

Racial Equity Policy Work Session

School Plans

Schools have designed Equity Plans to address their racial inequities and monitor progress

Exemplars

- Chancey
- Wellington
- Shawnee

Chancey Elementary School

School Plan Exemplar



Training

Implicit Bias Training

- First year focus on certified staff
- Equity Institutes
October, November, June, July
- Book Studies

— **Book Study:** *Black Male(d)*

Online book study for school-level administrators

Book Study: *Girls to Gallows*

Series of PDs that focus on disproportionality of girls of color and the sociopolitical happenings that cause this to manifest in our schools



Opportunities

More than 100 hours of pd (equity) opportunities have been and will continue to be offered.



Hiring

Looking at ways to increase the racial diversity in our employees:

→ **How**

Conditional Hiring

Monitoring

Reporting

→ **Who**

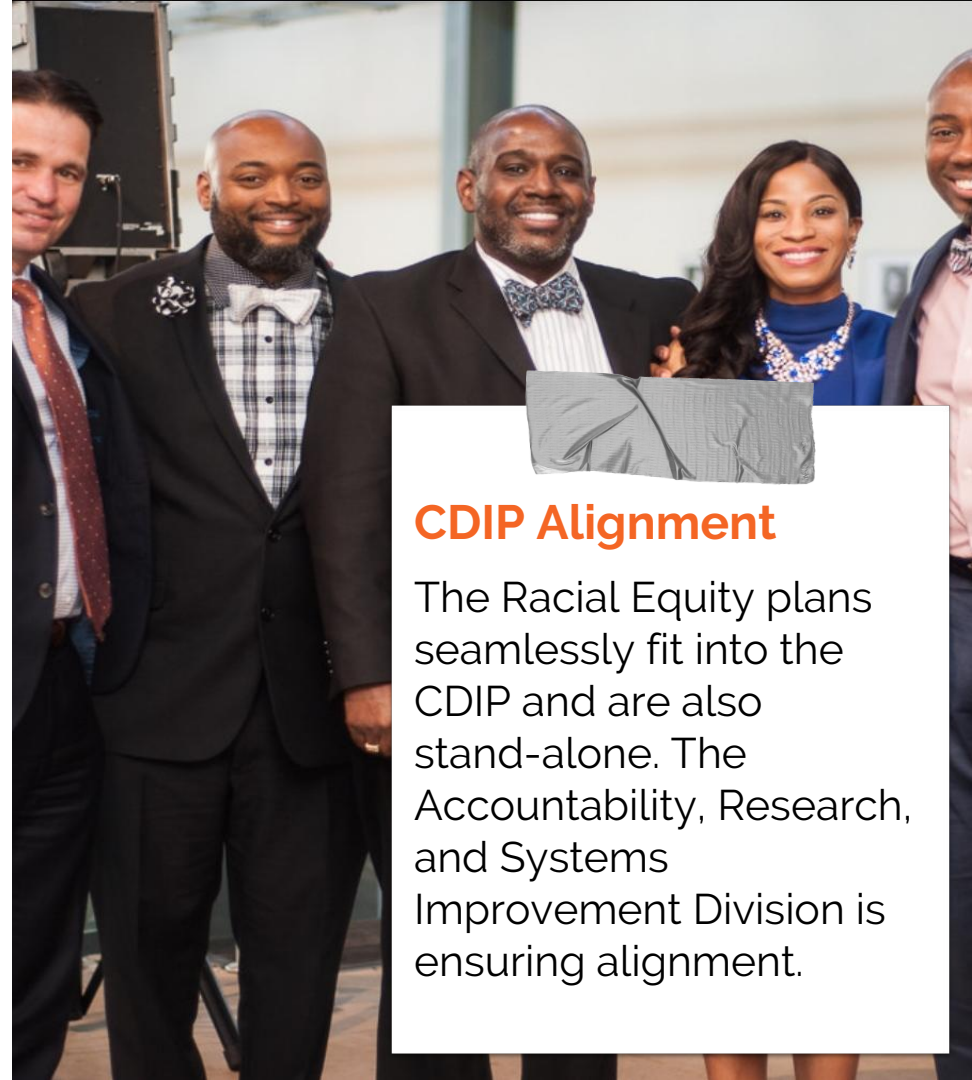
Ashley Duncan

Shawna Stenton

District Plans

Each division has created a Racial Equity Plan that focuses on structural policies and procedures

- Outward-facing
- Innovative
- Nimble
- Based on best practices



CDIP Alignment

The Racial Equity plans seamlessly fit into the CDIP and are also stand-alone. The Accountability, Research, and Systems Improvement Division is ensuring alignment.

Additional professional development is in place

- Speaker Series
- Individualized PDs
- Required PDs



Counselors

Will attend the Speaker Series that focuses on girls of color

Mini-Grants

Schools have the opportunity to apply for mini-grants to further their understanding



The Equity Scorecard is a driver for equity plans



Utility

The scorecard is on its third iteration and is now also outward-facing and moving toward real-time data



Equity Council

The Equity Council consists of internal and external stakeholders who advise, critique, and monitor the district and school plans.

The Council also meets with Dr. Pollio to discuss and deliver findings regarding racial inequities in the district.

2020

Schools and central office will have
measurably greater racial equity in the
district
