

MINUTES OF THE CITY COUNCIL COMMITTEE  
MONDAY, NOVEMBER 14, 2022

22-0019

WORKFORCE EDUCATION & EQUITY COMMITTEE  
CITY COUNCIL CHAMBER, CITY HALL/VIDEO CONFERENCE  
COUNCILMEMBER JAYNIE SCHULTZ, PRESIDING

PRESENT: [7] Schultz, Thomas, \*Moreno (\*\*9:11 a.m.), \*Resendez, \*Narvaez,  
McGough, \*Blackmon

ABSENT: [0]

The meeting was called to order at 9:03 a.m. with a quorum of the committee present.

The meeting agenda, posted in accordance with Chapter 551, "OPEN MEETINGS," of the Texas Government Code, was presented.

After all business properly brought before the committee had been considered, the meeting adjourned at 10:13 a.m.

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Chair

ATTEST:

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City Secretary Staff

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Date Approved

The agenda is attached to the minutes of this meeting as EXHIBIT A.

The actions taken on each matter considered by the committee are attached to the minutes of this meeting as EXHIBIT B.

The briefing materials are attached to the minutes of this meeting as EXHIBIT C.

**\*Note: Members of the Committee participated in this meeting by video conference.**

**\*\* Note: Indicates arrival time after meeting called to order/reconvened.**

MINUTES OF THE CITY COUNCIL COMMITTEE  
MONDAY, NOVEMBER 14, 2022

EXHIBIT A

**RECEIVED**

2022 NOV 10 PM 1:31  
CITY SECRETARY  
DALLAS, TEXAS

**City of Dallas**

*1500 Marilla Street,  
Council Chambers, 6th Floor  
Dallas, Texas 75201*

**Public Notice**

221050

**POSTED** CITY SECRETARY  
DALLAS, TX



**Workforce, Education, and Equity Committee**

**REVISED**

**November 14, 2022**

**9:00 AM**

## 2022 CITY COUNCIL APPOINTMENTS

COUNCIL COMMITTEE	
<b>ECONOMIC DEVELOPMENT</b> Atkins (C), Arnold (VC), McGough, Narvaez, Resendez, West, Willis	<b>ENVIRONMENT AND SUSTAINABILITY</b> Blackmon(C), Ridley (VC), Arnold, Bazaldua, Resendez, Schultz, West
<b>GOVERNMENT PERFORMANCE AND FINANCIAL MANAGEMENT</b> Mendelsohn (C), Willis (VC), Atkins, Bazaldua, McGough, Ridley, West	<b>HOUSING AND HOMELESSNESS SOLUTIONS</b> Thomas (C), Moreno (VC), Arnold, Blackmon, Mendelsohn, Ridley, Schultz
<b>PUBLIC SAFETY</b> McGough (C), Mendelsohn (VC), Atkins, Moreno, Resendez, Thomas, Willis	<b>QUALITY OF LIFE, ARTS, AND CULTURE</b> Bazaldua (C), West (VC), Arnold, Blackmon, Narvaez, Ridley, Thomas
<b>TRANSPORTATION AND INFRASTRUCTURE</b> Narvaez (C), Atkins (VC), Bazaldua, Mendelsohn, Moreno, Schultz, Willis	<b>WORKFORCE, EDUCATION, AND EQUITY</b> Schultz (C), Thomas (VC), Blackmon, McGough, Moreno, Narvaez, Resendez
<b>AD HOC JUDICIAL NOMINATING COMMITTEE</b> Resendez (C), Arnold, Bazaldua, Ridley, Thomas, West, Willis	<b>AD HOC LEGISLATIVE AFFAIRS</b> Atkins (C), McGough, Mendelsohn, Narvaez, Willis
<b>AD HOC COMMITTEE ON PROFESSIONAL SPORTS RECRUITMENT AND RETENTION</b> Johnson (C), Atkins, Bazaldua, Blackmon, Thomas	<b>AD HOC COMMITTEE ON GENERAL INVESTIGATING &amp; ETHICS</b> Mendelsohn (C), Atkins, Blackmon, McGough, Schultz
<b>AD HOC COMMITTEE ON ADMINISTRATIVE AFFAIRS</b> Willis (C), McGough, Moreno, Schultz, West	

(C) – Chair, (VC) – Vice Chair

Note: A quorum of the Dallas City Council may attend this Council Committee meeting.

## **General Information**

The Dallas City Council regularly meets on Wednesdays beginning at 9:00 a.m. in the Council Chambers, 6th floor, City Hall, 1500 Marilla. Council agenda meetings are broadcast live on WRR-FM radio (101.1 FM) and on Time Warner City Cable Channel 16. Briefing meetings are held the first and third Wednesdays of each month. Council agenda (voting) meetings are held on the second and fourth Wednesdays. Anyone wishing to speak at a meeting should sign up with the City Secretary's Office by calling (214) 670-3738 by 5:00 p.m. of the last regular business day preceding the meeting. Citizens can find out the name of their representative and their voting district by calling the City Secretary's Office.

Sign interpreters are available upon request with a 48-hour advance notice by calling (214) 670-5208 V/TDD. The City of Dallas is committed to compliance with the Americans with Disabilities Act. **The Council agenda is available in alternative formats upon request.**

If you have any questions about this agenda or comments or complaints about city services, call 311.

## **Rules of Courtesy**

City Council meetings bring together citizens of many varied interests and ideas. To insure fairness and orderly meetings, the Council has adopted rules of courtesy which apply to all members of the Council, administrative staff, news media, citizens and visitors. These procedures provide:

- That no one shall delay or interrupt the proceedings, or refuse to obey the orders of the presiding officer.
- All persons should refrain from private conversation, eating, drinking and smoking while in the Council Chamber.
- Posters or placards must remain outside the Council Chamber.
- No cellular phones or audible beepers allowed in Council Chamber while City Council is in session.

