

Whereas, the San Mateo-Foster City School District (SMFCSD) represents a diverse community with 20 distinct schools and approximately 12,500 students, and the SMFCSD Board of Trustees is responsible for the following:

- Setting the direction for the community's schools
- Establishing an effective and efficient structure for the district
- Providing support through our behavior and actions
- Ensuring accountability to the public
- Acting as community leaders

Whereas, the SMFCSD Board of Trustees is focused on student achievement and student success for all, and has committed to:

- Focusing on student achievement and meeting the needs of all students.
- Ensuring that all students receive an excellent education.
- Building a unified district-wide team that will effectively raise the achievement level of all of our students.
- Ensuring all financial decisions directly tie to enhanced student success.
- Focusing on educational equity by making opportunities more accessible to all students and focusing on family engagement.

Whereas, to achieve these goals, all students in the district, including students of every race, ethnicity, socioeconomic status, gender, gender identity, sexual orientation, culture, religion, family and home structure, and ability, should have access to a high-quality, equitable education;

Whereas, it is incumbent on the Board of Trustees to ensure that all schools support all students to achieve academic success;

Whereas, the window to change the trajectory of student achievement is short and must entail a sense of urgency;

Whereas, the Board of Trustees currently has no consistent practice to evaluate the performance of students across schools through an equity lens;

Whereas, in order to achieve a culture of equity in the district, set student-first, data-driven policies, and make decisions focused on school improvement, the Board of Trustees must speak with a unified voice and through a guiding set of priorities;

Now, therefore, be it:

Resolved, That the Board of Trustees believes an Equity Agenda outlining clear priorities for the district will establish a holistic and objective framework to guide the allocation of resources, evaluate district and school performance, promote transparent communication, and foster equitable student achievement goals;

Resolved, That the Board of Trustees will adopt a definition and vision of equity that objectively sets the same standard of achievement for every student;

Resolved, That these Equity Priorities shall be a tool from which the Board—through the establishment of an Equity Task Force—can create a comprehensive plan and full Equity Agenda that are used to measure and respond to student-achievement data.

### **Equity Priorities:**

#### **PRIORITY 1: Set and Communicate an Equity Agenda and Measurable Targets**

1a: The Equity Agenda shall establish a vision of equity for student achievement and development in the District that is inclusive of students of all races, ethnicities, socioeconomic statuses, genders, gender identities, sexual orientation, cultures, religions, family and home structures, and abilities.

1b: The Equity Agenda will establish ambitious and measurable targets of achievement at the student group, school, and district level.

1c: The Equity Agenda will establish a communication plan that actively publishes transparent and comprehensive data on equity and student achievement.

#### **PRIORITY 2: Monitor Equitable Implementation of Standards and Assessments**

2a: The Equity Agenda will create a system to monitor the stated Priority 1 goals via site level data on a quarterly basis.

2b: The Equity Agenda will create a tool to be used to evaluate instructional practices consistently and fairly at all school sites.

2c: The Equity Agenda will create a rubric to understand Board and District policy impacts on equity. The rubric score shall be considered when adopting any new policy.

#### **PRIORITY 3: Allocate Resources to Achieve Equity**

3a: The Equity Agenda will include provisions for the budgeting process in response to Priority 1 goals.

3c: The Equity Agenda will establish ambitious, but achievable, response targets to Priority 2 data.

3d: The Equity Agenda will provide guidance on the distribution of resources, including human capital, school funding, and other resources, to specifically address equity shortfalls in the district.

