

**Arlington School Committee
School Committee Superintendent Retreat Meeting Minutes
Tuesday, August 9, 2022
4:00 p.m.**

DRAFT

4:15 p.m. Retreat Began

In attendance: R. Spiegel, Dr. Homan, Dr. MacNeal, A. Elmer, M. Credle-Thomas, B. Hayner, L. Homan, J. Thielman, L. Exton, K. Allison-Ampe, J. Morgan, L. Kardon, P. Schlichtman, R. MacNeal, M. Mason

Dr. Homan introduced Jessica Pepple, the Facilitator of the retreat, to the attendees. Ms. Pepple, introduced herself and started her presentation on *Diversity Belonging, Inclusion and Equity*.

The norms of the meeting were discussed by the facilitator. The first icebreaker/exercise was a question to all attendees asking if they were to write their autobiography what the title would be. The attendees, sitting at the table in a circle-style arrangement, answered and discussions ensued. The second icebreaker/exercise was based on the year on a coin that the facilitator had distributed. This exercise had attendees share about something significant that happened in their lives pertaining to diversity in the year that appeared on their coin. Ms. Pepple spoke a bit about her career and what she does and why.

Ms. Pepple spoke about technical vs. adaptive changes and how discomfort equals growth. She presented a slide with photos of a number of individuals who were discriminated against, forced out of town, their jobs, because of their race. Attendees were put into groups to work on an exercise based on efforts to restrict teaching racism and bias across the U.S. The participants shared and discussed their findings and their own personal stories of their own experiences in these areas.

Next was an exercise on the book all attendees had read to prepare for the retreat: *Our Iceberg is Melting*. Members raced to answer 16 questions about the book and discussed what penguin they could relate to most. The discussion was then centered on Arlington and what issues/situations might be similar to the iceberg melting. Members shared situations they feel are challenging in the District.

Ms. Pepple discussed an *8-Step Process for Successful Change*. A discussion took place and Dr. Homan shared how her work with the community was a collective vision of the community which included them in the process/cycle which can be used for future situations. A lot of work has also already been done educating the Administrators this past year as well.

7:09 p.m. Retreat Ended.

Respectfully submitted,

Elizabeth M. Diggins
Administrative Assistant to the School Committee