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# Unit 5 Equity Action Plan

Presented by:  
District Equity Leadership Team  
• 08.11.2021

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# DELT Members

**Jessica Alt**

**Moe Backe**

**Roger Baldwin**

**Jeff Beal**

**Corey Beirne**

**Dayna Brown**

**Carrie Chapman**

**Dr. Trevor Chapman**

**Angie Codron**

**Darrin Cooper**

**Leslie Davenport**

**Laura Delgado**

**Lindsey Dickinson**

**Shonna Harden**

**DeAndre Henderson**

**Karrah Jensen**

**Dr. Kristen Weikle**

**Maggie Lakebrink**

**Daniel Lamboley**

**Michelle Lamboley**

**Regina Manzanarez**

**Christopher McGraw**

**Kris Pennington**

**Terri Peoples**

**Leslie Romagnoli**

**Dr. Kristal Shelvin**

**Jill Steffes**

**Abbi Strader**

**Brian Thomas**

**Monica Wilks**

**Cameo Williams**

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# 20-21 DELT Activities

**Seven half day DELT meetings:**

**Jan. 20, Feb. 3, Feb. 17, March 17, April 14, April 21, May 19**

**Strand Leaders meetings:**

**April 6, April 26 & May 28**

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# The EAP encompasses the Five Strands of Systemic Equity©

Systems

Teaching and Learning

Student Voice, Climate and Culture

Professional Learning

Family and Community as Agency

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# Elements of the EAP

## **Objective**

This is the most important element of the EAP created by DELT. Objective should begin with an active verb. As this is a systemic plan, DELT should develop objectives that are districtwide.

## **Measure**

This is the second most important element of the EAP created by DELT. Each objective must include either a quantitative and/or qualitative metric.

## **Timeline**

Ongoing timeline record of objective movement.

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# Systems

*To ensure a systemic and continuous development toward advancing equity within all policies, processes, procedures, initiatives, decision-making and fiscal responsibilities.*

Strand Members: Roger Baldwin, LaShonna Harden, Kris Pennington, Dr. Kristen Weikle, Monica Wilks, Cameo Williams

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# Unit 5 Equity Action Plan

## SYSTEMS

*To ensure a systemic and continuous development toward advancing equity within all policies, processes, procedures, initiatives, decision-making and fiscal responsibilities.*

### Objective

### Measure

### Timeline

**1.1**

**Develop and communicate district wide definitions surrounding equity, diversity and inclusion to all stakeholders with a specific focus on anti-bias and anti-racist language.**

M1:  
Quantitative-Number of buildings that share definitions used by each building/dept

Work done Sp & Su.'21.  
Ready for the start of 21-22 school year.

M2:  
Qualitative-definitions used by each building/dept.

**1.2**

**Develop and review BOE policies regarding equity, diversity and inclusion.**

M1: Research on why policies are important in this work.

Work on in Sp & Su of '21  
Ready to share at the beg' of 21-22 school year

M.2: Qualitative testimonials



# Unit 5 Equity Action Plan

## SYSTEMS

*To ensure a systemic and continuous development toward advancing equity within all policies, processes, procedures, initiatives, decision-making and fiscal responsibilities.*

	<u>Objective</u>	<u>Measure</u>	<u>Timeline</u>
1.3	<b>Develop DELT statement and BOE statement regarding equity, diversity and inclusion</b>	M1: Qualitative & Quantitative-Equity Audit  M2: Quantitative-Building Level Equity Plans  M3: Qualitative-testimonials	DELT Statement-May 2021  BOE Statement-December 2021
1.4	<b>Develop short term and long term plans to recruit and retain a highly qualified and diverse staff.</b>	M1: Qualitative & Quantitative: Implemented hiring manual  M2: Affinity groups-message from the district that shows support & importance	1.4 M1 Feb. 2021. - June 2022 1.4 M2 July -June 2022 1.4 M3 July -June 2022 1.4 M4 July -June 2022 1.4 M5 July -June 2022





# Unit 5 Equity Action Plan

## SYSTEMS

*To ensure a systemic and continuous development toward advancing equity within all policies, processes, procedures, initiatives, decision-making and fiscal responsibilities.*

### Objective

### Measure

### Timeline

**1.5**  
**Ensure the district's commitment to diversity, equity, and inclusion as a critical and ongoing strategic value.**

M1: Equity Audit

May 2020-June 2021

M2: Hire an executive level Director of Diversity, Equity, and Inclusion

March -May 2021

M3: EAP progress monitoring tool

July 2021-June 2022

M4: Continuous DELT meetings

August 2021-May 2022

M5: Building equity plans

August 2021-May 2022

M6: Conversations and training with staff and community stakeholders

August 2021-May 2022



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# Teaching & Learning

*To intentionally embed equity-driven pedagogy in curriculum, resources, instructional approaches, use and consideration of assessments, and academic programming for the purpose of advancing equity among all students.*

Strand Members: Darrin Cooper, Moe Backe, Dan Lamboley, Laura Delgado, Jeffrey Beal, Carrie Chapman, Jessica Alt, & Maggie Lakebrink

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# Unit 5 Equity Action Plan

## TEACHING AND LEARNING

*To intentionally embed equity-driven pedagogy in curriculum, resources, instructional approaches, use and consideration of assessments, and academic programming for the purpose of advancing equity among all students.*

### Objective

### Measure

### Timeline

**2.1**

**Develop and communicate a common definition of culturally responsive pedagogy and practices.**

M1: Quantitative - %  
on PD Agenda  
Qualitative Data:  
Description of  
Activity/Discussion

Short Term  
(2021-2022 school  
year)

**2.2**

**Develop a training and implementation plan for all educators to incorporate culturally responsive pedagogy and practices.**

