

TOPIC: DRAFT DEI Plan for 2021-2027

GUIDING CHANGE DOCUMENT: 2021-2027 DEI Plan

Context and Reality	Unacceptable Means	Results
<p>Diversity</p> <ul style="list-style-type: none"> The district has a draft hiring plan for increasing the diversity of staff. This plan needs to be finalized. 93.5% of EPS teachers are white; collectively 6.5% are Latino/Latina, Black, Asian, Native American/Pacific Islander, or Biracial 70% of EPS students are white, 30% are Latino/Latina, Black, Asian, Native American/Pacific Islander, or Biracial <p>Equity</p> <p>Current Data for Academic Excellence:</p> <ul style="list-style-type: none"> Achievement/Opportunity Gaps persist as examined by Race/Ethnicity and Free and Reduced Price Meal status, SPED, ML for major standardized assessments to include: FAST, MAP, MCA, ACT, and AP, PSEO Gaps also persist in discipline data, i.e. suspensions by race/ethnicity <ul style="list-style-type: none"> Example: The % of students getting 1 or more suspensions is higher among student minority groups than would be expected based on enrollment. The district has several separate plans formulated to decrease achievement and opportunity gaps to include: <ul style="list-style-type: none"> World’s Best Workforce Goals Achievement and Integration Plan Read Well by Third Grade Plan Comprehensive Literacy Plan The district is implementing a PLC Playbook designed to grow adult collaboration around student learning. All sites have an equity lead teacher. All sites have an equity leadership team. A district DEI advisory team has started meeting quarterly to provide input on Policy changes and communication with families. 	<ol style="list-style-type: none"> Create additional inequities in services among early childhood, elementary or secondary schools Develop a plan that violates district policy, work agreements or state statute Exceed available funding limits or 4-year budget plan Recommendations developed without periodic school board updates Recommendations that do not demonstrate best practices at a national level Recommendations that negatively impact learning Recommendations not inclusive to the cultures within the community 	<p>Develop 4 year DEI plan for the 2021-22 through the 2024-25 school years to implement strategy B: Ensure an Equitable and Inclusive School Culture</p> <ol style="list-style-type: none"> Create learning environments and curricula that enable staff and students to learn from and reflect on their own and others’ experiences; explore multiple perspectives; practice civil discourse; encourage empathy; create interpersonal connections and embrace diverse identities. Create a school culture that enhances learning and fosters a sense of belonging for all students through our values of Integrity, Compassion, Courage, Commitment, Appreciation and Responsibility. <ul style="list-style-type: none"> Complete a district equity scan of pre K-12 learning activities related to diversity, equity and inclusion. The scan will outline the current use of DEI learning activities in each grade across our system. This initial scan will be the foundation for developing a coherent horizontally, vertically, and developmentally appropriate DEI scope and sequence. Support equity by identifying and eliminating structural barriers to success. <p>Clarify Key Metrics/baseline data to be able to monitor future success: (Mirror the data metrics plan)</p> <ul style="list-style-type: none"> Asset Mapping: <ul style="list-style-type: none"> Access and use of district support systems Diversity of Staff Enrollment Patterns Inclusion and Engagement Data: SEL, Special Education, Multilingual Learners, Advanced Courses, SPED immersion in classes, extracurricular programming, persistence and graduation from college, enrollment in gateway courses such as physics, engineering, calculus, student leadership opportunities, affinity programming Family Engagement in Early Childhood Family Programming Readiness & Learning Growth

- Standardized Assessments
- Grade Distribution
- Student Access & Participation of advanced learning opportunities
- Targeted Services, SPED, ML, MTSS participation
- Graduation rates
- Review impact and future use of Equimetrics Tool
- Each EPS school and department will have DEI plans developed with SMART Goals, Key Indicators of Progress & Monitoring Metrics
- Feedback for improvements collected from students, staff, parents and community members