"Citizens and other visitors attending City Council meetings shall observe the same rules of propriety, decorum and good conduct applicable to members of the City Council. Any person making personal, impertinent, profane or slanderous remarks or who becomes boisterous while addressing the City Council or while

## **Información General**

El Ayuntamiento de la Ciudad de Dallas se reúne regularmente los miércoles en la Cámara del Ayuntamiento en el sexto piso de la Alcaldía, 1500 Marilla, a las 9 de la mañana. Las reuniones informativas se llevan a cabo el primer y tercer miércoles del mes. Estas audiencias se transmiten en vivo por la estación de radio WRR-FM 101.1 y por cablevisión en la estación *Time Warner City Cable* Canal 16. El Ayuntamiento Municipal se reúne en el segundo y cuarto miércoles del mes para tratar asuntos presentados de manera oficial en la agenda para su aprobación. Toda persona que desee hablar durante la asamblea del Ayuntamiento, debe inscribirse llamando a la Secretaría Municipal al teléfono (214) 670-3738, antes de las 5:00 pm del último día hábil anterior a la reunión. Para enterarse del nombre de su representante en el Ayuntamiento Municipal y el distrito donde usted puede votar, favor de llamar a la Secretaría Municipal.

Intérpretes para personas con impedimentos auditivos están disponibles si lo solicita con 48 horas de anticipación llamando al (214) 670-5208 (aparato auditivo V/TDD). La Ciudad de Dallas se esfuerza por cumplir con el decreto que protege a las personas con impedimentos, *Americans with Disabilities Act*. **La agenda del Ayuntamiento está disponible en formatos alternos si lo solicita.**

Si tiene preguntas sobre esta agenda, o si desea hacer comentarios o presentar quejas con respecto a servicios de la Ciudad, llame al 311.

## **Reglas de Cortesía**

Las asambleas del Ayuntamiento Municipal reúnen a ciudadanos de diversos intereses e ideologías. Para asegurar la imparcialidad y el orden durante las asambleas, el Ayuntamiento ha adoptado ciertas reglas de cortesía que aplican a todos los miembros del Ayuntamiento, al personal administrativo, personal de los medios de comunicación, a los ciudadanos, y a visitantes. Estos reglamentos establecen lo siguiente:

- Ninguna persona retrasará o interrumpirá los procedimientos, o se negará a obedecer las órdenes del oficial que preside la asamblea.
- Todas las personas deben abstenerse de entablar conversaciones, comer, beber y fumar dentro de la cámara del Ayuntamiento.
- Anuncios y pancartas deben permanecer fuera de la cámara del Ayuntamiento.
- No se permite usar teléfonos celulares o enlaces electrónicos (*paggers*) audibles en la cámara del Ayuntamiento durante audiencias del Ayuntamiento Municipal

"Los ciudadanos y visitantes presentes durante las

attending the City Council meeting shall be removed from the room if the sergeant-at-arms is so directed by the presiding officer, and the person shall be barred from further audience before the City Council during that session of the City Council. If the presiding officer fails to act, any member of the City Council may move to require enforcement of the rules, and the affirmative vote of a majority of the City Council shall require the presiding officer to act." Section 3.3(c) of the City Council Rules of Procedure.

asambleas del Ayuntamiento Municipal deben de obedecer las mismas reglas de comportamiento, decoro y buena conducta que se aplican a los miembros del Ayuntamiento Municipal. Cualquier persona que haga comentarios impertinentes, utilice vocabulario obsceno o difamatorio, o que al dirigirse al Ayuntamiento lo haga en forma escandalosa, o si causa disturbio durante la asamblea del Ayuntamiento Municipal, será expulsada de la cámara si el oficial que este presidiendo la asamblea así lo ordena. Además, se le prohibirá continuar participando en la audiencia ante el Ayuntamiento Municipal. Si el oficial que preside la asamblea no toma acción, cualquier otro miembro del Ayuntamiento Municipal puede tomar medidas para hacer cumplir las reglas establecidas, y el voto afirmativo de la mayoría del Ayuntamiento Municipal precisara al oficial que este presidiendo la sesión a tomar acción." Según la sección 3.3 (c) de las reglas de procedimientos del Ayuntamiento.

## **Handgun Prohibition Notice for Meetings of Governmental Entities**

"Pursuant to Section 30.06, Penal Code (trespass by license holder with a concealed handgun), a person licensed under Subchapter H, Chapter 411, Government Code (handgun licensing law), may not enter this property with a concealed handgun."

*"De acuerdo con la sección 30.06 del código penal (ingreso sin autorización de un titular de una licencia con una pistola oculta), una persona con licencia según el subcapítulo h, capítulo 411, código del gobierno (ley sobre licencias para portar pistolas), no puede ingresar a esta propiedad con una pistola oculta."*

"Pursuant to Section 30.07, Penal Code (trespass by license holder with an openly carried handgun), a person licensed under Subchapter H, Chapter 411, Government Code (handgun licensing law), may not enter this property with a handgun that is carried openly."

*"De acuerdo con la sección 30.07 del código penal (ingreso sin autorización de un titular de una licencia con una pistola a la vista), una persona con licencia según el subcapítulo h, capítulo 411, código del gobierno (ley sobre licencias para portar pistolas), no puede ingresar a esta propiedad con una pistola a la vista."*

"Pursuant to Section 46.03, Penal Code (places weapons prohibited), a person may not carry a firearm or other weapon into any open meeting on this property."

*"De conformidad con la Sección 46.03, Código Penal (coloca armas prohibidas), una persona no puede llevar un arma de fuego u otra arma a ninguna reunión abierta en esta propiedad."*

The City Council Workforce, Education, and Equity Committee meeting will be held by videoconference and in the Council Chambers, 6th Floor at City Hall.

