**Sep 13, 2021**

Committee Members present: Leslie Hamilton, Justin Tosco, Kristin Walker, Brendan Monahan, Elizabeth Uzzell, Sydney Bullock, Danielle Lamb, Tayler Mariner, Josie Spreher, Liz Macaulay, Rownak Ifat

Scribe: Sara Stinnette

* Welcome
  + Elizabeth opened us with a warm up, we each shared a value that we’re going to bring to the meeting today.
* Review of DEI Statement
  + Sydney expressed that she was disappointed that ABAR language was removed from statement.
  + ABAR is what we’re doing and the direction we’re heading but we don’t want this work to get held up anymore.
  + Elizabeth launched a poll for us to agree about accepting, the vision and mission statement.
* Surveys
  + Should have consistent language for the Caregiver Survey - should change to “Parent/Guardian Survey”
  + Worked the most on the Staff Survey because it needed to be shortened. We wanted it be less burdensome for folks. We removed a subject that was redundant. We didn’t change content, just took out redundancies.
  + Concern that staff will just answer the way they want us to answer the staff survey.
  + Question 25 - add an example of culturally responsive teaching practices (i.e. traditions and cultures).
  + Question 9 for MS families - Brendan expressed that this will trigger some parents.
  + Question 15 social justice - we’re trying to create social justice warriors. We’re trying to teach them how to be activists. ‘The parents’ that Brendan spoke to over the summer are going to be pissed about this question. Sydney spoke to how social justice in LE looks different than in Middle School such as the peace rose. Social justice is language is the best practice language from the major Montessori organizations. We should be clear about what we’re doing and be ready to deal with the consequences.
  + Idea to send FAQ document with the surveys.
  + Kim Elliott will forward survey links to board with language from Justin for messaging.
* Weighted Lottery
  + Would like to get people’s opinions on weighted lottery. Sara will email about weighted lottery and send email to gather responses to aggregate before our next meeting.
* Ethics Pledge
  + Leslie as AMS member and shared an example of an ethics pledge -

**Individual Member Ethics Pledge**

* + - As a member of the American Montessori Society, I pledge to conduct myself professionally and personally in ways that reflect my respect for myself, my peers, and the children whom I serve and with whom I come in contact, across all identifiers. I will do whatever is within my talent and capacity to respect the right of each child to have the freedom and opportunity to develop their full potential and to experience their intrinsic dignity. —Excerpted and adapted from the AMS Code of Ethics, with which all member schools and affiliated teacher education programs must agree to comply.
* Next Steps - Justin to share language to go with surveys