

Duluth Public Schools

2023-2024

Educational Equity Framework Development Plan



Background / Current Reality

- In 2017, the previous Superintendent, asked the previous Coordinator of the Office of Education Equity, to assist in developing an Education Equity Framework for the Duluth Public Schools. The district began this process researching resources for a **definition of equity** along with various key questions for considering equity in decision-making processes from previous work already done with the Minnesota Department of Education (MDE).
- Stakeholder input was vital to the process of starting the development of an Educational Equity framework and the school board Resolution of Commitment for our district.
- The district used various methods for gathering input on the development and components of an Educational Equity Framework and Resolution of Commitment, including:
 - listening sessions with individuals and community organizations,
 - three Think Kids input sessions, community conversations, and
 - an online survey to receive input from staff and folks that were not able to attend the neighborhood input sessions.
 - Collaborated with the HiAP group in gathering input on the components of the framework and on the drafting of the overall proposed Framework. Intention was used to gather input from individuals and communities who identify as being diverse, or have/are living in poverty.
- The Definition of Equity, Ten Minnesota Commitments to Equity, and the Tool for Equity Accountability (TEA) Form are components of an Educational Equity Framework that the stakeholder team recommended the Duluth School Board adopt through a Resolution of Commitment.
- The school board adopted this resolution on June 19th, 2018 ([resolution linked here](#))



Background / Current Reality

- A District Leadership team was created to develop an Educational Equity Framework with an implementation plan, monitoring/accountability measures, TEA Form use, storage and review/monitoring system and timeline.
 - The team started drafting recommendations for proposed Focus Areas, professional development/training ideas and the development of a district/community committee titled, Equity Review Team.
 - A draft implementation and monitoring plan and timeline was started (never completed)
- November 2019, Equity Leadership Team dissolves
- Covid hits later that school year
- Transition of district leadership who oversaw development and initial drafting of an Educational Equity Framework happened, leading us to where we are now.
- The Office of Education Equity is supporting the districts Advancing Equity Strategic Direction and Action Card, which identifies the development on an Educational Equity Framework as a priority focus area this year.
- The Advancing Equity Action Card also lays out other priority focus areas and steps that we, as a district and school community can do, to advance equity.
- We have an identified need to create an Equity Leadership Task Force and Monitoring team made up of district staff and community members, which will work on and monitor Advancing Equity and the development of an Educational Equity Framework



Duluth Public School Resolution E-6-18-3555

Commitment for an Education Equity Framework

WHEREAS, education equity is the condition of justice, fairness, inclusion, and cultural responsiveness in our systems of education so that all students have access to the opportunities to learn and develop to their fullest potentials;

WHEREAS, the pursuit of education equity recognizes the historical conditions and barriers that have prevented opportunity and success in learning for students based on their races, ethnicities, incomes, and other social conditions;

WHEREAS, eliminating those structural and institutional barriers to educational opportunity requires systemic change that allows for distribution of resources, information, and other support depending on the student's situation to ensure an equitable outcome;

NOW, THEREFORE, BE IT RESOLVED that the Duluth School Board does commit to implementation of the Duluth Public Schools Education Equity Framework, which includes a definition of Education Equity, the Minnesota Department of Education's Ten Minnesota Commitments to Equity and the Duluth Public Schools Tool for Equity Accountability (TEA) form;

BE IT FURTHER RESOLVED that the Duluth School Board hereby directs administration to develop a Duluth Public Schools Education Equity Framework implementation and accountability plan.



MN 10 Commitments to Equity

1. Prioritize equity: Set and communicate a vision and targets for high outcomes for all students.
2. Start from within: Focus on leadership, diversity and inclusiveness.
3. Measure what matters: Use relevant and meaningful data. Hold each other accountable for equity.
4. Go local: Engage and develop leaders at all levels. Empower community partners in continuous improvement work.
5. Follow the money: Allocate resources to learners who need them most.
6. Start early: Invest in families and learners early on.
7. Monitor equitable implementation of standards: Improve the quality of curriculum and instruction for all students.
8. Value people: Focus on teachers and leaders. Develop the people you have. Ensure equitable access to the best teachers.
9. Improve conditions for learning: Focus on school culture, climate and social-emotional development. Connect teaching to the experiences, assets and needs of students.
10. Give students options: Empower students with high-quality options to support every learner's success.





**Infrastructure for
Continuous
Improvement**



**Family and
Community
Engagement**



**Multi-Layered
Practices and
Support**



Assessment



**Data-Based
Decision
Making**



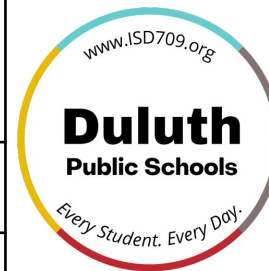
Next steps....