The public is encouraged to attend the meeting virtually; however, City Hall is available for those wishing to attend the meeting in person following all current pandemic-related public health protocols.

The following videoconference link is available to the public to listen to the meeting and Public Affairs and Outreach will also stream the City Council Briefing on Spectrum Cable Channel 95 and [bit.ly/cityofdallastv](https://dallascityhall.webex.com/dallascityhall/j.php?MTID=md8e1cd84706d687713c56039a8853c32).

<https://dallascityhall.webex.com/dallascityhall/j.php?MTID=md8e1cd84706d687713c56039a8853c32>

## Call to Order

## MINUTES

- A. [22-2625](#) Approval of the October 11, 2022 Workforce, Education, and Equity Committee Meeting Minutes

**Attachments:** [Minutes](#)

## BRIEFING ITEMS

- B. [22-2628](#) Social and Emotional Learning in Dallas Independent School District  
[Sherry West, Deputy Chief of Staff, Dallas ISD; Juany Valdespino-Gaytan, Executive Director of SEL, Dallas ISD]

**Attachments:** [Presentation](#)

## BRIEFING MEMOS

- C. [22-2627](#) Day Labor Program Update  
[Kimberly Bizer Tolbert, Deputy City Manager, City Manager's Office]

**Attachments:** [Memorandum](#)

- D. [22-2626](#) Racial Equity Plan Accountability Dashboard Update  
[M. Elizabeth (Liz) Cedillo-Pereira, Assistant City Manager, City Manager's Office]

**Attachments:** [Memorandum](#)



- E. [22-2629](#) Enhanced Library Card  
[M. Elizabeth (Liz) Cedillo-Pereira, Assistant City Manager, City Manager's Office]

**Attachments:** [Memorandum](#)

- F. [22-2630](#) Fourth Annual Equity Indicators Symposium  
[M. Elizabeth (Liz) Cedillo-Pereira, Assistant City Manager, City Manager's Office]

**Attachments:** [Memorandum](#)

**ADJOURNMENT**

**EXECUTIVE SESSION NOTICE**

A closed executive session may be held if the discussion of any of the above agenda items concerns one of the following:

1. seeking the advice of its attorney about pending or contemplated litigation, settlement offers, or any matter in which the duty of the attorney to the City Council under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with the Texas Open Meetings Act. [Tex. Govt. Code §551.071]
2. deliberating the purchase, exchange, lease, or value of real property if deliberation in an open meeting would have a detrimental effect on the position of the city in negotiations with a third person. [Tex. Govt. Code §551.072]
3. deliberating a negotiated contract for a prospective gift or donation to the city if deliberation in an open meeting would have a detrimental effect on the position of the city in negotiations with a third person. [Tex. Govt. Code §551.073]
4. deliberating the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee; or to hear a complaint or charge against an officer or employee unless the officer or employee who is the subject of the deliberation or hearing requests a public hearing. [Tex. Govt. Code §551.074]
5. deliberating the deployment, or specific occasions for implementation, of security personnel or devices. [Tex. Govt. Code §551.076]
6. discussing or deliberating commercial or financial information that the city has received from a business prospect that the city seeks to have locate, stay or expand in or near the city and with which the city is conducting economic development negotiations; or deliberating the offer of a financial or other incentive to a business prospect. [Tex Govt. Code §551.087]
7. deliberating security assessments or deployments relating to information resources technology, network security information, or the deployment or specific occasions for implementations of security personnel, critical infrastructure, or security devices. [Tex Govt. Code §551.089]

MINUTES OF THE CITY COUNCIL COMMITTEE  
MONDAY, NOVEMBER 14, 2022

EXHIBIT B

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

NOVEMBER 14, 2022

Item A: Approval of the October 11, 2022 Workforce, Education, and Equity Committee Meeting Minutes

Councilmember McGough moved to adopt the minutes as presented.

Motion seconded by Councilmember Blackmon and unanimously adopted. (Moreno absent when vote taken)

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

NOVEMBER 14, 2022

BRIEFING ITEMS

Item B: Social and Emotional Learning in Dallas Independent School District

The following individuals briefed the committee on the item:

- Sherry West, Deputy Chief of Staff, Dallas ISD;
- Juany Valdespino-Gaytan, Executive Director of SEL, Dallas ISD;
- Dr. Tracey Brown, Executive Director of Mental Health Services, Dallas ISD; and
- Liz Cedillo-Pereria, Assistant City Manager, City Manager's Office

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

NOVEMBER 14, 2022

BRIEFING MEMOS

Item C: Day Labor Program Update

Item D: Racial Equity Plan Accountability Dashboard Update

Item E: Enhanced Library Card

Item F: Fourth Annual Equity Indicators Symposium

The committee discussed the items.

MINUTES OF THE CITY COUNCIL COMMITTEE  
MONDAY, NOVEMBER 14, 2022

EXHIBIT C

# Social and Emotional Learning in Dallas ISD

Presented by:

**Chief of Staff**  
Sherry West

Deputy Chief of Staff

**Social and Emotional Learning**

Juany Valdespino-Gaytan,  
Executive Director

**Mental Health Services**

Dr. Tracey Brown  
Executive Director





# WARM WELCOME

Identify the color that best represents how you are feeling right now.

Share with your elbow partner and explain why you are feeling this way.

