



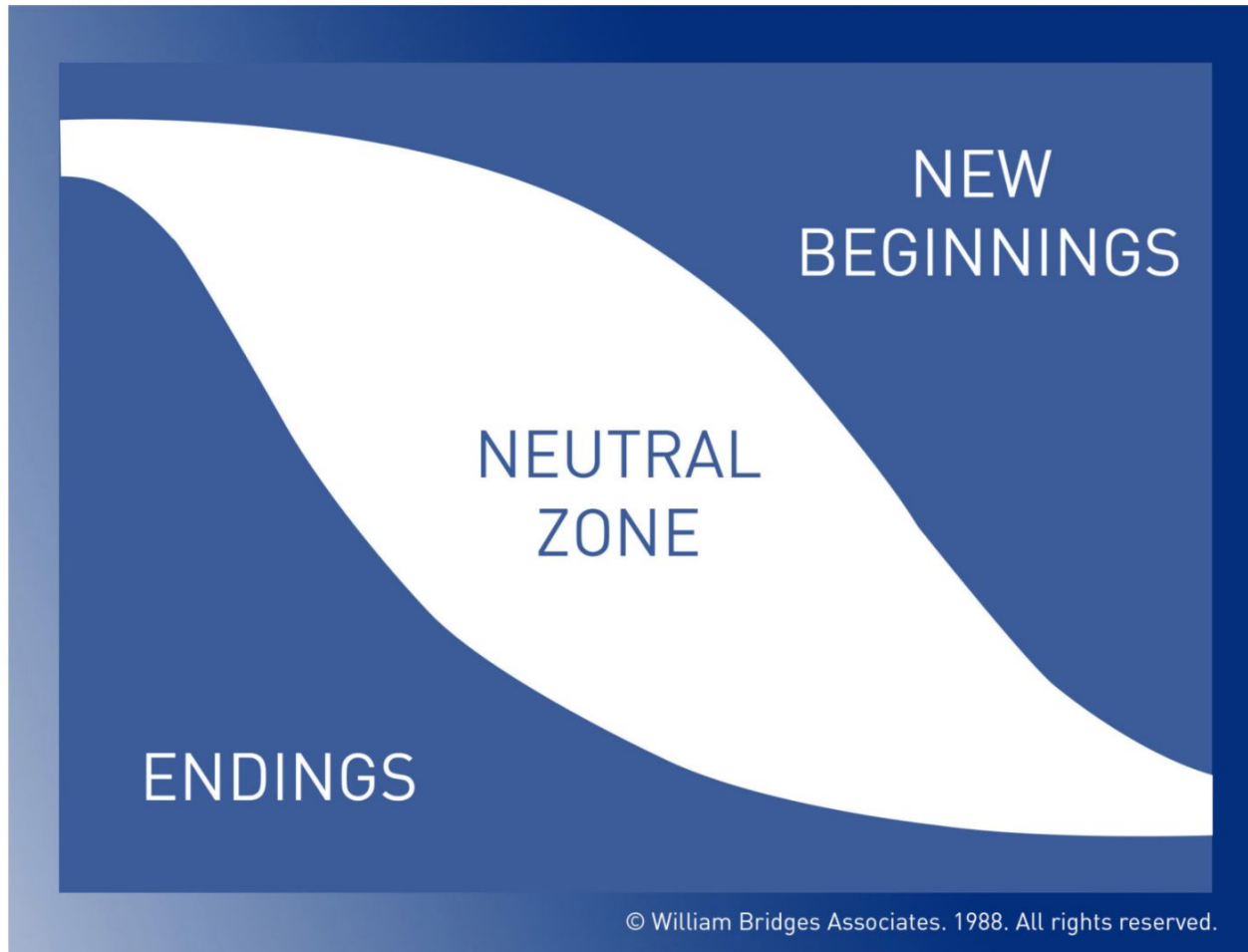
Mountain View
Whisman
School District

Renaming Huff: An Update

Mountain View Whisman School District



Managing Transitions



Stages of Transition

- Ending:
 - starts with an ending (paradoxical)
 - identify what you are losing/keeping
- Neutral Zone:
 - old is one but new not fully operational
 - critical psychological realignments
 - old reality and new identity
 - often marked by confusion and distress
- Beginning:
 - new understandings, values, and attitudes
 - new understanding of purpose and direction



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What We Know

Why are we renaming Huff?

- Calls from the community
- Visibility of Equity issues
- Increased activism and civic responsibility
- Strategic plan alignment
- Symbolic capital: naming institutions guide their commitments and outcomes
- MVWSD values diversity, equity, and inclusion

Who was Frank L. Huff?

