

# HHS SCHOOL COUNCIL MINUTES

*March 3, 2021 (5 PM) via Zoom*

In attendance: M. Ayer (School Committee Liaison), E. Bienfang (Parent), E. Cavanaugh (Gr. 11), S. Cyr (Parent), R. Estes (Parent), G. Garland (Faculty), J. Hoguet (Adjustment Counselor), L. Jefford (Gr. 11), B. Louchheim (Faculty), J. McPhillips (Community Representative), M. Melendes (Parent), P. Struzziero (Faculty), K. Sutton (Parent), P. Swanson (Community Representative) & R. Swanson (Principal) - 15 total. Absent: D. Comer (Gr. 12), B. Holleran (Staff) and C. Morley (Community Representative) - 3 total.

## 1 - APPROVAL OF MINUTES

Minutes of our last meeting (January 20, 2021) were approved unanimously.

## 2 - SCHOOL IMPROVEMENT GOAL #1 - SAFETY

RS shared the draft of an action plan (Appendix A) developed by the HHS Unity Project.

When asked which aspects of the plan most resonated with them, School Council members identified several items, including: 1) flags in the cafeteria; GG recommended collaboration with the school's Global Citizenship Program; 2) additional wall murals; GG recommended the entrance near the counseling department as an ideal location; 3) several of the events; 4) the "diversity bake sale;" SC recommended collaborating with kitchen staff to diversify regular offerings in the school cafeteria; 5) hopes for a Director of Equity and Inclusion; and 6) the establishment of an expanded cultural calendar; KS noted that the HPS already contains a calendar that could offer a good starting point.

Asked to consider items that might yet be added to the plan, Council members suggested 1) the painting of parking spots; 2) efforts to hire a more diverse teaching and coaching staff; 3) the development of an internship program that might help HHS to recruit a more diverse staff.

Additional discussion focused on giving full attention to the safety of *all* students, especially as it aligns to the School Improvement Goal. RE noted a concern for class (in addition to schoolwide) unity. Several members expressed their ongoing enthusiasm for the addition of a daily flex block to the HHS schedule.

### **3 - SCHOOL IMPROVEMENT GOAL #2 - TECHNOLOGY**

EB and CM have gathered some information from Nobles and will share it with the School Council later in the spring. Ongoing research into technology practices at other schools is ongoing.

### **4 - UPCOMING MEETINGS**

Next HHS School Council meetings: 3/17/21, 4/28/21, 5/19/21, 6/16/21

Appendix A

## HHS UNITY PROJECT

*The HHS Unity Project strives to promote **R**espect, **I**nclusion, **S**afety and **E**quity for all members of our school community. We believe the following actions will help to catalyze progress.*

Focus Area	Action Steps
Building & Grounds	<ul style="list-style-type: none"> <li>● Hang flags in the cafeteria to represent the diverse cultural heritage of HHS students, faculty and staff</li> <li>● Establish an “Adopt an Island” program: clubs &amp; teams can volunteer to maintain mulched beds surrounding the school, parking lots and field</li> <li>● Display a “Land Acknowledgement Statement” (recognizing Hingham as part of ancestral tribal territory) on plaques in the lobbies and gym</li> <li>● Paint a rainbow flag on the cement wall outdoors behind Room 180</li> <li>● Add new common gathering spaces (e.g., above main lobby)</li> <li>● Create new wall murals and display more student artwork</li> <li>● Expand cafeteria seating with stools and counters</li> <li>● Improve interior school courtyards</li> </ul>
Communications	<ul style="list-style-type: none"> <li>● Establish a website for the HHS Unity Project</li> <li>● Create a Google Classroom page for UP members &amp; extend an open, ongoing invitation for new members</li> <li>● Develop UP branding (i.e., logo, etc.) &amp; promote its use on posters, T-shirts, stickers, etc.</li> <li>● Maintain and regularly update an Instagram account to promote UP initiatives</li> <li>● Publicize UP events with a variety of marketing tools</li> </ul>
Content & Resource Support	<ul style="list-style-type: none"> <li>● Develop a calendar of heritage celebrations &amp; holidays</li> <li>● Gather &amp; share resources on equity and inclusion</li> <li>● Collect relevant TED Talks for the UP website</li> <li>● Recruit HHS community members to relate personal experiences in their own TED Talks</li> <li>● Form a group of student volunteers to preview/review texts and provide feedback to teachers &amp; administrators about potential additions to curriculum</li> </ul>
Events	<ul style="list-style-type: none"> <li>● Heritage Trivia Night - student volunteers create Kahoots each month for the corresponding culture/heritage being</li> </ul>

	<p>celebrated; maybe a faculty &amp; student tournament</p> <ul style="list-style-type: none"> <li>• Fun Run/5K to raise funds &amp; awareness for the Unity Project</li> <li>• Identify sponsors for events</li> <li>• Diversity Bake Sale - student volunteers prepare food that represents their cultural heritage</li> <li>• 42 games of catch on Jackie Robinson Day (April 15th) with partners assigned randomly to promote connections</li> </ul>
Professional Development Opportunities & Staff Support	<ul style="list-style-type: none"> <li>• Add UP-inspired options to PD calendar for 2021-2022 school year</li> <li>• Allot time during PD Days and/or faculty meetings for Unity Project collaboration and discussion</li> <li>• Create a “Resource List” to help staff better understand the roles of specialists and know “who’s who” at HHS</li> <li>• Develop a glossary and list of classroom techniques to support difficult discussions</li> <li>• Research and secure guest speakers, training events, and courses for staff</li> <li>• Hire or consult a Director of Equity, Diversity and Inclusion</li> </ul>
Research	<ul style="list-style-type: none"> <li>• Create, distribute, and compile results of a <i>Student Experience Survey</i> to better inform our efforts moving forward</li> <li>• Develop &amp; distribute a survey to gather information about the cultural heritage of HHS students &amp; staff in order to support the “Cafeteria Flags” project</li> <li>• Conduct research &amp; analyze data for other subcommittees and collect information for UP events</li> </ul>
School Policies	<ul style="list-style-type: none"> <li>• Review Student Handbook (including the Code of Discipline) &amp; Program of Studies, identifying language and policies that can be updated to better serve students and staff</li> <li>• Collect &amp; analyze data regarding school discipline</li> <li>• Explore restorative alternatives to traditional disciplinary approaches</li> <li>• Recommend potential revisions to the Student Handbook &amp; Program of Studies</li> </ul>