SERENE	FULFILLED	CALM	BALANCED
EASYGOING	CHILL	THOUGHTFUL	CONTENT
SATISFIED	GRATEFUL	TRANQUIL	RELAXED
COMFY	COMPLACENT	PEACEFUL	MELLOW

LIVELY	UPBEAT	EXCITED	ECSTATIC
ENTHUSIASTIC	ENERGISED	INSPIRED	HYPER
MOTIVATED	SURPRISED	FOCUSED	PLEASANT
JOYFUL	BLISSFUL	HOPEFUL	HAPPY

**M O O D**

**M O O D**

SAD	LONELY	TIRED	BORED
GLUM	DRAINED	APATHETIC	DOWN
PESSIMISTIC	CONCERNED	EXHAUSTED	MISERABLE
DISCOURAGED	DRAINED	SPENT	ALIENATED

**M E T E R**

**M E T E R**

TENSE	NERVOUS	RESTLESS	TROUBLED
PEEVED	WORRIED	FRIGHTENED	UNEASY
FRUSTRATED	STRESSED	IRRITATED	PANICKED
STUNNED	ANNOYED	ANGRY	FURIOUS

# AGENDA

**Warm Welcome**

**Racial Equity & Student Supports**

**SEL in Dallas ISD**

**SEL Framework**

**SEL Services**

**SEL Tools & Resources**

**Mental Health Services**

**Referrals**

**Staffing**

**Aligned Partnership Opportunities**

**Optimistic Closing**



# Racial Equity Office Pillars



## Mental Health Services

Trauma-induced, severe, and consistent behavior concerns

## Counseling Services

Guidance lessons, bullying, Suicide Risk Assessments, grief counseling, and group/individual support

## Social & Emotional Learning

Professional learning and coaching: SEL & Positive Behavior Systems

## Dallas ISD Police

Assistance with classification of offenses pertaining to the Student Code of Conduct



## Office of Student Engagement & Support

All actions of the Student Code of Conduct and Student Discipline data systems compliance

## MTSS

Tiered interventions for all students, small groups, and individuals

## 504

Students who need accommodations in the learning environment

## Special Education

Students with a Special Education Behavior Intervention Plan and/or exhibit behavior concerns

## Parent Advocacy & Support Services

Support families with resources and services

# Social & Emotional Learning in Dallas

*Fostering Voice, Choice, and Belonging*

## DEFINITION

Social and emotional learning builds the **skills, knowledge and attitudes** that students and adults use to be successful in school, work and life.

SEL includes knowing and managing your emotions, understanding and collaborating with others, making positive choices and demonstrating resilience.

**SEL cultivates belonging**, where people celebrate diversity and make space for **agency** of ALL stakeholders.



## VISION

A city where children and adults are prepared with the social and emotional skills to lead healthy lives, co-creating communities in service of justice and equity.

## MISSION

To foster collaborative communities that promote social and emotional development through in-school and out-of-school programs.



# SEL Dallas | Fostering Voice, Choice, & Belonging

## SEL Competencies



## SEL Framework



## Indicators of SEL in Action



Explicit SEL Skills Instruction



SEL Integrated into Content



Youth Voice, Belonging, & Engagement



Supportive School & Classroom Climate



Focus on Adult SEL



Supportive Behavior Systems



Continuum of Integrated Supports



Authentic Family Partnerships



Aligned Community Partnerships



Systems for Continuous Improvement

# SEL Signature Practices

## Warm Welcome

Open each class period, meeting, or professional learning experience with a **WELCOMING INCLUSION ACTIVITY, ROUTINE, OR RITUAL** that builds community and connects to the work ahead.

## Engagement

Embed **ENGAGING STRATEGIES**, including brain breaks to anchor thinking and learning, throughout the experience.

Build in a balance of interactive and reflective experiences to meet the needs of all participants.

## Optimistic Closure

An **OPTIMISTIC CLOSURE** highlights an individual and shared understanding of the importance of the work, and can provide a sense of accomplishment and support forward-thinking.

The closing activity may be reflective of the learning, help identify next steps, or make connections to one's own work.

# Social and Emotional Learning | Services



**SEL Coaching: New Teachers, New Administrators, SEL Champion, Administrators**

**Student Leadership Development support**

**Campus SEL Planning Support**

**Campus SEL Professional Learning**

## All Campuses

### FALL ELEMENTARY SEL CHAMPION PLC 2022

*\*Please note: Administrators must approve SEL Champion participation.*

**September 13: SEL Implementation**

We will dive into the SEL Implementation Guide and collaborate on the strategies and resources that support the essential components of schoolwide social and emotional learning for elementary students. \*Robot, Rhythm, Explicit Skills Resources

Time: 3:45 -5:15 pm

**October 18: Cultivating Agency**

We will collaborate to examine and plan for practices that foster student leadership and opportunities for cultivating agency. \*Content Integration & Student Leadership

Time: 3:45 -5:15 pm

**November 16: Identity, Agency, & Belonging**

We will center our time together around identity agency and belonging for elementary students. \*Effective Teacher Language & Avoiding Power Struggles, Panorama Data

Time: 3:45 -5:15 pm

**December 13: Creating Connections**

We will focus on self-care and creating connections in elementary learning communities. \*Self-Care, Family Engagement & Community Building

Time: 3:45 -5:15 pm

<https://bit.ly/3dLRLY1>

@DallasISDSEL

DALLAS Social and Emotional Learning

**SEL Champion PLCs**  
**Elementary | Secondary**

DALLAS Social and Emotional Learning
Joiningman
COMMUNITY DESIGN PARTNERS

## STUDENT LEADERSHIP SUMMIT 2021-22

# I DREAM A WORLD...

#DallasISDSEL
JOIN US VIA ZOOM

**Student Leadership Development Opportunities**

### SOCIAL AND EMOTIONAL LEARNING

## Morning to Night

Helping children develop social and emotional skills takes an environment of trust, respect and support. By modeling these skills and nurturing positive behaviors throughout the day, together we can create a climate where everyone thrives.

**MORNINGS AT HOME**

A simple hug, genuine eye contact and a positive thought for the day can help your child wake up to a world of love and encouragement.

