

Equity Action Plan 2022-23



River Trails

SCHOOL DISTRICT 26

DELT Membership

District

Ben Finfer
Jodi Megerle
Lyndl Schuster
Kristy Seifert
Matt Tombs
Nancy Wagner

Euclid

Jen Ceisel
Christine Cheung
Karen Daly
Sarah Hogan
Aly Palicki
Marina Porter
Gabby Slonke

Indian Grove

Emily Kruzel
Sommer Palumbo
Annette Russo
Bill Timmins
Katie Van Eck

Prairie Trails

Natalie Hudson
Amy Veytsman

BOE
Janine Freedlund

RTMS

Kyle Henkel
Mary Krall-Meske
Chris Kuzmanoff
Jenn Ritchie
Grace Voit

River Trails

SCHOOL DISTRICT 26

DELT Timeline

- November 2020...Equity Learning Journey Begins
- December 2020-July 2021...Dr. Dubiel Completes Audit
- July 20, 2021...Equity Audit Presentation to the BOE
- August 6, 2021...Full DELT Meeting #1
- October 4, 2021...Full DELT Meeting #2
- December 6, 2021...Strand Leader Meeting
- February 22, 2022... Full DELT Meeting #3
- April 8, 2022...Strand Leader Meeting
- April 26, 2022...Equity Action Plan Presentation to the BOE

Five Strands of Systemic Equity

Systems

**Teaching and
Learning**

**Student
Voice,
Climate &
Culture**

**Professional
Learning**

**Family &
Community
Agency**

Alignment

Several DELT objectives and tasks align with pre-existing district initiatives and strategies. These include:

- RTSD26 Strategic Plan
- Policy Manual
- Professional Development
- Social and Emotional Structures
- Student-Centered Learning Environments
- Various School Events

