Culture and Climate Committee

Meeting Notes - March 8th, 2023

Attendees: Maggie Dock, Brian Fleischer, Crystal Hopkins, Dr. Felice Harrison-Crawford

Agenda Item 1: School Climate/HIB Report

M. Dock presented the School Climate/HIB report. The committee discussed the following points:

- The Montclair Local newspaper article citing the HIB self reporting results for was released, and she met with the principal and assistant principal to discuss it. They had a PTA meeting to discuss the self-assessment, and M. Dock broke down the components to teach how it works. Once the parents understood the components, the meeting went well.
- Women's month activities were planned for anyone identifying themselves as a woman.
- Some schools are putting in HIB cases that do not fall under criteria. M. Dock will sit with the school to discuss to ensure families do not have false expectations.
- There was discussion on how the district can have presentations on the cultural climate and how we want it to look
- Discussions with students about the language they use outside of school and how they tailor that inside school need to take place.
- There was a discussion about speaking with parents about navigating the Montclair Public Schools, including escalations, etc. Dr. FHC discussed expanding to include examples. Every building should roll out the same exact presentation.
- Quantum and Imagine will be doing PD for our admin soon. They will be training a team of trauma specialists for the school district. The training will take place over 3 six-hour days or can be split up into 3 two-hour trainings and two full days. Admin can determine who in their school they would want to go, possibly using staff members that have overlapping relationships with students. The presenters would like to do a 15-minute presentation at a Board meeting. Committee discussed thinking of a system where there is a protocol.

Agenda Item 2: Suspension Report by B. Fleischer

B. Fleischer pointed out that the suspension list is much longer at Glenfield than at every other school. He asked if it was a particular strategy. C. Hopkins wondered if the house system causes a culmination of complaints. Dr. FHC stated that there needs to be a reset and a greater focus on restorative justice to address these issues. All schools are dealing with issues stemming from COVID. She checked to see if it followed the code of conduct and saw that some did not. Committee discussed implementing systems to look into suspensions before they are placed. Dr. FHC will follow-up with additional options.