**AT SCHOOL**

An inclusive morning meeting sets the tone for a productive day with everyone equally welcomed, greeted and encouraged.

Children practice relaxation strategies that promote planning skills, increase readiness to learn, and reduce anxiety.

**AFTER SCHOOL**

Encouraging teamwork and child-to-child mentoring in group activities helps build cooperation and respect across grades and ages.

Before activities start, a quiet 30-second "Power Pause" can reset emotions and moods for both children and staff.

**NIGHTS AT HOME**

Having a short daily one-on-one conversation about the highs and lows of the day, without technology, builds family connection, and helps create a safe haven for both celebrating wins and dealing with challenging situations.

To learn more about social and emotional learning in our schools and at home, go to <https://bit.ly/3D98z6e> and [www.dallasisd.org/SELmedia](http://www.dallasisd.org/SELmedia)

Social and Emotional Learning

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**Family/Caregiver SEL Development**

Social and Emotional Learning

**District-wide SEL Professional Learning Sessions**

4



# Social and Emotional Learning | Tools & Resources



Social and Emotional Learning



## INDICATORS OF SCHOOLWIDE SEL – IMPLEMENTATION GUIDE

When fully implemented, schoolwide SEL contributes to more successful and equitable outcomes for young people. In the table below, reflect on the programs, practices, and strategies that your school is already using to support the essential components of schoolwide SEL. Then, reflect on how your school community can grow the most. This reflection can be a helpful step in establishing common ground among stakeholders about where the school should focus their learning and implementation efforts for SEL.

Goal	Indicator of Schoolwide SEL	Description	Practices	Look For/Learn About
<b>Climate &amp; Culture</b>  SEL concepts, skills and tools permeate the school, reinforcing comprehension of SEL core competencies and creating a positive place to learn and work for students, staff and community.	 Youth voice and engagement	Staff honor and elevate a broad range of student perspectives and experiences by engaging students as leaders, problem solvers, and decision-makers.	→ Student Driven Systemic Practices → Community Service projects → Student representatives at the table when making decisions for the campus → All students belonging to a club of choice...perhaps during advisory period 1 day per week → Student leadership opportunities → Student choice in assignment topics or response methods	<ul style="list-style-type: none"> <li>There is evidence of student participation (via surveys, journal writing, or other products).</li> <li>Students serve on decision-making and/or advisory teams.</li> <li>There is evidence of service-learning projects or student-led awareness campaigns.</li> </ul>
	 Supportive school and classroom climates	Schoolwide and classroom learning environments are supportive, culturally responsive, and focused on building relationships and community.	→ Welcoming, inviting, and organized classrooms/ common areas → Authentic greetings upon arrival → Community building opportunities: House/Pod Systems/Weekly Community Meetings → Safe environment for risk-taking when learning → Integrated Brain Breaks/Mindfulness practices at transitions → Daily wellness check-ins (Stiltz), Mood Meter, mentorship → SEL Signature Practices shape the day/class/interactions/arrival/departure ✓ Warm Welcome, Engagement, Optimistic Closing	<ul style="list-style-type: none"> <li>Focused schoolwide norms are displayed in common areas.</li> <li>Students and staff model social and emotional competencies.</li> <li>There are inviting, well-maintained common areas.</li> <li>A variety of meaningful, creative, and recent student work is prominently displayed.</li> <li>Staff greet students as they arrive at school and at class, and in the halls as appropriate.</li> </ul>

2022-23

Modified from CASEL | 2020 Indicators of Schoolwide SEL



SEL Elementary  
Explicit Skills Lessons



Reboot:  
Daily Mindfulness  
Application | All Levels



SEL Secondary  
Explicit Skills Lessons



Well-being Check-in  
Application | All Levels

[SEL Implementation Guide](#) | [SEL Implementation Survey](#)



Social and Emotional Learning

SEL & Environment Student Survey	% Favorable Responses					
	Grades 3 - 5			Grades 6 - 12		
<b>Green</b> = % of favorable responses is equal to or greater than the national avg	Fall 2020	Fall 2021	Fall 2022	Fall 2020	Fall 2021	Fall 2022
<b>Red</b> = % of favorable responses is less than the national average	24,211 Responses	25,601 Responses	23,355 Responses	37,879 Responses	43,430 Responses	37,135 Responses
<b>Supportive Relationships</b> How much students feel that teachers care about and support their personal development and well-being beyond the classroom.	84%	87%	88%	79%	81%	82%
<b>Social Awareness</b> How well students consider the perspectives of others and empathize with them.	67%	68%	69%	64%	62%	60%
<b>Self-Management</b> How well students manage their emotions, thoughts, and behaviors in different situations.	64%	66%	68%	72%	72%	71%
<b>Self-Efficacy</b> How much students believe they can succeed in achieving academic outcomes.	57%	59%	62%	44%	49%	50%
<b>School Belonging</b> How much students feel they are valued members of the school community.						
<b>School Climate</b> Perceptions of the overall social and learning climate of the school.						
<b>School Safety</b> Perceptions of student physical and psychological safety while at school.						

[3rd - 5th grade survey](#) | [6th - 12th grade survey](#))

# Brain Break



# Comprehensive Mental Health Services

## School Services

Licensed Mental Health Clinicians serve on-campus

## Clinic Services

Licensed Mental Health Clinicians serve at each of our 12 Youth & Family Centers.