Five Strands of Systemic Equity



Systems

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

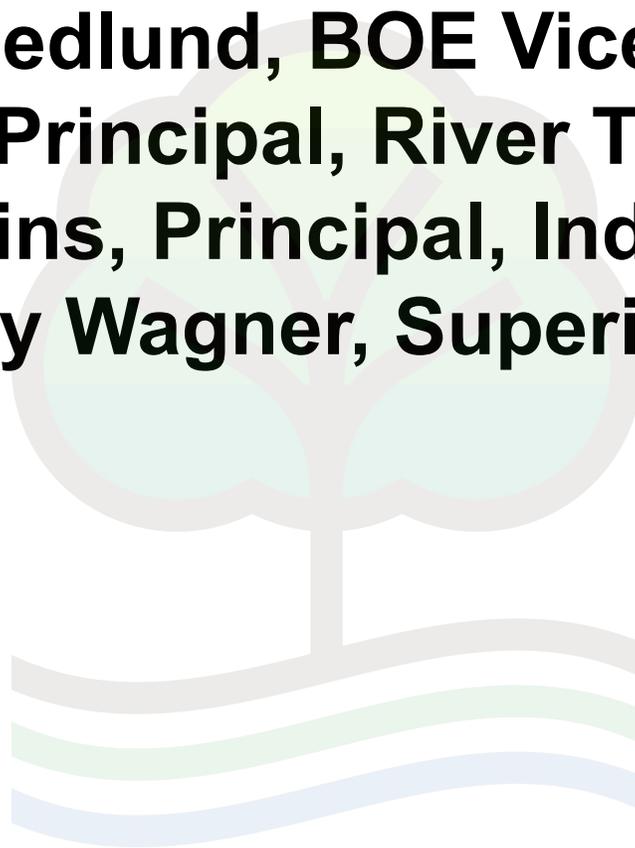
MEMBERS

Janine Freedlund, BOE Vice President

Mary Krall-Meske, Principal, River Trails Middle School

Bill Timmins, Principal, Indian Grove

Dr. Nancy Wagner, Superintendent



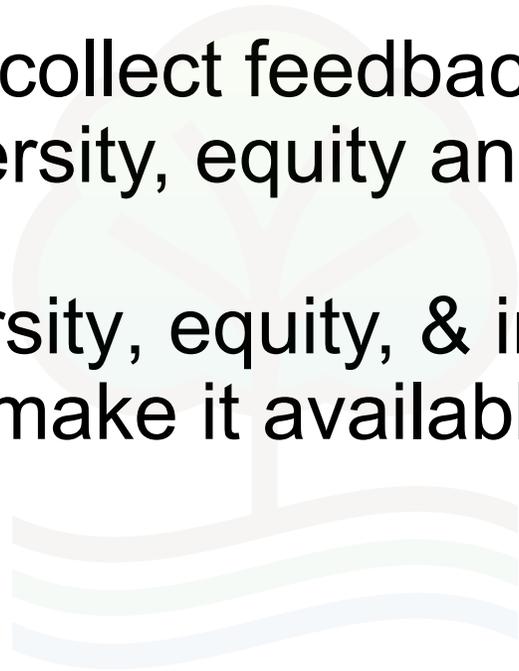
SYSTEMS

Objective

1.1 Develop common language on equity, and effectively communicate it with all stakeholders.

Task

- Research, create and collect feedback on common language and definitions for diversity, equity and inclusion.
- Post an RTSD26 diversity, equity, & inclusion definitions online and make it available to all stakeholders.

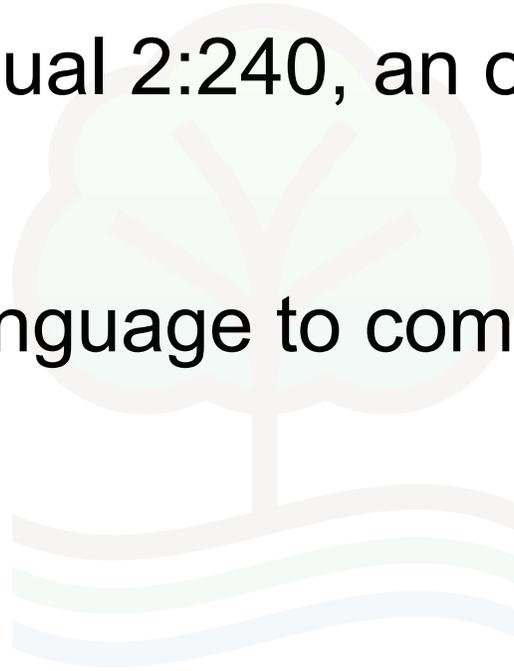


Objective

1.2 Add gender inclusive overall policy explanation to policy manual and then change policies over the next 5 years.

Tasks

- Add Board Policy Manual 2:240, an overall policy explanation on gender inclusivity.
- Commit to updating language to complete the policy manual.



Objective

1.3 Develop transparent, intentional, and measurable equity goals that hold all stakeholders accountable.

Tasks

- Draft an EAP Document with objectives and tasks for the 2022-23 school year.

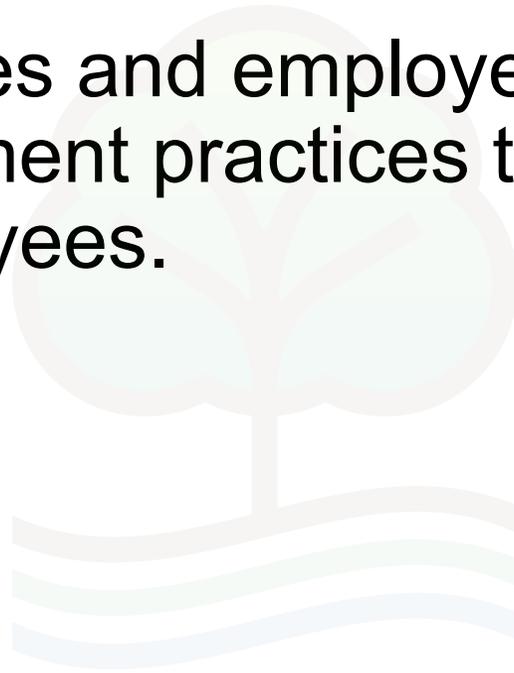


Objective

1.4 Implement strategic practices to attract highly qualified diverse teams.

Tasks

- Analyze hiring practices and employee data through an equity lens in order to implement practices that attract and retain highly qualified employees.



