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District Equity Plan

October 22, 2020
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Purpose

To Share

- Summary of Past Culturally Proficient School System (CPSS) Plans
- Our Strategies for 2020-21
- Overview of those Strategies

District Equity Plan

Establish and implement a comprehensive Culturally Proficient School System framework (CPSS) which ensures learning disparities amongst student groups are eliminated resulting in every student being Future Ready, Community Strong at graduation.

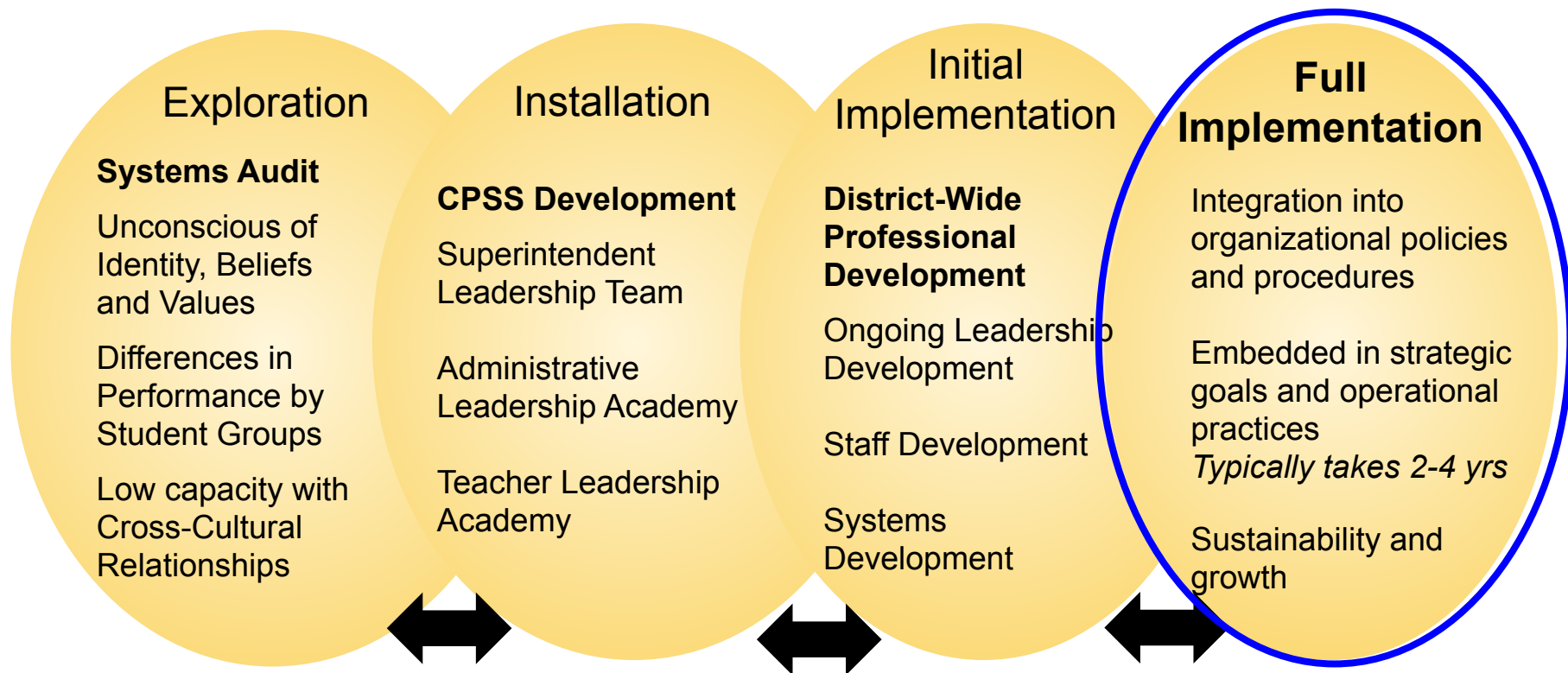
Culturally Proficient School System



The Tools of CPSS

- Barriers to Cultural Proficiency
- Guiding Principles of Cultural Proficiency
- Cultural Proficiency Continuum
- Essential Elements of Cultural Proficiency

CPSS Journey



Implementation History

- 2014-2016
 - CPSS Teacher Leader Academy
 - Leadership Training
- 2016-17
 - CPSS incorporated into School Improvement Plans (SIP)
 - Site-based CPSS professional development
- 2017-18
 - Cultural Proficiency Institute for leadership
 - District CPSS Team developed sustainability plan
- 2018-19
 - Training for non-licensed staff
 - District-wide projects completed to institutionalize CPSS in the organization
- 2019-2020
 - Targeted training for non-teacher staff
 - Institutionalize the common dialogue and discussion protocols
 - Districtwide professional development sustain use of CPSS
 - Support on-boarding of district leaders

2020-2021: Embed and Sustain

- District CPSS Equity Team
- Develop Site CPSS Teams
- Conduct CPSS Teacher Academy
- Attract, support, and retain diverse staff
- Representation of diverse community on advisory teams
- CPSS and Equity training non teaching staff
- Evaluation of impact and effectiveness

District Equity Action Plan



District 191 2021-2022 Equity Action Plan

Action Step / Strategy	Timeline	Person(s) Responsible	Metric
District CPSS Equity Team <ul style="list-style-type: none"> o Site representation o Multiple perspectives and voices of BIPOC staff o Focus on district improvement and sustainability 	Sept 2020- June 2021	Dir of Curr & Inst Principals	Team representation and attendance 10 Monthly meeting schedule and agendas Number of policies reviewed for equity
Develop Site CPSS Teams <ul style="list-style-type: none"> o Embed ongoing professional development to sites o Focus on equity in instructional practices and school climate o Implementation of district response protocol to acts of racism and bias 	Oct 2020- June 2021	CPSS Equity Team Principals	Team representation Meeting schedule and agendas
Conduct CPSS Teacher Academy <ul style="list-style-type: none"> o Strengthen institutional knowledge and practices with CPSS tools o Increase knowledge and expertise for site teams 	Nov 2020- Feb 2021	Dir of Curr & Inst CPSS Equity Team	Participation of up to 50 licensed staff
Attract, support and retain diverse staff <ul style="list-style-type: none"> o Support Amplify One91 o Adapt applicant and hiring process to remove institutionalized barriers 	Aug 2020- June 2021	Dir of HR	Number of staff members representing BIPOC hired and retained
Increase representation for diverse community on school & district teams and advisory groups <ul style="list-style-type: none"> o Active recruiting for site parent advisory and PTO o Actively recruit for diverse perspectives and representation on SASIAC 	Oct 2020- June 2021	Dir of Curr & Inst Dir Student Svcs Principals Cultural Liaisons	Representation of BIPOC on each district advisory committees and building advisory groups
CPSS/Equity Training for Operations Staff <ul style="list-style-type: none"> o Evaluate and interrupt practices that perpetuate inequities and create barriers 	Dec 2020- June 2021	Dir Curr & Inst Directors Dept Leads	Participation of operations staff in 3 training sessions including follow up sessions with YMCA Equity Lab
Evaluation of impact and effectiveness <ul style="list-style-type: none"> o Conduct district equity audit o Align metrics with World's Best Work Force and Achievement & Integration Plans which include reducing student achievement gap goals 	Dec 2020- June 2021	Dir Curr & Inst Cultural Liaisons Dir Data & Research	Equity Audit Summary Report Updated Equity Plan goals WBWF/A&I Combined Progress Report