- Born on the old Huff homestead March 24, 1867, a son of the late James A. and Emily E. (Gard) Huff, honored pioneer settlers
- After his graduation, during the years from 1888 to 1891, he was a teacher
- Held the position of principal of the grammar schools in Mountain View. He resigned this position in the fall of 1917 to accept the principalship of the city schools.
- Huff believed in 'America for Americans' -- strongly opposed the immigration into our country of people who are out of harmony with 'American' institutions and ideals, particularly those who couldn't assimilate as 'white'
- His appointment as postmaster at Mountain View came to him in April, 1922

Connection to Strategic Plan

- Strategic Plan Goal 3: Inclusive & Supportive Culture
 - Every student, staff, family, and community member will feel **valued and supported** while working, learning, and partnering with MVWSD



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What We've Done

Citizen Advisory Committee

Citizen Advisory Committee:

- Principal
 - Students (1 per grade level 4-5)
 - Parents (3) (1 K-1), (1 2-3) (1 4-5)
 - Parents (2) (1 SSC) (1 PTA)
 - Teachers (5)((1 per grade level K-5; 4-5 rep.)
 - Staff at Huff (1)
 - Student Alumna (2)
 - Equity Coach (1) - non-voting (meeting facilitator)
- = 16 voting members, 1 facilitator, 1 consult (as needed)

CAC Meeting #1

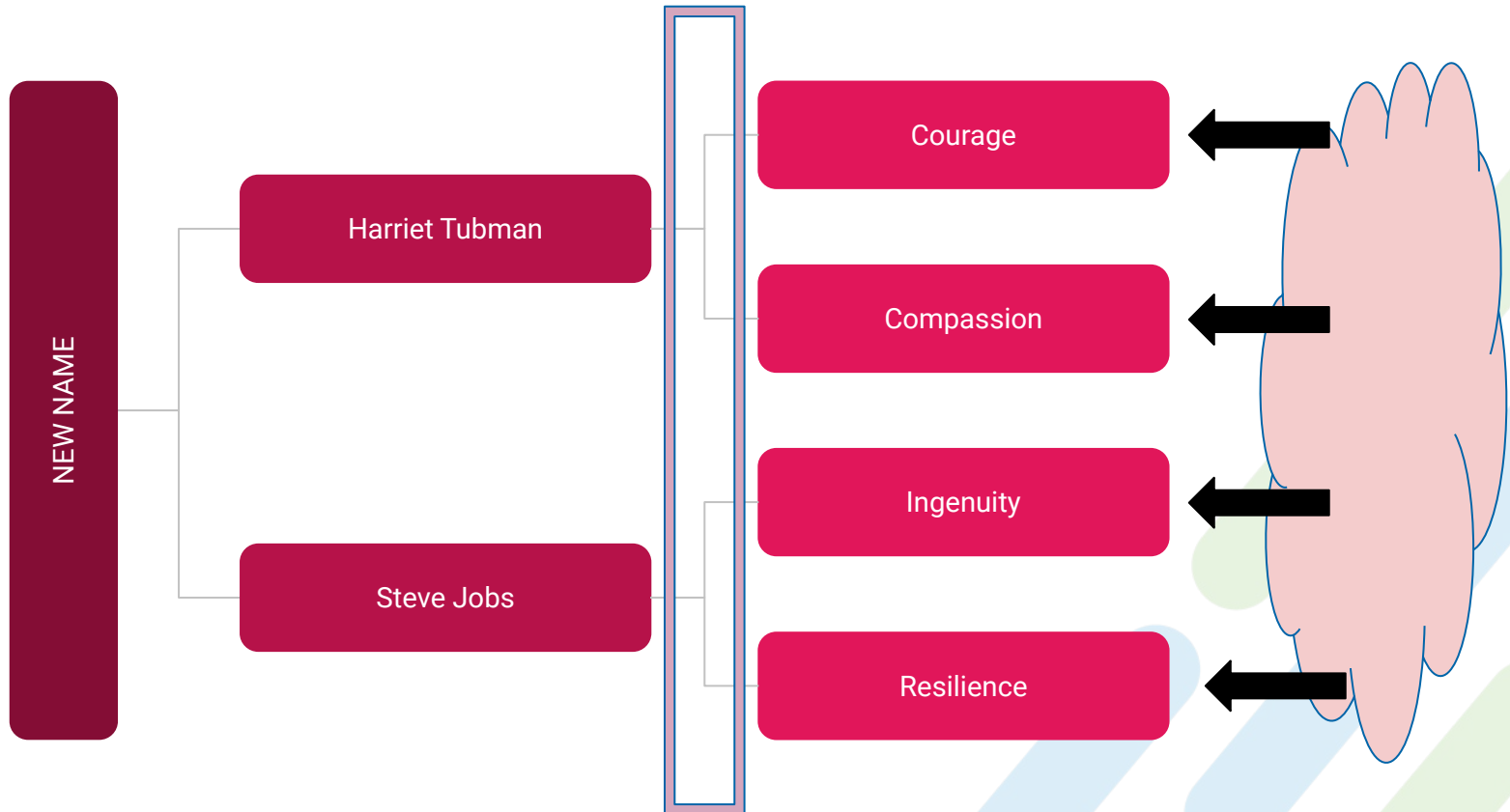
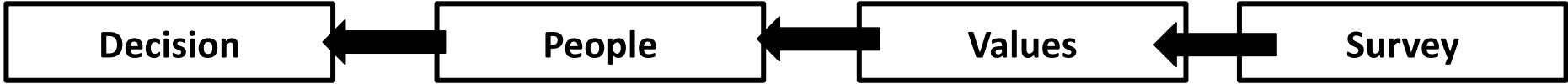
Huff Renaming: CAC Committee Meeting

