

## MEMORANDUM

**To:** The Boards of Education for Districts 90, 97, and 200

**From:** Tri-Board Equity Committee

Ralph Martire, D90 Board President

Katherine Murray-Liebl, D97 Board Member

Sara Dixon Spivy, D200 Board Vice-President

**Date:** June 10, 2018

**Re:** 2018-2019 Recommendations

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### **Background**

In June 2017, the Boards of Education for Districts 90, 97, and 200 voted individually to create a committee to address systemic issues of racial inequity for D200 and its feeder districts, D90 and D97. The charge of this committee is to determine how to best leverage our collective impact in order to further our various racial equity initiatives. The first iteration of this committee has consisted of one board member from each of the three districts: Ralph Martire (D90), Katherine Murray-Liebl (D97), and Sara Dixon Spivy (D200).

During the 2017-2018 school year, the committee met on a monthly basis to discuss how to create momentum and save tax dollars on system-wide initiatives, including board and staff professional development, through economies of scale. The hope is that the three school districts will work together to further the common goal of racial equity in student discipline and achievement, and that by coordinating on equity initiatives the districts may promote and model the same behaviors for our students from their first day in elementary school to the last day high school.

### **Recommendations for the 2018-2019 School Year**

1. Each district will inventory their current equity initiatives.

*Description:* Each district will review all its current initiatives to determine which qualify as equity initiatives and will make this inventory available to the other districts. This will allow the districts to align their equity initiatives to ensure they are evidence-based and best practice, as well as determine whether there are cost savings by combining or aligning training and implementation of the initiatives within each district.

2. The districts will organize a joint town hall on “equity as a path to excellence”.

*Description:* The districts will hold a tri-board town hall to provide data and information to the community on how reduction of racial disparities in discipline and achievement improves outcomes for all students regardless of race. The town hall will be professionally facilitated and in compliance with the open meetings act.

3. The districts will collaborate to determine if there are efficiencies of scale in coordinating professional development on racial equity for boards, faculty, and staff.

*Description:* Currently D90 and D97 engage the services of the National Equity Project (NEP) which is an organization that works to “improve educational experiences, outcomes, and life options for students and families who have been historically underserved by their schools and districts”. There may be cost-savings in the three districts partnering on professional development through the NEP or a similar organization. The districts will jointly determine if there is a benefit to partnering on professional development and if so, will then coordinate to do so.

4. Each district will ensure that there is a staff member dedicated to providing information and resources on early childhood education to community members.

*Description:* In order for our students to reach their highest potential it is imperative that they receive early childhood services, whether educational or therapeutic, as needed. To that end, each district will ensure that there is a staff member entrusted with the responsibility of providing information about early childhood developmental screenings and other resources to any community member who may request it.

#### Next Steps

For each district to approve the recommendations of the Tri-Board Equity Committee and direct the administration to begin implementing the action steps as outlined in this memorandum.