

## 4-15-2021 Discussion Notes

- Building Goals - unknown?
- Less is more
- Small bits
- Protocols to enhance data meetings
- Review sections results
- Annual review process to gather more info

### Core concepts needed:

- Clarity around goals
- Student voice
  - Safety
  - Trusted adult
- Actively recruiting faculty of color
- Culturally responsive needed
- Solid baseline data
- Equity

### Discussion Notes

- We have an initiative but do not know the results.
- Share results
- Give progress monitoring
- Sustainable
- Celebrate
- Initiative data needed
- Transparency as much as possible

### Survey fatigue

- Why
- Results?
- Cyclical nature of initiatives
- Need input mechanism for feedback from stakeholders

## Mechanism for decision making processes

- Definition of formal role
  - Committee
  - ILT
  - Union
  - CAPS
  - Circles
- Initiative definition
- Common vocabulary needed
- Shared decision making team?
- Shared definition of jargon
- Write down the process(es)
- What is the ultimate goal
- Connect survey to program
- Collaboration
  - CT no department chair
  - Informal only (lunch...)
  - Feel inconsequential (room)
  - Data meetings are department meetings (monthly)
  - Safe environment
  - Grade level chair no content dept. chair (vertical)
  - Main topic = student concerns