

EQUITY and RACIAL JUSTICE FRAMEWORK

Mission: Collectively work with our staff, students, parents and community to delve deep into the barriers that are present in our school district that inhibit our students of color in achieving their potential. (Identifying way to create systemic change: need to build social justice in the fabric of our culture) –Taskforce develops

District:

- **Beginning of the Year Keynote (Nancy Dome: Epoch Education)**
 - Managers/Teachers:
 - Jumpstart the work
 - Establish the vision for the work
 - Capitalizing on the synergy
- **Equity and Racial Justice Taskforce (Co-facilitate/Herbst)**
 - Purpose of the taskforce is to draft recommendations to the Superintendent on work that should be done to ensure Equity and Social Justice is embedded in the district's culture, and the way we do business. (example: ethnic studies*, graduation requirements, hiring practices,* ELA essential reading, discipline, master schedule, etc)
 - First two meetings:
 - Calibration Training
 - Setting the Foundation
 - Establishing trust:

We need to recognize where we have been to understand where we are going, outlining how the culture was developed, from a civil rights perspective
- **Community Forums (3): October/February/April**
 - Site-based leaders and Taskforce Leaders to lead the discussion
 - Get feedback on the Framework
 - Listening and Learning together
- **On Going: Professional Development Workshops - 0.5% (Epoch)**
 - All access district pass- choose 9 modules 1-hour
 - Implicit Bias Training (TOT- certification)
 - Restorative Justice
 - Cultural Responsiveness*
 - Student Voice
 - Other

- **Beginning of Year Professional Development 21/22: Mid-year (October 20/21)**
- **End of Year Keynote: General Staff (Nancy Dome)**
 - Reflection, and a vision for moving forward

Site-Based:

- **Equity and Racial Justice Site-Based Teams Training (TOT- Run this group) (Epoch)**
 - Work with site-based teams on projects that will move the Social Justice dial at their individual sites. Could be the Taskforce recommendations, or more home grown. Train the site-based teams to be trainers.
 - Staff meetings/workshops style/TOT

Principals/Vice Principals:

- **Equity Leadership Workshops for Administrators (Quarterly) (Epoch)**
 - Work session on their site plans

Student:

- **Student Leadership: (Monthly)**
 - Inter-high council
- **MCS Student Council Meeting: (Every six weeks)**
 - Students from each high school/junior high
 - formal and informal leaders
 - Hear from the student body about their ideas from students on the social Justice issues they see are prevalent in our schools.
 - Train the students in being ambassadors for their sites
 - 9 - 30 minute lessons (advisory period)