

Miller Creek School District

Equity Learning and Action Working Group

The Miller Creek School District is committed to ensuring academic success for every student. Like many districts across the county, state, and nation our district sees evidence of achievement and opportunity gaps in its data.

- Achievement gaps refer to any significant, persistent disparities in academic performance between groups of students, based on income level, race, or program participation.
- Opportunity gaps refer to gaps in access to resources, programs.

We've developed a superintendent's Equity Learning and Action Working Group to help examine our current practices at a systemic level to eliminate these gaps. These efforts require a long-term commitment from our participants that includes both making recommendations and staying engaged as our work progresses over time.

Based on the feedback we received the Equity Group will focus on learning and action.

Purpose of the Equity Working Group:

- Develop a shared understanding of educational equity and equitable practices
- Examine and provide input to the Superintendent regarding District policy and procedures to ensure equitable practices and systems

Immediate Equity Working Group Actions:

- Adopt a working definition of equity
- Adopt an equity framework tool that is used to examine district policy and practices

Ongoing Equity Working Group Actions:

- Review board policy and identify ways that those policies support or inhibit equity in our schools and
- Evaluate the LCAP and indicate how the LCAP
 - supports or inhibits growth in student groups
 - Allocates human and capital resources to effectively address equity
- Monitor student progress toward achievement goals

The Equity Working Group will prepare a report for the Board of Trustees with a summary of learning and status of action items.

Miller Creek School District

Equity Learning and Action Working Group

Equity Working Group Calendar:

December 5th @ Vallecito Elementary
Learning: History of Educational Inequity
Action: Adopt definition of Equity

January 16th @ Miller Creek Middle School
Learning: Creating Safe Spaces for Achievement
Action: Adopt Equity Framework Tool (Use to evaluate policy and LCAP)

February 13 @ Lucas Valley Elementary
Learning: Mindsets for Cultivation Equitable Education
Action: Policy Review & Feedback (Equity Policy)

April 30 @ Mary E. Silveira Elementary
Learning: Strategies for Inclusive Teaching and Learning
Action: Data Review and Input- LCAP Advisory Committee

Meetings will be held from 4:30-6:30.

The Miller Creek School District will be co-facilitating with Facing History and Ourselves, an international education non-profit that will support ongoing district efforts to raise individual awareness of the diverse identities in the community, develop mindsets that nurture culturally responsive teaching and learning, and examine instructional practices and curricular resources that fosters identity safety and academic rigor.

All interested members are welcome to join the Equity Working Group; there is no cap on the number of participants. We ask that interested participants commit to attending all meetings and are available for a two year term. If interested, please RSVP to the Superintendent's secretary Kathryn Neville at kneville@millercreeksd.org by Tuesday, November 26th and include the school community that you represent.

For those interested in supporting school based opportunities related to diversity, equity, and inclusion, such as parent learning nights, book clubs, or examining school based actions, please look for those opportunities through attending:

- School Site Council meetings (data analysis and student achievement and development of action plan)
- Home and School Club meetings (works to build community)
- English Language Advisory Committee (evaluates programs and analyzes data that represent students learning English as a second language).

Such opportunities are shared via your school's newsletter or by contacting your site principal.

Miller Creek School District
Equity Learning and Action Working Group