

Head Ready + Heart Ready = LIFE READY

River Trails District 26 Equity Statement:

Our district defines equity as giving everyone what they need to be successful, unlike equality where everyone gets the same.

EQUITY ACTION PLAN 2022-2023

#1 Systems

- Develop common language on equity, and effectively communicate it with all stakeholders
 - Explore, analyze and decide upon a shared definition of equity for the district
- Add gender inclusive overall policy explanation to policy manual and then change policies over the next 5 years
 - Adopt policy on inclusive language into district Board policies
 - Revise all policies with inclusive language over 5 year review period
- Develop transparent, intentional, and measurable equity goals that hold all stakeholders accountable
 - Create a monitoring system for equity goals
 - Create and implement monitoring schedule
- Implement strategic practices to attract highly qualified diverse teams
 - Analyze current hiring practices through a lens of equity
 - Explore alternative recruitment pathways to seek out a more diverse talent pool that mirrors our student population
 - Find communication channels to highly our district diversity
- Develop a Board policy, a Board statement and/or district statement on equity

#2 Teaching and Learning

- Focus on developing teacher capacity to include anti-bias discussions in the classroom.
 - Create classroom conversation protocols
 - Identify time for meaningful conversations
 - Develop guiding questions to support classroom conversations
 - Analyze and revise building schedules to allow time for community building & conversations
- Embed culturally responsive pedagogy and practices into daily instruction and curriculum.
 - Identify a curriculum evaluation tool & embed in the audit process
 - Begin evaluation of ELA units
 - Curate a library of resources to support units of instruction
- Continuously monitor academic performance and social emotional wellness for all students with an equitable lens.
 - Identify data analysis protocol to use when studying all data & train staff on protocol
 - Identify the key student groups to monitor through a lens of equity
 - Set and monitor building goals and growth targets with a focus on identified student groups

#3 Student Voice, Climate and Culture

- Interrogate the root causes of disproportionate discipline outcomes among racially/ethnically diverse student groups and special populations.
 - Create a standing committee to compare and contrast building discipline reporting practices
 - Calibrate building discipline practices and make necessary changes to discipline reporting system to drive consistency across the district

- Calibrate classroom discipline practices to ensure common understandings of expectations, behavior responses, etc.
- Review student handbooks through a lens of equity and make necessary revisions
- Develop and implement a student equity advisory committee
 - Study research on effective student equity advisory committees
 - Develop a pilot equity advisory committee at the middle school

#4 Professional Learning

- Implement district-wide, educational equity professional development opportunities
 - Survey staff on topics of equity and plan professional learning based on survey results
 - Dedicate time for staff to explore and discuss topics of educational equity
 - Provide staff resources on topics of educational equity
 - Measure effectiveness of professional learning
- Implement self-directed, professional educational equity learning opportunities.
 - Provide staff time for exploration and learning
 - Structure opportunities for staff to engage in conversation on topics of equity
- Monitor educational equity professional learning targets.

#5 Family & Community Agency

- Develop and actively collaborate with a community equity advisory committee.
 - Investigate current, effective models of community engagement
 - Research best practice
 - Identify scheduled building events that can be used to solicit interested participants
 - Create systems to develop trust with stakeholders
 - Identify language needs of the district and create language pathways so that all stakeholders have a voice
 - Based on research, define an ideal group of stakeholders
 - Solicit members

How does this support our STRATEGIC OBJECTIVES?

<p><i>Through a lens of equity, we will support:</i></p> <p>COLLABORATION Build and support a trusting culture between teachers, school, and district level administrators by assessing, developing, and strengthening professional collaboration.</p> <p>#1 Systems #3 Student Voice, Climate and Culture #5 Family & Community Agency #4 Professional Learning</p>	<p><i>Through a lens of equity, we will support:</i></p> <p>CURRICULUM Provide a student-centered learning environment anchored by a comprehensive standards aligned curriculum, relevant and responsible to the world we live in, and measured by meaningful demonstrations of knowledge and skills.</p> <p>#2 Teaching and Learning #4 Professional Learning</p>	<p><i>Through a lens of equity, we will support:</i></p> <p>COMMUNITY Prioritize social, emotional and physical well-being of the school community by providing a nurturing environment and equipping all with the skills, knowledge and understanding to thrive in a complex world.</p> <p>#3 Student Voice, Climate and Culture #5 Family & Community Agency #4 Professional Learning</p>	<p><i>Through a lens of equity, we will support:</i></p> <p>COMMUNICATION Establish and maintain effective networks of communication and collaboration with all members of the larger Community.</p> <p>#1 Systems #3 Student Voice, Climate and Culture #5 Family & Community Agency #4 Professional Learning</p>
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