Agenda - November 16, 2020

- I. Introductions
- II. Establishing Expectations
- III. Creating Community Agreements
- IV. Review Renaming Practices
- V. ThoughtExchange - surveying the community
- VI. Cadence of Future Meetings

A Systematic Approach

EXAMPLE ONLY



CAC Meeting #2

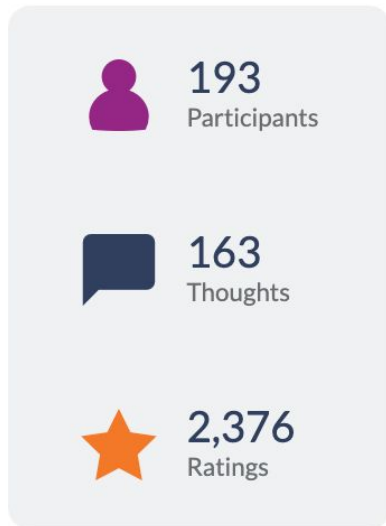
Huff Renaming: CAC Committee Meeting

Agenda - January 11, 2021

- I. Revisit Community Agreements
- II. Updates
- III. ThoughtExchange Summary
- IV. Creating Rubrics - Best Practices
- V. Workgroups
- VI. Topics for Future Meetings

Thought Exchange Participation

What are the most important perspectives to consider as we plan for renaming Huff Elementary School?



Reading the Data

Comment

If a person, their positive contribution to humanity. If a place, its relevance and proximity to the school.

Teacher/Staff

Participation Group

4.2 ★★★★★ (11) Ranked #1 of 140



I personally think that the person that Huff will be named after should believe in freedom and equality. This is important to me, because Huff is a place where everyone believes in equal rights, so the name of the school should represent that.

Student

4.1 ★★★★★ (25) Ranked #2 of 140



Be clear on the reason and purpose of renaming Otherwise it's waste of time and effort

Parent/Guardian

4.1 ★★★★★ (11) Ranked #3 of 140



Average Rating

Rating Data

Forming a Rubric

Criteria	Strongly Aligned 5	Aligned 4	Moderately Aligned 3	Loosely Aligned 2	Not Aligned 1
Demographic Considerations					
District Considerations					
Huff Considerations					



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Student Involvement

Student Involvement

	MAR - APR	MAY - JUN
K-2	Per Classroom: Slide researching candidate Voting on Top 3 -- Google Form	Inaugural T-Shirt Design/ Slogan Contest
3-5		



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Next Steps

Scoring Procedure

Who: Huff CAC Members

What: Scoring to ensure namesake alignment with Huff/District **values** and **demographics**

