

STUDENT ADVOCACY COMMITTEE & EQUITY PLAN UPDATE

September 13, 2021

Matt Bolinger

Sandy Conklin

Precious Reimonenq

Lisa Steele



Background Knowledge

- **August 10, 2020:** Board of Trustees participated in an Equity & Diversity Workshop. It was recommended that GCCISD develop a policy that addresses Equity and Diversity.
- **September 9, 2020:** A presentation on *AE Local & Equity Policy* was given to the Board of Trustees. The Board requested the District develop an Equity Report as suggested in the previous workshop.
- **March-May, 2021:** GCCISD began the process of collecting data for the Equity Report. This included a district-wide desk audit, secondary student survey, certified staff survey, and site visits.
- **May, 2021:** A *Student Advocacy Committee* was developed from the *Strategic Planning Action Team* to review the Equity Report and develop a plan based on its findings. This committee includes campus staff, district staff, and representatives from GCCISD partners.



Student Advocacy Committee

- **June 22, 2021:** Workshop to establish common language and key outcomes
- **July 27, 2021:** Meeting to review the GCCISD Equity Report and Recommendations
- **September 1, 2021:** Meeting to develop strategies and action steps to be included in District planning documents (Strategic Plan, District Improvement Plan, Campus Improvement Plan).



Recommendation #1: Focus on Educational Equity

- Strategy #1: Integrate the District's commitment to educational equity, diversity, and inclusion in the strategic plan and core values statement
- Strategy #2: Communicate a common district definition of diversity, equity, inclusion and cultural responsiveness.
- Strategy #3: Develop a Student Advocacy Council to review policies, practices, and procedures
- Strategy #4: Develop a scorecard to evaluate progress in educational equity



Recommendation #2: Focus on Student Engagement and Culture of Caring

- Strategy #1: Provide opportunities for “student input and voice” through surveys and site visits
- Strategy #2: Ongoing review of disciplinary data to address disproportionality in suspensions and expulsions for students of color
- Strategy #3: Continue development of Social-Emotional Learning programs and practices
- Strategy #4: Continue development of Anti-Bullying Committee



Recommendation #3: Focus on Professional Development-Cultural Competence

- Strategy #1: Commit to targeted, continuous professional development around equity, diversity, and culturally responsive practices in the classroom
- Strategy #2: Implement a culturally responsive component during Professional Learning Communities



Recommendation #4: Intentional Recruitment of Diverse Staff

- Strategy #1: Review staffing data and apply recruitment efforts to enhance the recruitment and retention of a diverse talent





Next Steps

- Receive feedback from the Board of Trustees
- Finalize recommendations, action steps, and timeline for the Educational Equity Plan & Strategic Plan
- Provide a School Board recommendation to address equity and diversity in board policy-AE Local (Educational Philosophy)

THANK YOU!