

Equity Task Force

2.27.20 Board Update

Equity Task Force Timeline

Purpose/Role:

- **Identify equity gaps**
- **Inform the work through sub-committees**
- **Advise the board with recommendations**

Definition of Equity:

Educational equity means that each child receives what they need to develop to their full academic or social potential.

Equity Task Force Timeline

February-March 2019 -- Understanding the Equity Resolution and Establishing norms and routines for ETF work

April-June 2019 -- ETF becomes familiar with past Equity-related initiatives in the district and begins identifying inquiry questions for task force work. Begins working with facilitator.

July-August 2019 -- ETF focuses on immediate actions from the Equity Resolution, and also explores current board language in SMFCSD Cultural/Equity Policy

Equity Task Force Timeline

September-October 2019 -- ETF continues to work on immediate actions from the Equity Resolution and decides to break into three subgroups for more focused Equity work; ETF leadership group is formed to guide work

November-December 2019 -- ETF subgroups continue to work and report to whole group; District staff shares recent student achievement data; begin the work to find new facilitator

January-February 2020 -- EFT subgroup work continues; Begin working with Nicole Anderson who is building a common understanding of equity work through examining systems that “hold” the inequities and frameworks for interruption of these systems

Current Work

- Completing the governance handbook of the ETF (e.g. rotation of members)
- Understanding current thinking on systems change and shifting conditions that hold problems in place (Nicole Anderson, Educational Equity Consultant)
- Revisiting the ETF norms and roles
- Aligning work of board and ETF through identifying key deadlines and outcomes
- Identifying inequities in 3 focus areas (staff, academic programs, and LGBTQ+ students)
- Developing a plan to update the board through quarterly presentations

LGBTQ+ Subgroup

- Met with SMFCSD Staff to learn about current efforts to support LGBTQ+ students, their families, as well as work to educate all students on contributions of LGBTQ+ people
- Recommended to task force that the school district includes survey questions in our upcoming EVS survey to establish baseline data on our LGBTQ+ families' experience with district practices
- Recommended to task force that the school district partners with the San Mateo County Health Department to examine LGBTQ+ data from the California Healthy Kids Survey.
- Considering the challenge of collecting additional quantitative data to access the equity gap for LGBTQ+ students (i.e. Impact of mental health on Academics, discipline, attendance, etc.)

Staffing Subgroup

- Studied research around the positive impact of diversifying staff that match the demographics of students
- Studied current district demographic data on students and staff related to language and ethnicity
- Discussed various factors and needs around staffing to best support student learning needs
- Considering quantitative data to identify the equity gap and goal for target student groups

Academic Achievement Subgroup

- Met with SMFCSD Staff to learn about the disproportionate enrollment of ELLs/Hispanic students in Compacted Math and Math Foundations
- Considering the collection of additional data from feeder elementary schools to identify factors contributing the the equity gap
- Identifying a quantifiable goal based on reduction or closure of the equity gap and math achievement

Challenges

- Minimal quantifiable data exists for LGBTQ+ students based on current demographic data collection processes (i.e. safety of self-identifying at middle school level)
- Identifying actions to recommend to the board without multiple data points and research based practices
- Need to develop equity impact plan/tool to measure the impact of recommended actions

Looking Forward

- ETF will meet monthly through the remainder of the school year
- ETF sub-committees will meet to further refine the details around identifying equity gaps, establishing 5 year goals, and assessing what is holding this equity gap in place from a systemic lens
- ETF staff liaisons will provide additional context and data sets to support the work of the sub-committees
- ETF will begin to review policy related to the 3 focus areas with an equity lens
- ETF and board will align work (i.e. communicate definition of equity, review policy, and measure impact of actions)