Objective

1.5 Develop a Board policy, a Board statement and/or district statement on equity.

Tasks

- Develop the policy and make it available to stakeholders.



Five Strands of Systemic Equity



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.

MEMBERS

Sarah Hogan, Assistant Principal, Euclid

Aly Palicki, Teacher, Euclid

Sommer Palumbo, Teacher, Indian Grove

Jenn Ritchie, Teacher, River Trails Middle School

Annette Russo, Teacher, Indian Grove

Kristy Seifert, Asst. Supt. for Teaching & Learning

Gabby Slonke, Teacher, Euclid

Amy Veytsman, Principal, Prairie Trails

TEACHING & LEARNING

Objective

2.1 Focus on developing teacher capacity to include anti-bias discussions in the classroom.

Tasks

- Develop baseline/formative/summative teacher data on leading structured conversations.
- Create a master schedule that supports community building.
- Establish identified times in the day for structured conversations.
- Develop guiding questions to spark classroom conversations.
- Examine evidence of structured conversations taking place in classrooms.

Objective

2.2 Embed culturally responsive pedagogy and practices into daily instruction and curriculum.

Tasks

- Identify an agreed upon evaluation tool to evaluate curriculum and materials.
- Audit ELA units for cultural responsiveness and alignment and plan for appropriate adjustments.
- Adjust curriculum maps to embed changes.
- Adjust teaching practices to support changes in curriculum.

Objective

2.3 Continuously monitor academic performance and social emotional wellness for **all** students with an equitable lens.

Tasks

- Identify an agreed upon data analysis tool to apply across the district.
- Identify baseline performance levels of all student groups.
- Set district/building performance targets for most underperforming student groups in the areas of academic achievement and social emotional measures.

Five Strands of Systemic Equity



Student Voice, Climate & Culture

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

MEMBERS

Kyle Henkel, Assistant Principal, River Trails Middle School

Natalie Hudson, Teacher, Prairie Trails

Emily Kruzel, Assistant Principal, Indian Grove

Chris Kuzmanoff, District Orchestra Director

Dr. Jodi Megerle, Asst. Supt. for Student Services

Marina Porter, Teacher, Euclid

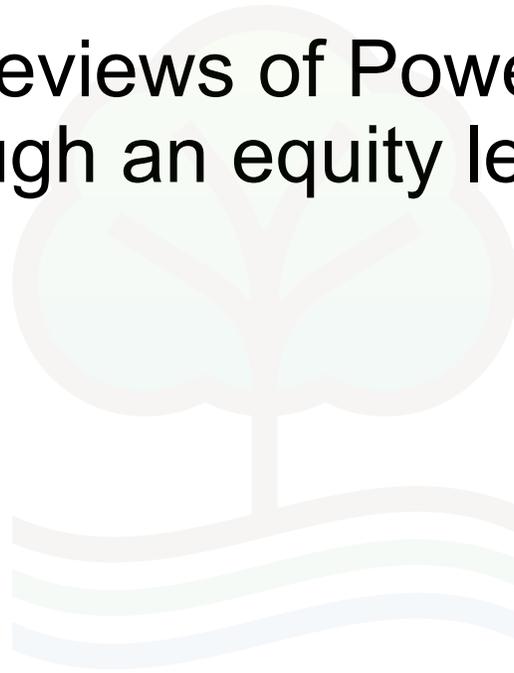
STUDENT VOICE, CLIMATE & CULTURE

Objective

- 3.1 Interrogate the root causes of disproportionate discipline outcomes among racially/ethnically diverse student groups and special populations.