- Create an Education Equity Task Force & Monitoring Team following the 4 Stage Development Process
- This team will facilitate the development of an Education Equity Framework, to include:
 - The districts definition of Education Equity
 - Implementation, use and monitoring of the TEA Tool
 - District alignment to MN 10 Commitments to Equity
 - Development of a Diversity Policy
 - Recruitment and Retention plan
 - Affinity Group structure and guidelines
 - District support of EEAC, AIPAC and other district advisory teams
 - Consideration of existing policies, practices, and organizational culture to identify areas for improvement.
 - Develop and identify measurable goals, objectives and accountability measures to progress monitor implementation
 - Determine key milestones and timelines for implementing initiatives, and regularly review and adapt the plan as needed.



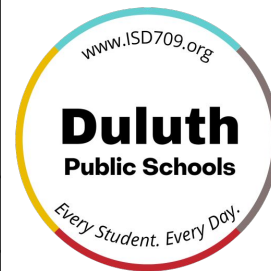
Equity Task Force & Monitoring Team - 4 Stage Development Process

| | Stage 1 | Stage 2 |
|------|---|--|
| | Formation | Orientation |
| Who | District leaders and staff, principals and site leaders, families, and community members | Office of Education Equity |
| What | <p>Formation: Assemble a diverse group of individuals-district leadership, staff and community members who are passionate about equity and inclusion to form the Educational Equity Taskforce and Monitoring Team</p> <p>Recruit team members from various departments and levels within the organization and community to ensure diverse perspectives and representation.</p> <p>Seek individuals who possess knowledge, skills, and a genuine commitment to driving equity and dismantling systemic biases.</p> | <p>1. Roles and Responsibilities: define and communicate the roles and responsibilities of each equity team member.</p> <ul style="list-style-type: none"> -Clearly outline the purpose and objectives of the team. -Assign specific tasks and areas of focus to team members based on their expertise and interests. -Foster collaboration and shared accountability among team members. <p>2. Training and Education: Provide training and educational opportunities to enhance the team's understanding of equity-related concepts and issues.</p> <ul style="list-style-type: none"> -Organize workshops, seminars, and webinars on topics such as implicit bias, cultural competence, and inclusive leadership. -Encourage team members to engage in self-directed learning through reading materials, online courses, and attending relevant conferences or events. |
| When | Recruitment starting near the beginning of the 23-24 school year. Convene 1st meeting by November 1st, 2023 | Through January 2024 |
| How | Process linked here | Define roles and objectives at first meeting and continually identify, develop, facilitate and share training opportunities with members |



Equity Task Force & Monitoring Team - 4 Stage Development Process

| | Stage 3 | Stage 4 |
|------|---|--|
| | Orientation part 2 | Implementation |
| Who | Office of Education Equity | Educational Equity Task Force and Monitoring Team |
| What | <p>Action Plan Development Create a detailed action plan and timeline that outlines specific initiatives and strategies to be implemented, including the development of an Educational Equity Framework, to include:</p> <ul style="list-style-type: none"> -Monitoring and use of the TEA Tool -District alignment to MN 10 Commitments to Equity -Development of a Diversity Policy -Recruitment and Retention plan -Affinity Group structure and guidelines -District support of EEAC, AIPAC and other district advisory teams -Consideration of existing policies, practices, and organizational culture to identify areas for improvement. -Develop and identify measurable goals, objectives and accountability measures to progress monitor implementation -Determine key milestones and timelines for implementing initiatives, and regularly review and adapt the plan as needed. | <p>Collaboration and Communication: Establish effective and intentional channels of communication and collaboration within the team and across district organizational leadership teams (Cabinet, Cabinet +, Duluth Leadership Team, Teaching, Learning and Equity, Principal +, ect.)</p> <ul style="list-style-type: none"> -Foster open dialogue, active listening, and a safe space for team members to share ideas, concerns, and perspectives. -Regularly update the district and leadership teams on the process, progress, challenges and achievements of the team, ensuring transparency and accountability and an intentional communication loop. -Seek feedback and input from employees at all levels to ensure their voices are heard and considered in task force-related decisions. |
| When | By March 1st, 2024 | Ongoing |
| How | Facilitated by the Office of Education Equity | Process developed and facilitated by the Educational Equity Task Force and Monitoring Team |



Progress Measurement

- Regularly assess the Equity Taskforce and Monitoring team's progress against the action plan and timeline while monitoring the impact of initiatives on organizational culture, employee satisfaction, and inclusion metrics.
 - Conduct surveys, focus groups, and qualitative feedback sessions to gauge perceptions and identify areas for improvement.
- Review progress measurement data regularly

Vision at implementation

By setting clear goals, establishing an Educational Equity & Monitoring Team, and implementing robust monitoring mechanisms, we aspire to foster a workplace that values and celebrates diversity. Our commitment extends to effectively implementing and monitoring the use of the TEA tool, aligning our systems with MN's 10 Commitments to Equity, and creating an Educational Equity Framework. Through these initiatives, we aim to create an inclusive environment where everyone feels respected, empowered, and has equal opportunities to thrive.

Questions and reflections?

