

**Meeting Minutes**  
**September 22, 2020**

**Members in attendance:**

Ashley Anthony  
Alejandra Berry  
Tanya Coats  
Jordan Culp  
Chris Douglass  
Derek Griffin  
Laurie Griffin  
Paula Hancock  
Melody Hawkins  
Sonya Kyle  
Kellie Layden  
Katherine Mencer  
Kayla Montgomery  
Florence Ndiaye  
Stephanie Peltier-Green  
Michael Rodgers  
Sofia Roth  
Heather Sumpter-Blakemore  
Dee Thomason  
Linda Treadwell  
Victoria Tutor

**Members Not Present:**

Chris Douglass  
Michael Rodgers  
Antoinette Williams

**Guests:**

**Welcome and Purpose of the MAC**

Superintendent Thomas welcomed MAC Members and described his vision and goals for the council.

- Challenged the council to move at “warped-speed” in order to promote diversity within KCS, eliminate disparities in student achievement, create a network of teachers of color, develop mentor programs and support school leaders in developing culturally competent school environments and develop more relevant curriculum
- Encouraged members to share feelings and concerns
- All members received the MAC Purpose sheet

**Icebreaker**

Tammi Campbell asked each member to give name, school represented and one thing they hoped to gain as a MAC member

Responses

- Gain feedback
- Insight for how I can support recruitment of teachers of color
- Policies to move forward
- Ways to network for Minority Educators and advance in certain areas of district
- Reach out to all minorities, support our staff and students
- Be represented in a more positive light
- Resources for minority parents – build policies, select books that represent minorities

- Help others realize black educators matter, recognize minority educators and use in a greater way
- Provide a positive voice in creating policies to increase the number of black teachers
- Be an avenue to encourage minority students to go into education
- Gain supporters for ELL, life skills, tools to integrate, and teachers to serve
- Recruitment into leadership positions
- Advancement
- Communicate a voice, and light a torch
- Network to provide different opportunities, and encourage minority students to pursue education
- Encourage minority students to enroll into magnet and other top programs
- Leverage position and expectations, eliminate disparities, position cultural reality by 2024
- Get all underrepresented groups performing higher, inspire, eliminate disparities, recruit
- Beautiful different colored people to be inspired and inspire my students to set goals and work hard
- When I first started, teachers of color were recruited and seen as necessary and beneficial to students and staff. All students are more successful with the influence of teachers of color. We need to go back to making education a priority and inspire students of color and not of color.

### **Re-Cap of KCEA MAC and Transition to KCS MAC**

Tanya Coats shared brief history of MAC, and collaboration between Superintendent Thomas, Paula Hancock, and herself to develop the MAC pilot.

- Many minority educators feel that
  - they are the only person of color in their school
  - only resource for minority issues
  - unable to be promoted to leadership positions within KCS
- Under representation of minorities in college programs for educators with only 2 people of color for every 100 students
- Minority performance evaluations are lower than average
- Superintendent Thomas expressed interested in conversing about piloting a program to work toward eliminating disparities
  - Create network of teachers of color
  - Develop mentor program
  - Expand leadership pathways
  - Support school competency
  - Develop more relevant curriculum
  - Set policies and transparency

### **Meeting Norms**

- Chief of Staff Kelly went over goals, and expectations of members.
  - Be present
  - Be courteous, professional and solution oriented
  - Be about the business
  - Be self-disciplined

### **MAC Work Goals and Activity**

Tammi Campbell led an activity designed to help members bring voice to the issues they feel need to be known, and the action steps necessary in relation to the 5 MAC goals, in addition to “hot topics”

- Activity results attached

### **Wrap-Up**

Chief of Staff Kelly gave the “good” news and the “better” news

- Good News: The activity results reinforced the things that she felt she knew and are beneficial to let others to know
- Better News: Action Steps

- Information will be shared with the KCS Executive team for the purpose of planning to move the district forward in achieving goals

**Superintendent Thomas closing remarks**

- **Working with Tanya Coats and KCEA has been a blessing**
- **The work will continue as it carries over to tomorrow's PECCA meeting**
- **Appreciation for MAC members candor and for beginning the "work" through sharing action steps**