Tasks

- Conduct end-of-term reviews of PowerSchool disciplinary data to look for trends through an equity lens.



Objective

3.2 Develop and implement student equity advisory committee.

Tasks

- Establish an age-appropriate student equity advisory committee at River Trails Middle School that serves as a model for the elementary schools.



Five Strands of Systemic Equity

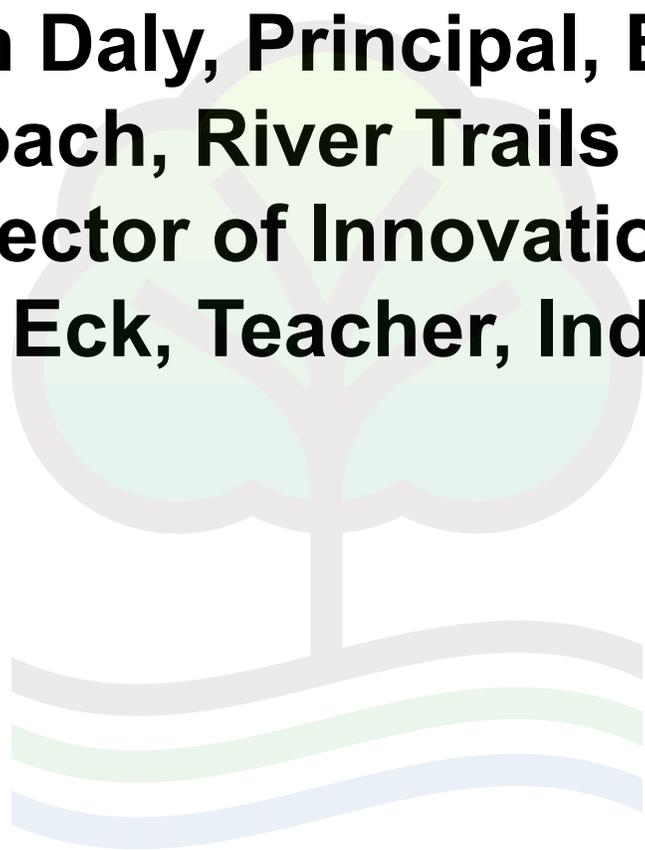


Professional Learning

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

MEMBERS

Karen Daly, Principal, Euclid
Grace Voit, Coach, River Trails Middle School
Matt Tombs, Director of Innovation & Technology
Katie Van Eck, Teacher, Indian Grove



PROFESSIONAL LEARNING

Objective

4.1 Implement district-wide, educational equity professional development opportunities.

Tasks

- Conduct a staff survey via Panorama.
- Conduct equity training with all staff members.
- Complete staff self-assessment forms.
- Assess onboarding process for new staff.