Align the annual improvement goals and actions in the DEI plan, the WBWF plan, the Read Well by Third Grade plan and the Achievement and Integration plan:

- Include Implementation of the Tools for Cultural Proficiency

Formalize District DEI advisory team to focus on:

- Monitoring of implementation of DEI plan Using the Tools of Cultural Proficiency
- Policy review using the Tools of Cultural Proficiency
- Implementation of the Tools of Cultural Proficiency with all employee groups
 - Establish a certified team of district trainers in the Tools for Cultural Proficiency. **See [Center for Culturally Proficient Educational Practices Certification Process](#)
 - Develop a phased in Microcredential (Training and Competency) for use of the Tools for Cultural Proficiency for all other staff

4. Support and retain quality, culturally competent staff with increasingly diverse backgrounds, experiences and perspectives.

Finalize the EPS hiring and retention plan to include:

- Growth of EPS educator pathways for MS and HS kids.
- Growing our own talent
- Recruitment strategies
- Growth in Higher Education partnerships in diverse schools
- Offer professional enrichment, fellowship and mentorship activities to enhance retention of diverse staff
- Monitor our employees experiences
- Conduct exit interviews for departing staff
- 3-5 year goal: Employee groups to mirror student demographics

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General Process Timeline (DRAFT)

2021-22:

- DEI Guiding Change Draft reviewed by: Cabinet, Principals, DO Equity Team, District DEI Advisory Planning Team
- DEI Guiding Change presented to school board December 13, 2021
- Equity Scan completed by: Feb. 2022
- Draft DEI recommendations completed and reviewed by Cabinet, Principals, DO Equity Team, District DEI Advisory Team, March 2022.
- Present DEI plan: Recommendations, Goals and Actions to School Board, March 2022.
 - Equity Scan Results
 - Annual improvement goals and actions for the DEI plan aligned to the WBWF plan, the Read Well by Third Grade plan and the Achievement and Integration plan
 - DEI Metrics Dashboard with baseline metrics for monitoring impact
 - Training Plans to include Micro-credentialing in the Tools for Cultural Proficiency (Spring and Summer of 2022)
 - Train Cohort 1:
 - School Board
 - Cabinet
 - Principals
 - Assistant Principals, Deans
 - Equity Leads and Cultural Liaisons
 - T and L staff
 - Final Hiring and Retention Plan
 - Monitoring of DEI plan implementation by district DEI advisory team

2022-23

- Continue Training Plans for Micro-credentialing in the Tools for Cultural Proficiency
 - Train Cohort 2:
 - Classroom Teachers
 - New Admin
 - District Office Staff
- Department and School Actions plan for those who participated in Cohort 1
- DEI dashboard updated with progress toward outcomes

- Provide annual DEI plan board update with WBWF and A and I reports, Nov 2022

2023-24

- Continue Training Plans for Micro-credentialing in the Tools for Cultural Proficiency
- Department and School Actions plan for those who participated in Cohort 2
- Monitoring of Action Plans for those who participated in Cohort 1 + Symposium
 - Train Cohort 3:
 - New Teachers, Admin
 - Paras
 - Clerical
 - Custodians
 - Bus Drivers
 - Other Staff
 - Optional Student Credentialing program offered
- DEI dashboard updated with progress toward outcomes
- Provide annual DEI plan board update with WBWF and A and I reports, Nov 2023

2024-25

- Continue Training Plans for Micro-credentialing in the Tools for Cultural Proficiency
- Department and School Action plans for those who participated in Cohort 3
- Monitoring of Action Plans for those who participated in Cohort 2 + Metro Area Symposium or Edina Facilitated Conference
- Continue Training Plans for Micro-credentialing in the Tools for Cultural Proficiency
 - Ongoing Training
 - New Admin
 - New Teachers
 - New Staff
 - Optional Training continued for
 - Community members
 - Students
- DEI dashboard updated with progress toward outcomes
- Provide annual DEI plan board update with WBWF and A and I reports, Nov 2024