Resolved further, That the Board of Trustees will complete the following actions in support of the Equity Agenda:

**Board Actions:**

- Develop a definition of equity by November 1, 2018, SMFCSD Board of Trustees meeting (to be discussed at October 25, 2018, SMFCSD Board of Trustees meeting)
- Review the current Board vision and mission statement and ensure adequate alignment to the Equity Priorities by December 6, 2018, SMFCSD Board of Trustees meeting.
- Establish a plan to regularly monitor student and school progress towards achievement benchmarks and goals established by the Board and District by December 6, 2018, SMFCSD Board of Trustees meeting.
- Establish clear benchmarks and goals for student achievement with a specific focus on: students with disabilities; students who are socioeconomically disadvantaged; and English language learners by January 10, 2019, SMFCSD Board of Trustees meeting.
  - Criteria:
    - These targets should allow the Board of Trustees to track the overall performance of each school by quarter.
    - Benchmarks should be valid and reliable data measures of student growth within student subgroups and schools.
  - Establish the Equity Task Force consisting of two community leaders, two school district representatives, three educators (two certificated and one classified), four parents (representative of aforementioned subgroups), and two students that is directed to develop the Equity Agenda in accordance with the guidelines set forth in this Resolution, and monitor progress towards goals set forth via the Equity Agenda, district staff, and Board of Trustees by the January 10, 2019, SMFCSD Board of Trustees meeting.

- Identify two board members to serve as liaisons to the Equity Task Force. The liaisons will:
  - Develop guidelines to ensure the Equity Task Force is comprised of members from the aforementioned subgroups (students with disabilities; students who are socioeconomically disadvantaged; and English language learners).
  - Develop guidelines for the Equity Task Force that supports the creation safe spaces when engaging in equity work.
  - Facilitate the first Equity Task Force meeting.
  - Provide the Equity Task Force with a scope, expectations, essential questions, metrics, a timeline and the necessary support.
- Approve and monitor the timeline for all actions established by the Resolution and adjust timeline as needed.

Resolved further, That the District shall complete the following actions in support of the Equity Agenda, and present outcomes to the Board:

#### **District Actions:**

- Adopt and communicate the Board's definition of equity via district website and newsletters within 30 days of the definition's passing.
  - Develop a plan to market the opportunity to serve on the Task Force to a diverse set of community stakeholders and distribute applications for community members, educators, parents, and students who would like to sit on the Equity Task Force within 30 days of the October 24, 2019, SMFCSD Board of Trustees meeting.
- Develop a plan to ensure quarterly communication around equity priorities and the progress of the Equity Task Force.
- Provide quarterly F&P, Galileo, and other necessary student data from current district assessments to the Board of Trustees and Equity Task Force.
- Assign two district representatives to sit on the Equity Task Force by December 6, 2018.

Resolved further, That the establishment of the Equity Task Force will happen by January 24, 2019. Thereafter, the Equity Task Force will complete the following immediate actions within 90 days of its establishment:

#### **Immediate Equity Task Force Actions:**

1. Craft an Equity Agenda based on the definition of equity set by the Board and the adopted Equity Priorities that establishes a full framework to maintain equity for all students in the district. This may include an examination of the Board's definition of equity, and a proposal to make adjustments.
2. Create Task Force governance doctrine—to be approved by the Board of Trustees—that includes, but is not limited to, future selection and replacement process of task force members, rules and procedures, and vision and mission statement.
3. Create a tool to assess the equity impact of board policies.
4. Collaborate with the communications committee to develop a communications plan for district stakeholders that focuses on transparent communication of performance, progress, and equity (keeping within the bounds of student privacy laws).

Following the completion of the immediate action items, the Task Force will meet quarterly to monitor the impact and adherence of the Equity Agenda in the district as outlined by the ongoing Equity Task Force actions items. The Task Force shall provide quarterly updates and recommendations to the Board of Trustees to further sustain equity in the district and may propose adjustments as needs arise and change.

#### **Ongoing Equity Task Force Actions:**

1. Review current board policies and identify ways that those policies support or inhibit equity in our schools and classrooms.
2. Evaluate the LCAP spending, with a review of the current LCAP process, through the equity framework and indicate how the LCAP supports or inhibits student growth in subgroups that have historically underperformed.
3. Work with communications committee to prioritize communication relating to the equity framework.
4. Monitor student progress toward achievement goals and provide recommendations and solutions to the Board.
5. Examine the budget against the Equity Agenda and identify areas where allocation of human and capital resources do not effectively address equity.

Resolved, That the Equity Task Force will report back to the Board of Trustees with outcomes and status of the action items at the next scheduled Board meeting following the 90 day time period.