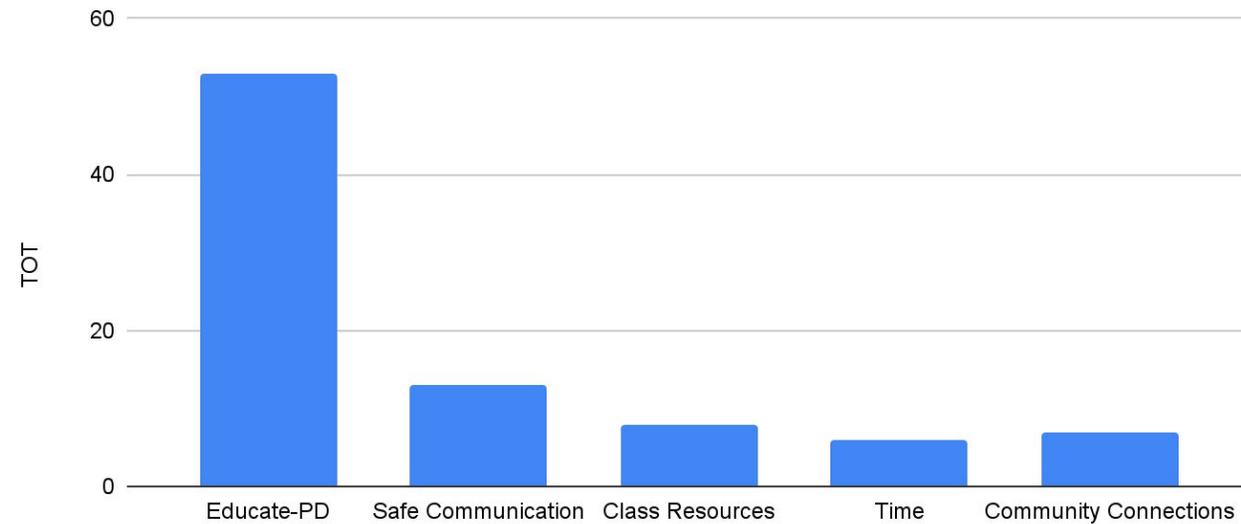


Objective

4.1 Implement district-wide, educational equity professional development opportunities.

Panorama Data

How can school leaders help you better learn about, discuss, and confront issues of race, ethnicity, and culture?

