

JHS SIT Minutes for Wednesday, 10-12-16

Diversity Balancing Meeting for the 2016 Principal Selection Committee

Ms. Barbara Raphael called the SIT meeting to order at 5:30 p.m. on October 12, 2016 in the Media Center at Jordan High School. Ms. Raphael began the meeting by explaining to the committee members the following points:

- Ballots were placed on pink paper
- No section of the ballots were voided if someone did not select the number of required people for each category
- A ballot section was voided if more than the allotted number was selected. (example Choose 4 and 5 were chosen)

Two parent representatives are Amy Palmer and Mrs. Cox, one was in attendance and the other was not. We have to confirm diversity of the committee, and need to review what those characteristics are. We've created a chart to document the categories, in order to check off the diversity of the selected members. We chose to include the ESL group as it does not perfectly overlap with the needs of Hispanic students. The breakdown for parents and staff (before community member was chosen) is as follows.

Parent: 4	Female: 7	ESL: 2
Community: 0	EC: 4	Pathway: 0
BT: 2	Black: 3	Extra-Curricular: 4
Veteran: 5	White: 6	
Male: 2	Hispanic: 1	

Based off these numbers we believe we need to find more representatives for the Hispanic population and male population. Our white and female representation is heavily weighted. We chose to move forward with deciding on the community rep in order to revisit the balance of demographics. The ideal is to respect the votes of the in-school community as much as possible. Discussion of candidates ensued. Ms. Bell shared her feelings that a veteran listed should not be eliminated. There is discussion about the possibility of choosing Mr. Jose Sandoval, although there is some concern about his disclosure that he works with Heidi Carter, a long-time member of the school board. As a Hispanic male he can provide balance to our demographics, regardless of his political ties. There is further discussion about the team's personal connection and knowledge of the community rep candidates. Particularly the ties that Ms. Pate and Mr. Berringer have to the community. Before voting Ms. Burns raised the question of whether if we did choose to follow Mr. Sandoval, do we need to change the other candidates who are selected by the staff.

Mr. Hirsch asks us to move ahead by voting on the community rep. Ms. Bell stresses again the importance of considering Mr. Proffit as an advocate for teachers and the community. Mr. Hulbert stresses that Mr. Proffit would want us to select the representative who would advocate for the Hispanic population. Mr. Sandoval is chosen by near-unanimous vote.

Discussion ensues over how to balance the demographics of the committee, particularly the large representation of white females present on the list. The question is how do we choose which woman on

the list to remove. Ms. T stresses that the color of the nominees are not the most important factors, but the students they are invested in. There is discussion to flip Ms. Kelly and Ms. Gee, by Ms. Kelly's request that we consider the importance of a student services representative on the committee. Mr. Hirsch stresses the importance of a committee that can work with the community to bring forth the needs of that community. He stresses that even if diversity is still an issue on the committee, it doesn't mean the committee can't reach out to make those connections with the community to represent their needs.

Ms. JR formally moves to have Ms. Kelly and Ms. Gee switched. A vote is taken, but there is some concern from the parents that they do not know enough about these candidates to advocate for an over-ride of the staff's vote. Mr. Boyce shares that LaDwaun manages to cover several areas that we need. Ms. Kelly advocates for herself again, particularly emphasizing the present problems in student services due to breakdown between administration and student services, and stresses again the need for that representative.

Ms. JR moves to vote again. The switch is approved unanimously.

Ms. JR wishes to state that we need to come up with an alternative mode to get pathway representation into the committee. This will be provided with Ms. Kelly's placement on the committee.

Ms. JR moves to accept the committee. Unanimously approved.

The final demographics are as follows:

Parent: 4

Community: 1

BT: 2

Veteran: 5

Male: 3

EC: 3

Black: 4

White: 5

Hispanic: 2

ESL: 2

Pathway: 1

Extra-Curricular: 4

JHS SIT meeting ended at

6:30pm