



# Equity & Access Goal Timeline

April 20, 2021

# Access & Equity Goal Timeline

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## *Pandemic Backdrop*

- Spring 2020 – Opportunity to send team to MAP Center “Equity-Oriented Strategic Planning Academy”
- Sep 2020 – EOSP Academy wrapped up; resulted in several new equity-related goals to consider
- Oct & Dec 2020 – Brought remaining Academy team (2 of 4) plus Employees of Color Resource Group Leaders plus members of original Access & Equity Goal team together to discuss merging of goals
- January 2021 – Discussed with MAP Center sending a second team through Academy; approved by MAP Center earlier this month
- April 2021 – Team Participated in First Two Days of Academy
- Between Now and June 2021 – Academy Team will work among themselves on the Rigor & Relevance goal area not addressed in previous Academy; with also share their learning from the Academy with the full Access & Equity Goal team assembled to align the equity initiatives and merge the documents
- June 2021 – Final Day of Academy
- Summer 2021 – Full Team will continue work to complete Action Plan and Communication Plan for merged Access & Equity goal area

# MAP Center “Equity Oriented Strategic Planning” Academy

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## *Spring 2021 EOSP Team*

- Nicole Andrews, School Readiness Coordinator (participated in previous cohort)
- Karl Bakken, Exec Dir of Human Resources
- Karla Bollesen, Exec Dir of Student Services
- Sara-Louise Henry, Equity Coordinator
- Nicole Mueller, Assistant Director of Special Education
- Julie Ruzek, Coordinator of Family Engagement & Partnerships
- Chris Whitfield, Paraprofessional
- Will Ruffin, II, Community Schools Site Facilitator
- Willie Tipton, Equity Coordinator

# MAP Center EOSP Process

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## *EOSP Sessions*

- Session One: Identifying Systemic Inequities and Analyzing Learning Contexts
- Session Two: Generating a Theory of Action & Broad Equity Strategies
- Session Three: Creating Implementation Plans

## *EOSP Elements*

- Foundation: Critical Race Theory
- Foundation: SMART Goals
- Statements of Inequity (using data)
- Goal Statements (what needs to change)
- Barriers & Levers
- Hypotheses (why we think this is happening)
- Theories of Action (if we ..., then ...)
- Strategies (how)
- Action Plans (who, what, when)
- Communication Plan

# Slides from Previous Board Update

March 16, 2021

# Universal Goal: Access & Equity

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## Goals

- Understand Staff Transitions
- Increase Graduation Rate for English Learners
- Increase BIPOC Representation in Leadership
- Improve Recruitment, Hiring, Retention for Non-Dominant Identities
- Further Disaggregate Data
- Provide Professional Development re Equity Constructs
- Develop/Identify Tools to Assess Curriculum, Resources, Leadership
- Develop Equity Policy (Board is doing)
- Embed Rigor and Relevance Into Learning Environment

# Universal Goal: Access & Equity

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## Strategies / Actions

- Staff Exit & Transition Surveys; Hiring Committees, Questions/Look-Fors, etc.
- PD re Critical Consciousness and Other Equity Constructs
- Cabinet & Leadership Completes IDI Assessment and IDP Process
- Increase Multi-Lingual Services
- Improve Identity Markers in Data Systems
- Invest in Restorative Practice Training and Implementation Districtwide
- Bolster Use of Equity Context Analysis Process to Identify Goal Areas
- Cabinet Equity Position
- Increase Representation of Non-Dominant Identities on Leadership Team

# Universal Goal: Access & Equity

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## Progress / Next Steps

- Expanded Equity Coordinator, Equity Specialists
- Equity Coord, HR, EoCRG working on transition survey, hiring process
- Restorative Practice committee formed; invested to get certified trainer
- Cabinet/Leadership completed IDI; working on IDPs
- Cabinet equity position posting shortly
- Working with MAP Equity Center for strategy “merge”

## Next Steps

- Continue MAP Equity Oriented Strategic Planning process and finalize action and communication plans by end of May.
- Apply this expanded capacity in future planning efforts.