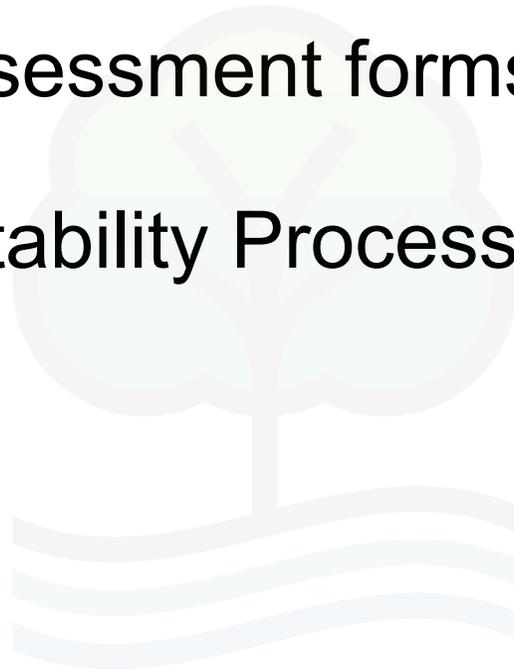


Objective

4.2 Implement self-directed, professional educational equity learning opportunities.

Tasks

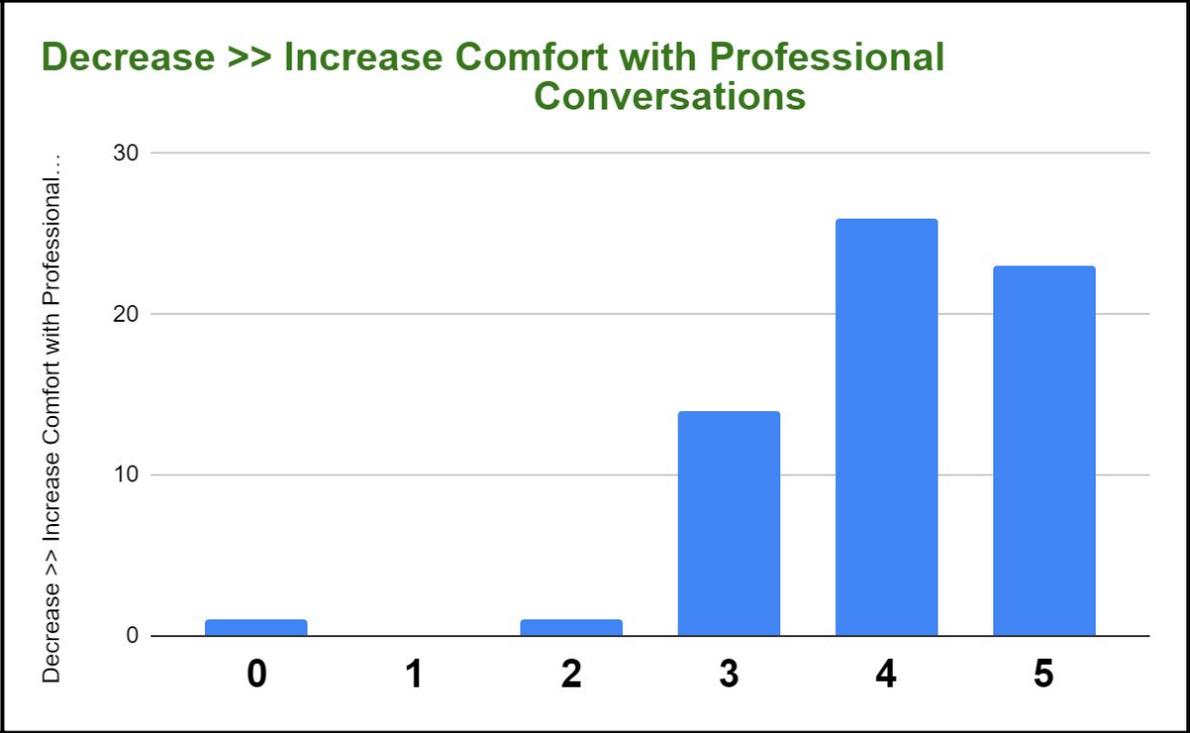
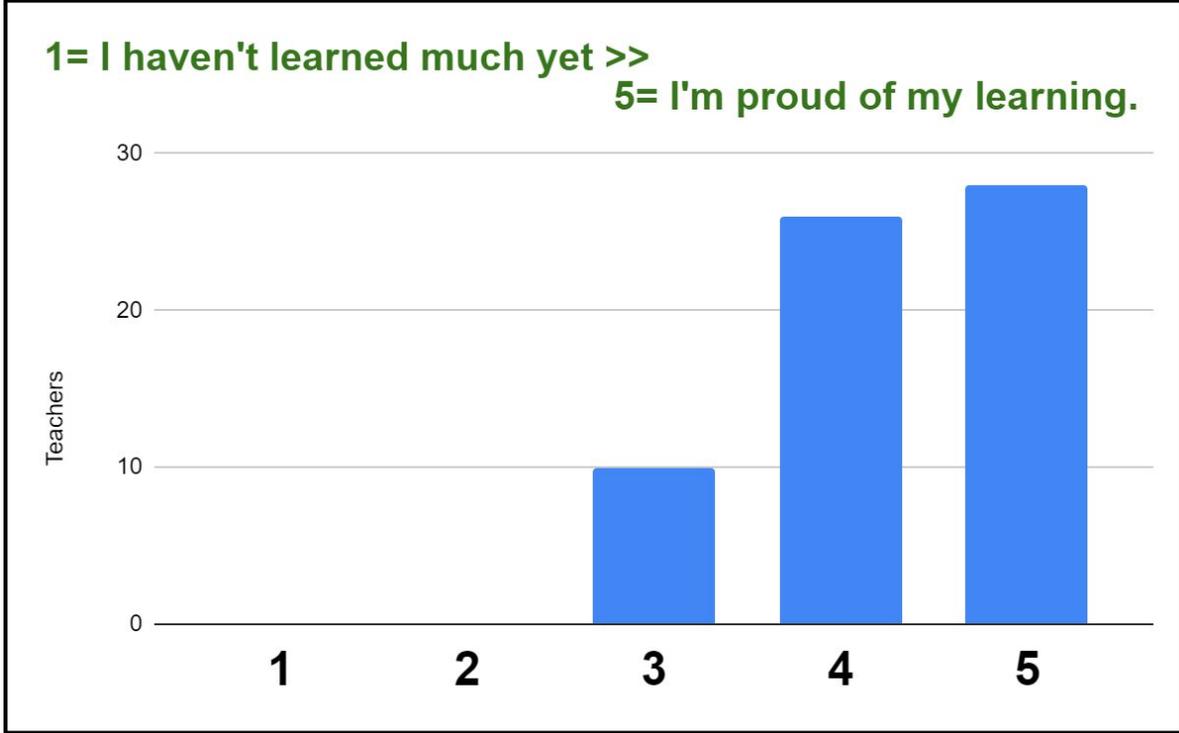
- Complete staff self-assessment forms.
- SIPD Sharing/Accountability Process