## Drug & Alcohol Prevention & Intervention Program

Coordination of drug and alcohol educational services, programs, and resources

## Psychiatry Services

Licensed psychiatrists provide psychiatry services at Youth & Family Centers

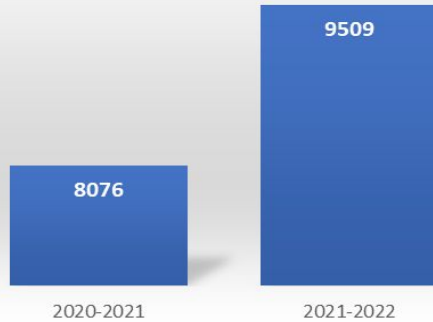
## Wraparound Support

Wraparound Specialists connect families to Dallas area community resources

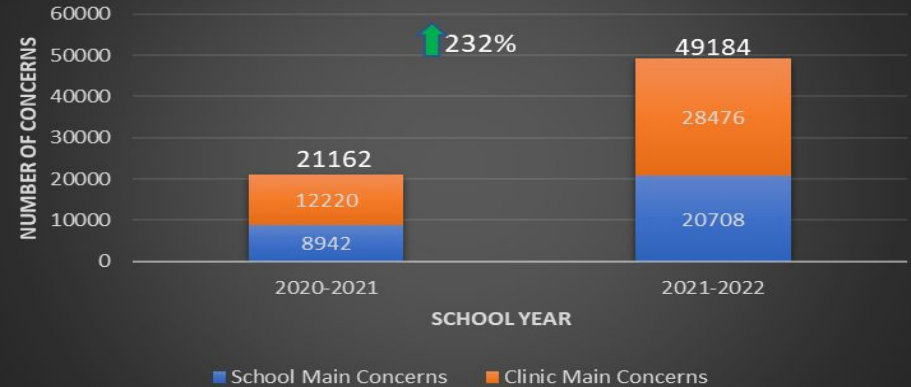
***The Dallas ISD Mental Health Services program*** includes licensed professional clinical and physical health staff who strive daily to implement a comprehensive program designed to support academic achievement by addressing students' mental, physical, and behavioral health concerns.

# Mental Health Referrals

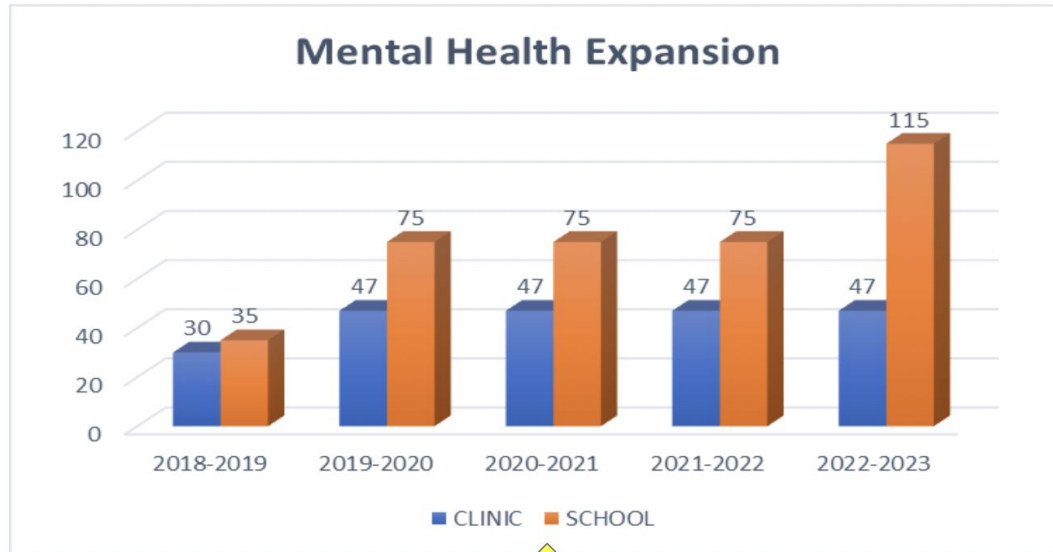
## Number of Students Referred



## Referral Main Concern




# Mental Health Service Expansion



***In just 2 1/2 years, we have expanded student outreach by 249%!***

# Partnership Opportunities

- Proclamation for SEL Day 
- Mental Health Awareness Campaign
- Suicide Prevention Walk
- City of Dallas Self-Care Day
- BE KIND Campaign
- Wellness Committee Collaboration
- Wellness Resources for Adults
- City-wide Parenting Education Opportunities

# Optimistic Closing:

What is one take-away  
from our time together?





# THANK YOU

**DALLAS**   
INDEPENDENT SCHOOL DISTRICT

# Memorandum



CITY OF DALLAS

DATE November 10, 2022

TO Honorable Members of the Workforce, Education, and Equity Committee: Jaynie Schultz (Chair), Casey Thomas (Vice-Chair), Jaime Resendez, Paula Blackmon, Jesse Moreno, Adam McGough, Omar Narvaez

SUBJECT **Small Business Center Workforce Development Day Labor Center**

The purpose of this memorandum is to provide an update from the Council briefing on October 11, 2022, on the Day Labor Program.

The proposed Day Labor Program is intended to help reduce safety hazards, deter crime, and provide a safe, organized method of engagement between laborers and employers. The program plans to also decrease the labor gap by providing access to skilled workers, and act as a community connector of services linking local small businesses, homeowners, faith-based organizations, and contractors with skilled day labor workers for employment opportunities.

The recommendation is to implement a pilot beginning February 2023 for the Day Labor Program. The pilot will include the hiring of a program coordinator to continue the research of a feasible location(s) and formalize a potential agreement with Workforce Solutions Dallas as the partner agency to support the pilot and a potential expanded program in the future.

During the first phase, staff will continue to meet with prospective Council Members to share information and provide progress reports on the program. A follow-up briefing to the full Workforce, Education, and Equity Committee will be scheduled in Spring 2023, where staff will present an overall project plan and proposed budget for a comprehensive program incorporating additional sites across the city, including a mobile unit.