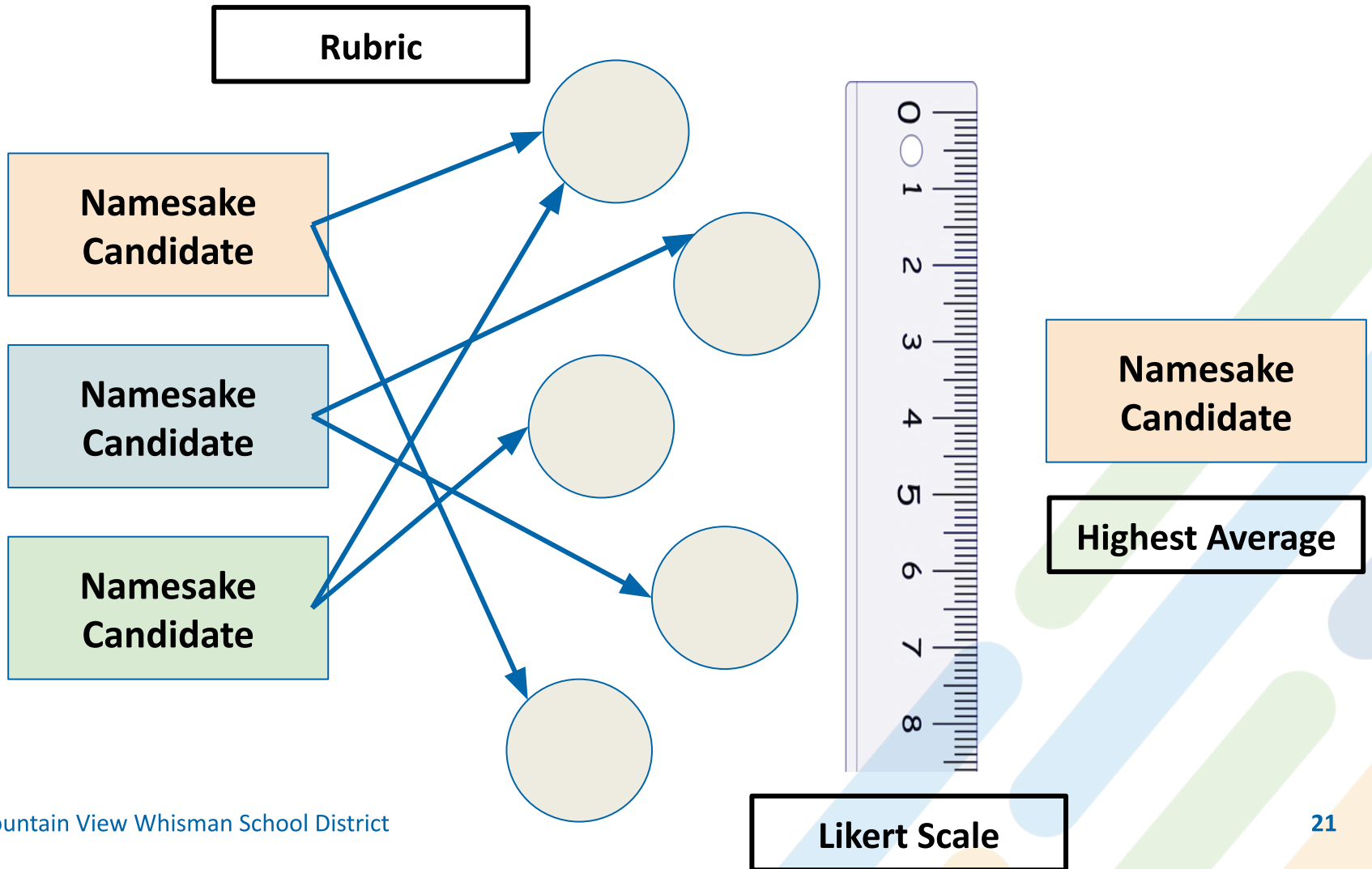
When: March (initial vetting) *and* April (enhanced vetting)

How: Google Form to capture research/scores*

(*each namesake double-scored)

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Using Rubric to 'Score' Namesakes



Initial Vetting

- Research
 - Contributions and Achievements
 - Expressed values/virtues
 - Areas of concern
 - Areas of excitement
- Score on rubric
 - Alignment to Huff
 - Alignment to District
 - Demographic Considerations

Enhanced Vetting

- Further Research
 - Multiple Sources, at least 3
 - ‘Digging for Dirt’
 - ‘Digging for Gold’
- Score on rubric - from all members of CAC
 - Alignment to Huff
 - Alignment to District
 - Demographic Considerations

Create Timeline for Renaming

	Date	Activity
Pre-engagement	May 2020 - present	Seeking Board Direction
	October 2020	Inform Huff of recruitment process for Citizen Advisory Committee
	October 22, 2020	Inform Board of Trustees of Update on Huff Renaming Process
School Community Engagement	November 2020	Solidification of CAC members and first meeting convenes
	December 2020	Survey Huff community using virtual platform
	January 21, 2021	Inform Board of Trustees of Update on Huff Renaming Process - survey data
	January 2021	CAC meeting to discuss survey results
	February - March 2020	CAC meeting to put forth a naming possibility - one from each member
	April 2021	CAC meeting to distill list and prepare proposition for Board consideration
School Board Engagement	May 2021	Consult Board via Public hearing
	June 2021	Board makes decision
Renaming Initiated	June - August 2021	Submit necessary paperwork to local, county and state officials
		Place orders for visible assets: marquees, signage, letterhead, logo artwork