M2: Qualitative -  
Support  
documents for  
training staff on  
CRP completed

Short Term  
(Training  
developed by end  
of 2021-2022  
school year)



# Unit 5 Equity Action Plan

## TEACHING AND LEARNING

*To intentionally embed equity-driven pedagogy in curriculum, resources, instructional approaches, use and consideration of assessments, and academic programming for the purpose of advancing equity among all students.*

### Objective

### Measure

### Timeline

**2.3**

**Develop a framework for educators to analyze academic, behavioral, and social emotional data across multiple contexts with an equity lens.**

M1 - Provide resources or examples of how to analyze student data at classroom, school, district level

By the end of 2021-2022 school year



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# Student Voice, Climate & Culture

*To consistently seek students' feedback and experiences on organizational culture and climate.*

Strand Members: Terri Peoples, Dr. Trevor Chapman, Karrah Jensen, DeAndre Henderson and Jill Steffes

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# Unit 5 Equity Action Plan

STUDENT VOICE, CLIMATE AND CULTURE

*To consistently seek students' feedback and experiences on organizational culture and climate.*

## Objective

## Measure

## Timeline

3.1

**Create a district level Student Equity Advisory Team (SEAT) to address diversity, equity and inclusion in our district.**

M1 Create mission of SEAT

M2 Outline purpose, goals and objectives

M3 Agendas and minutes

Fall 2021



# Unit 5 Equity Action Plan

STUDENT VOICE, CLIMATE AND CULTURE

*To consistently seek students' feedback and experiences on organizational culture and climate.*

## Objective

## Measure

## Timeline

3.2

**The district will decrease its racial and subgroup discipline disproportionality and develop proactive practices to nurture a positive, meaningful relationship with each student.**

M1 Quarterly review of racial and subgroup discipline data

M2 Transparent communication with school staff

Fall 2021-  
Spring 2022



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# Professional Learning

*To provide a continuum of professional learning and growth opportunities for all staff in pursuit of educational equity.*

Strand Members: Michelle Lamboley, Lindsey Dickinson, Angie Codron, Leslie Romagnoli, and Leslie Davenport

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# Unit 5 Equity Action Plan

## PROFESSIONAL LEARNING

*To provide a continuum of professional learning and growth opportunities for all staff in pursuit of educational equity.*

### Objective

### Measure

### Timeline

<b>4.1</b> <b>Develop and deliver mandatory onboarding training for new staff on equity, diversity, and inclusion</b>	M1 Quantitative: Number of staff members receiving initial diversity training.  M2 Qualitative: feedback & evaluation of the training	2021-2022 school year
<b>4.2</b> <b>Develop and deliver mandatory refresher training for staff on equity, diversity, and inclusion</b>	M1 Qualitative: feedback & evaluation of the training	2021-2022 school year



# Unit 5 Equity Action Plan

## PROFESSIONAL LEARNING

*To provide a continuum of professional learning and growth opportunities for all staff in pursuit of educational equity.*

### Objective

### Measure

### Timeline

- 4.3** Develop and deliver annual self-selected professional development for staff at varying levels:
- (1) Beginning***
  - (2) Understanding***
  - (3) Navigating***
  - (4) Transformative***

M1  
Quantitative: Number of staff members receiving training at each level annually

M2  
Qualitative: Feedback & evaluation of the training

Work will begin in the spring of 2021.

Delivered to staff in the spring of 2022 and will be ongoing.



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# Family & Community as Agency

*To partner with all families and the community for authentic opportunities to serve the students, the school, and district.*

Strand Members: Corey Beirne, Dayna Brown, Regina Manzanarez, Chris McGraw, Abbi Strader, Bryan Thomas

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# Unit 5 Equity Action Plan

## FAMILY AND COMMUNITY AS AGENCY

*To partner with families and the community for authentic opportunities to serve the students, the school and district.*

### Objective

### Measure

### Timeline

**5.1**

**Implement effective and inclusive communication to families**

5.1a - Quantitative data from survey

5.1 b - Preferred language added to registration

5.1c - Create staff video

5.1d - Create family video

5.1e - Translation process available for buildings

5.1f - Improve accessibility of district website

5.1a Fall 2021

5.1b March 2022

5.1c August 2022

5.1d August 2022

5.1e Fall 2021

5.1f Winter 2022



# Unit 5 Equity Action Plan

## FAMILY AND COMMUNITY AS AGENCY

*To partner with families and the community for authentic opportunities to serve the students, the school and district.*

### Objective

### Measure

### Timeline

**5.2** Leverage the "Diversity Advisory Council" to inform policies and build relationships

5.2a - Schools fill CAC slots  
5.2b - Updated policies and procedures  
5.2c - Increase awareness of CAC + DAC

5.2a Spring 2021  
5.2b Fall 2021  
5.2c 2021-2022

**5.3** Build meaningful Diversity and Equity relationships throughout the community

5.3a - "Equity Champion" awards  
5.3b - Develop an inclusive list of organizations and municipalities that represent and support our marginalized families.  
5.3c - Highlight student diversity  
5.4d - Create a diversity messaging campaign

5.3a Spring 2022  
5.3b Fall 2021  
5.3c 2021-2022  
5.3d 2021-2022



# Unit 5 Equity Action Plan

FAMILY AND COMMUNITY AS AGENCY

*To partner with families and the community for authentic opportunities to serve the students, the school and district.*

## Objective

## Measure

## Timeline

5.4

**Build meaningful diversity and equity relationships with district families**

5.4a - Hire additional Family Coordinators for schools, including adding coordinators for secondary schools.

5.4a Fall 2021

5.4b - Implement annual needs assessment to address resources to remove barriers

5.4b Yearly in Spring

# Moving Forward

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Questions?

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