Staff will be available during the Workforce, Education, and Equity Committee meeting on November 14, 2022, to respond to questions or provide additional information. In the meantime, please feel free to contact me or Joyce Williams, Director, Small Business Center at [joyce.williams@dallas.gov](mailto:joyce.williams@dallas.gov).

A handwritten signature in black ink, appearing to read 'Kimberly Bizer Tolbert'.

Kimberly Bizer Tolbert  
Deputy City Manager

c: T.C. Broadnax, City Manager  
Chris Caso, City Attorney  
Mark Swann, City Auditor  
Biliera Johnson, City Secretary  
Preston Robinson, Administrative Judge  
Jon Fortune, Deputy City Manager

Majed A. Al-Ghafry, Assistant City Manager  
M. Elizabeth (Liz) Cedillo-Pereira, Assistant City Manager  
Dr. Robert Perez, Assistant City Manager  
Carl Simpson, Assistant City Manager  
Jack Ireland, Chief Financial Officer  
Genesis D. Gavino, Chief of Staff to the City Manager  
Directors and Assistant Directors

# Memorandum



CITY OF DALLAS

DATE November 10, 2022

TO Honorable Mayor and Members of the City Council

SUBJECT **Racial Equity Plan Accountability Dashboard Update**

August 24, 2022, Dallas City Council adopted the city's first ever Racial Equity Plan (REP). The REP called for accountability, transparency, and effective community communication through inclusive, intentional, and impactful reporting on the progress of the plan. As a focal point, the plan named an accountability dashboard as a metric to demonstrate citywide progress on the REP. This memo outlines information on the dashboard, the timeline, and next steps.

### **Dashboard:**

The accountability dashboard will serve as a robust, real time public facing hub site that demonstrates progress for the 232 DPMs. The goal of the dashboard is to increase trust with residents by providing inclusive updates to the REP through language, mobile, and social media accessibility as well as printing capacity demonstrating REP progress and updates.

### **Dashboard Timeline:**

The Office of Equity and Inclusion (OEI) and Data Analytics and Business Intelligence (DBI) initiated the Racial Equity Plan (REP) accountability dashboard discussion Spring 2022, since the onset of the discussion the following has occurred:

- April - May 2022
  - Completed DBI's Scope of Work
  - Community engagement on dashboard hub site
  - Weekly touchpoint meetings between OEI/DBI May 2022
- June - August 2022
  - Community focus groups
  - Adoption of the Racial Equity Plan
  - Categorized measures for data collection
- September - October 2022
  - OEI/DBI met with 39 departments for Citywide Data Support Technical Assistance Sessions

DATE November 10, 2022  
SUBJECT **Racial Equity Plan Accountability Dashboard Update**

**Next Steps:**

Next steps for the Racial Equity Plan accountability dashboard, per DBI's forecast:

- a. The final product will be ready for launch in September 2023, OEI will see the product for their rounds of review and revisions in June of 2023.
- b. DBI will inform when briefings are ready to be scheduled. The current target date is September 2023.
- c. The target timeline for community meetings is after the internal review in June/July 2023.
- d. DBI will be available for and will schedule individual CM demos for those CMs who want to see the product before the launch. These demos are technical in nature and explain how the tool works. OEI Director Dr. Lindsey Wilson will be invited to be a co-host of these meetings and be the lead on all content.
- e. At the appropriate Council or Committee meeting the DBI Analyst who created the product will demonstrate and present the product.

Should you have any questions, please do not hesitate to contact me or Dr. Lindsey Wilson, Director of the Office of Equity and Inclusion, at [lindsey.wilson@dallas.gov](mailto:lindsey.wilson@dallas.gov) or Dr. Brita Andercheck, Chief Data Officer, at [brita.andercheck@dallas.gov](mailto:brita.andercheck@dallas.gov)



**M. Elizabeth (Liz) Cedillo-Pereira**  
Assistant City Manager

- c: T.C. Broadnax, City Manager  
Chris Caso, City Attorney  
Mark Swann, City Auditor  
Biliera Johnson, City Secretary  
Preston Robinson, Administrative Judge  
Kimberly Bizzor Tolbert, Deputy City Manager
- Jon Fortune, Deputy City Manager  
Majed A. Al-Ghafry, Assistant City Manager  
Carl Simpson, Assistant City Manager (I)  
Dr. Robert Perez, Assistant City Manager (I)  
Jack Ireland, Chief Financial Officer  
Directors and Assistant Directors

# Memorandum



CITY OF DALLAS

DATE November 10, 2022

TO Honorable Mayor and Members of the City Council

SUBJECT **Enhanced Library Card**

The Enhanced Library Card is a Dallas Public Library card with identifying information printed on the front of the card. The Enhanced Library Card is optional and free. It is not recognized as a federally or state recognized ID, however could provide support in verifying a person's identity and increase access to locally based programs and services. On September 30, 2022 the Dallas Public Library implemented the first step of its Enhanced Library Card program at five locations: J. Erik Jonsson Central Library, Arcadia Park, Lancaster-Kiest, Highland Hills and White Rock Hills Branches.

The final step is coming in mid-December as the Library has received the remaining 24 specialized printers and is just awaiting the arrival of the software to run the program to have this accessible at all Dallas Public Library locations except for Bookmarks in NorthPark Center.

Ongoing work is being done in the community with the help of the Office of Equity & Inclusion - Welcoming Communities and Immigrant Affairs Division (WCIA) to encourage acceptance of the Enhanced Library Card as an alternate form of identification. This includes discussions with the Dallas Police Department, Dallas Parks & Recreation, Office of Community Care, Dallas Water Utilities, Parkland Health and Dallas County. The forms of identification accepted to get a library card are being re-evaluated to possibly be expanded.