Objective

4.2 Implement self-directed, professional educational equity learning opportunities.

Teacher Feedback

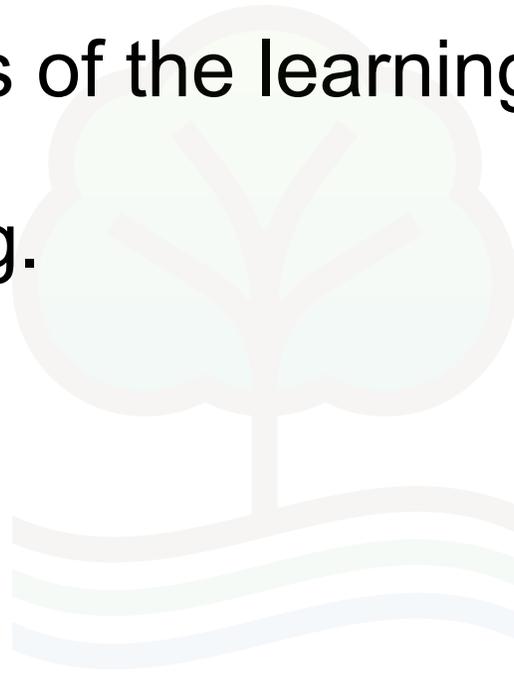


Objective

4.3 Monitor educational equity professional learning targets.

Tasks

- Reflect on the success of the learning targets.
- Plan for future learning.



Five Strands of Systemic Equity



Family & Community as Agency

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

MEMBERS

Jen Ceisel, Teacher, Euclid

Christine Cheung, Teacher, Euclid

Ben Finfer, Communications Specialist

Dr. Lyndl Schuster, Asst. Supt. for Business Services



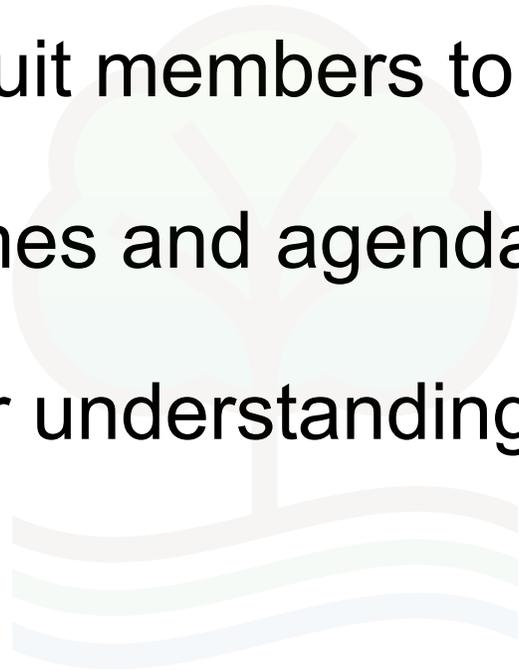
FAMILY & COMMUNITY AS AGENCY

Objective

5.1 Develop and actively collaborate with a community equity advisory committee.

Tasks

- Build interest and recruit members to CEAC.
- Determine meeting times and agenda.
- Find other avenues for understanding the RTSD26 community.



Next Steps

- Educate a new superintendent on the district's equity journey.
- Execute current tasks and fulfill 22-23 objectives with regular reports to the BOE.
- Consider continued partnership with Equity Advisor.
- Conduct regular strand leader meetings (monthly) & DELT meetings (quarterly) in 2022-2023 to assess progress on objectives and plan further action.