



Strategic Framework

Equity

Implementation Target Update

May 5, 2025

School Board Meeting

Presented By:

Peter Mau, Assistant Superintendent

Kevin Sheridan, Educational Equity Coordinator

Focus Areas

FOCUS AREAS

1

Establish a district-wide
system of
social-emotional
learning and support

2

Build equitable
systems and support
throughout the district

3

Increase E-12
opportunities for
career exploration
and preparation

Equity Advisory

- Members provide input and feedback at monthly meetings
- Representative - student, staff, families, sites and district, racially, gender identity, and more

We Are All Responsible for Equity

- School Board
- Superintendent
- Educational Equity Coordinator
- Equity Advisory
- District Leaders
- Site Leaders
- Teachers and Staff
- Students and families

Focus Area: Equity



- Diverse classrooms & schools
- Staff quality & diversity
- Resource allocation
- Curriculum, Instruction, & Assessment
- Schools & classrooms
- Student leadership & voice
- Family & community partnerships

Teacher and Leader Quality and Diversity

Recruiting, hiring, and retaining a diverse workforce that reflects the demographics of our student population. This includes ongoing professional development focused on equity, racial consciousness and cultural responsiveness.

Objectives:

- Implement Supporting Native American Students professional development for all licensed staff
- Develop partnerships with at least two historically Black colleges and universities
- Offer staff opportunities to learn a new language
- Update the School District 197 Teacher Evaluation Rubric to include cultural competence (implementation in 25-26)
- Provide equity training to non-licensed staff
- Provide training on supporting LGBTQIA+ people to non-licensed staff
- Provide training on supporting LGBTQIA+ people to new teachers
- Provide equity training to new teachers

Teacher and Leader Quality and Diversity

Objective: Provide equity training to non-licensed staff



Defining Equity and What It Means

Dec. 20, 2024

Making the Invisible, Visible

Feb. 14, 2025

Honoring Difference, Lowering Judgment, Strengthening Connections

Apr. 1, 2025

Teacher and Leader Quality and Diversity

Objective: Provide equity training to non-licensed staff

This training reinforced why equity work is so crucial in education. When we ask ourselves whether we're judging students on their ability to follow our own personal expectations or supporting them in their own path of discovery, we create space for genuine growth and self-acceptance.

- Kelsey Ruckdashel, Child Nutrition

Teacher and Leader Quality and Diversity

Objective: Provide equity training to non-licensed staff

The program was beneficial for me because it gave me a new way to look at students and staff and broadened my response in certain situations. We had the opportunity to acquaint ourselves with staff not like us who may have surprised us with how they looked at experiences. We think everyone would respond like we would to the situations presented. We think our responses are the most logical, therefore they are right. Then we heard of many ways to respond and why there are other options.

- Health Office Staff

Teacher and Leader Quality and Diversity

Objective: Provide equity training to non-licensed staff

The training reminded me the importance of being more reflective and intentional in how I interact with students, colleagues, and families. It reminded me that creating an inclusive and respectful learning environment starts with being accountable for my words and actions. I'll be more proactive in addressing issues, modeling positive behavior, and helping others feel seen, heard, and supported—because every interaction can influence a student's experience and success.

- Special Education Paraprofessional

Teacher and Leader Quality and Diversity

Objective: Offer staff opportunities to learn a new language

79 staff from a wide range of roles across the district showed interest and were offered the opportunity to enroll in a six month subscription to online learning app

-three check in surveys across the six months

The Babbel logo is displayed on a solid orange rectangular background. It features a white stylized plus sign followed by the word "Babbel" in a bold, white, sans-serif font.

÷Babbel

Equitable Curriculum, Instruction & Assessment

Prioritizing culturally relevant curriculum, equitable rubrics for decision-making, inclusive instructional practices, and fair assessment and grading to reflect student learning accurately.

Objectives:

- Fully implement District 197's Amazeworks supplemental curriculum in PreK-4 classrooms.
- Plan for the development of a Native Language course offering at the high school.
- Provide resources for school leaders on classroom look-fors aligned with culturally responsive instruction.

Equitable Curriculum, Instruction & Assessment

Objective: Fully implement District 197's Amazeworks supplemental curriculum in preK-4 classrooms



amazeworks

bring
belonging
to life

The final two cohorts of teachers were trained last summer and received support this school year as they began teaching the lessons.

Equitable School and Classroom Environments

Committing to culturally affirming, inclusive, and responsive community building and behavior management, fostering diverse physical spaces, rituals, and routines, while nurturing strong, supportive student relationships and holding them to high expectations. Additionally, we're prioritizing behavior support and discipline practices that reduce disparities in suspensions and focus on restoring relationships when harm occurs.

Objectives:

- Implement the use of the Diversity, Equity, and Inclusion Tool developed by Equity Advisory.
- Regularly offer school menu options for religious diet needs.
- Increase the diversity of cuisine offerings for school meals to be more reflective of the diversity of our student population.

Equitable School & Classroom Environments

Objectives:

Regularly offer school menu options for religious diet needs.



Equitable School & Classroom Environments

Objectives: Increase the diversity of cuisine offerings for school meals to be more reflective of the diversity of our student population.



Two Rivers HS

MAIN

General Tso's Chicken

SANDWICH

Deli Sandwich
Ham & Cheese

PB & Grape Uncrustable

GRILL

Honey Rib-B-Que Beef Patty w/
Bun

Hamburger w/ Bun

Cheeseburger w/ Bun

Veggie Burger w/ Bun
Black Beans

Halal Chicken Patty w/ Bun
Halal Certified

Kosher Chicken Patty w/ Bun
Kosher Certified

SIDES

Vegetable Fried Rice

Daily Choice Bar
See Choices on Left

MILK

Milk
See Choices on Left

Two Rivers HS

MAIN

Nacho Chips & Beef Taco Meat

Cheese Sauce
Jalepeno

SANDWICH

Deli Sandwich
Ham & Cheese

PB & Grape Uncrustable

GRILL

Spicy Chicken Patty w/ Bun

Hamburger w/ Bun

Cheeseburger w/ Bun

Veggie Burger w/ Bun
Black Beans

Halal Chicken Patty w/ Bun
Halal Certified

Kosher Chicken Patty w/ Bun
Kosher Certified

SIDES

Refried Beans

Daily Choice Bar
See Choices on Left

MILK

Milk

Two Rivers HS

MAIN

Italian Dunkers
w/ 1/2 cup Marinara Sauce

SANDWICH

Deli Sandwich
Ham & Cheese

PB & Grape Uncrustable

GRILL

Bacon Cheeseburger w/ Bun

Hamburger w/ Bun

Cheeseburger w/ Bun

Veggie Burger w/ Bun
Black Beans

Halal Chicken Patty w/ Bun
Halal Certified

Kosher Chicken Patty w/ Bun
Kosher Certified

SIDES

Daily Choice Bar
See Choices on Left

MILK

Milk
See Choices on Left

Equitable Student Leadership & Voice

Seeking to gather and understand student perspectives (especially those from historically marginalized groups) in decision-making processes, creating spaces for student affinity groups, and providing leadership opportunities.

Objectives:

- Advertise district and site leadership opportunities to high school students via multiple communication platforms.
- Provide opportunities for students to share their stories so we can publicly celebrate the diversity of backgrounds, cultures, ethnicities, and abilities in our student population.
- Increase the number of student ambassadors to the Beyond Our Walls Summit to at least four.
- Update the student equity survey.

Equitable Student Leadership & Voice

Objective: Increase the number of student ambassadors to the Beyond Our Walls Equity Summit to at least four.



Questions?