Should you have any questions, please do not hesitate to contact me or Jo Giudice, Director of the Dallas Public Library, at [Maryjo.Giudice@dallas.gov](mailto:Maryjo.Giudice@dallas.gov) or Christina de Silva, Office of the Office of Equity & Inclusion - Welcoming Communities and Immigrant Affairs Division at [christina.dasilva@dallas.gov](mailto:christina.dasilva@dallas.gov)

A handwritten signature in black ink, appearing to read 'Liz Cedillo-Pereira'.

M. Elizabeth (Liz) Cedillo-Pereira  
Assistant City Manager

c: Chris Caso, City Attorney  
Mark Swann, City Auditor  
Billieae Johnson, City Secretary  
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Jack Ireland, Chief Financial Officer  
Genesis D. Gavino, Chief of Staff to the City Manager  
Directors and Assistant Directors

DATE November 10, 2022  
SUBJECT **Enhanced Library Card**

**What do I need to bring with me to apply for an Enhanced Library Card?**

A picture ID and physical address verification are required to receive your library card.

**What if I don't have a photo ID – can I still apply for an Enhanced Library Card?**

If you don't have a photo ID, we would be happy to accept a letter from an agency or government entity that states that you do not have a photo ID. We ask that this letter is the original, be on the letterhead of the agency/government entity, provide your name, state that you do not have a photo ID, and be signed by a staff member of the agency government entity. Accepted agencies/government entities: shelters, caseworkers, any City of Dallas department, State of Texas agency, City Square and Stewpot.

**Accepted Forms of Picture ID:**

If your ID is expired, does not include an address, or does not have a current Dallas address, please provide one form of address verification.

Government-issued driver's license or ID card

U.S. Permanent Residency card or Alien Registration Receipt card (Form I-551)

U.S. Certificate of Citizenship (Forms N-560 or N-561)

U.S. Certificate of Naturalization (Forms N-550, N-570, or N-568)

Verification of Release Form

Global Entry Card issued by the U.S. Customs and Border Protection

Employment Authorization Document or U.S. Work Permit

Matricula Consular/Consular ID card

Passport

Work/School ID

Concealed handgun license

Uniformed Services ID Card

Inmate ID card with photo

Online arrest record with photo

Shelter ID card with photo

**Accepted Forms of Address Verification:**

Current rent or lease agreement

Current utility bill dated within the last 30 days

Current business mail dated within the last 30 days

USPS change of address confirmation dated within the last 30 days

Voter registration card with current address

Checks showing your current address

Current student registration

Current renter's, homeowners, or car insurance policy

Current property tax statement

Paycheck with name and address imprinted

Copy of medical record with name and address

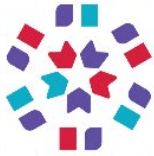
Letter on letterhead from shelter

DATE November 10, 2022

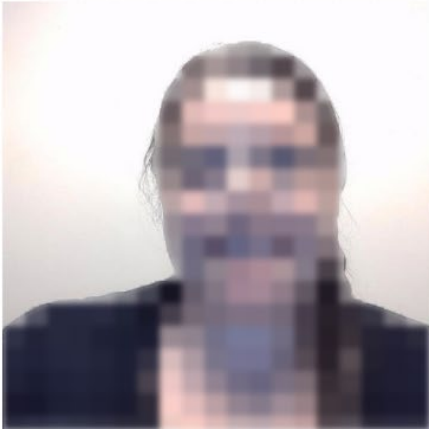
SUBJECT **Enhanced Library Card**

Verification of Release Form

**Sample Card:**



**Dallas Public**  
**LIBRARY**



Siddie Joe Johnson

1515 Young Street #1234

Dallas, TX 75201

**DOB:**

06-01-1980

# Memorandum



CITY OF DALLAS

DATE November 10, 2022

TO Honorable Mayor and Members of the City Council

SUBJECT **Fourth Annual Equity Indicators Symposium**

The Office of Equity and Inclusion (OEI) will host the 4<sup>th</sup> Annual Equity Indicators Symposium on Friday, January 13, 2023, as part of the Dr. Martin Luther King, Jr. Celebration Week at Paul Quinn College.

Building on the intentional work of previous symposiums to address the disparities outlined in the 2019 Dallas Equity Indicators Report, this year's symposium will focus on national trends, intentional investments, vital partnerships, and actionable steps that align with the recently adopted [Racial Equity Plan](#) (REP).

As we continue to work with external stakeholders, residents, and City departments to address disparities by operationalizing equity, we look forward to hearing from national partners such as Living Cities, continue to align with local partners, and focus on funding for change.

Save The Date  
Friday January 13, 2023  
Paul Quinn College  
9:00am – 3:00pm

Please find attached the Save The Date flier. Should you have any questions, please do not hesitate to contact me or Dr. Lindsey Wilson, Director of the Office of Equity and Inclusion, at [lindsey.wilson@dallas.gov](mailto:lindsey.wilson@dallas.gov)

A handwritten signature in black ink, appearing to read 'Liz Cedillo-Pereira'.

M. Elizabeth (Liz) Cedillo-Pereira  
Assistant City Manager

## Attachments

c: T.C. Broadnax, City Manager  
Chris Caso, City Attorney  
Mark Swann, City Auditor  
Biliera Johnson, City Secretary  
Preston Robinson, Administrative Judge  
Kimberly Bizzor Tolbert, Deputy City Manager

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Carl Simpson, Assistant City Manager  
Dr. Robert Perez, Assistant City Manager  
Jack Ireland, Chief Financial Officer  
Directors and Assistant Directors





# SAVE THE DATE

## 2023 Equity Indicators Symposium

**FRIDAY, JANUARY 13, 2023**



CITY OF DALLAS  
OFFICE OF EQUITY  
& INCLUSION







# RESERVE LA FECHA

## Simposio Sobre Indicadores De Equidad 2023

**13 de enero de 2023**



CITY OF DALLAS  
OFFICE OF EQUITY  
& INCLUSION

