



PUSD Board Meeting

Multi-Year Equity Consultant Proposal

March 25, 2021

We are P*USD*!



PLEASANTON UNIFIED SCHOOL DISTRICT STRATEGIC PLAN

WE BELIEVE...

- * With guidance and support all students can reach their greatest potential;
- * All students and staff have the right to a safe and respectful learning environment that fosters positive connections;
- * Public education should focus on the whole child, provide equitable opportunities for all students and create socially responsible individuals with character and integrity;
- * In ensuring a culture and climate that promotes a highly-skilled, dedicated, and passionate educational team;
- * In providing learning that is innovative, irresistible, creative, relevant and rigorous;
- * It is our responsibility to inspire curiosity and a passion for life long learning.

MISSION

**Our students
will make a
better world.**

VISION

**Every student will be
a resourceful, resilient,
responsible and
engaged world citizen.**

CURRICULUM & INSTRUCTION	LEARNING ENVIRONMENT	PERSONAL GROWTH	FISCAL STEWARDSHIP
All students, regardless of race, ethnicity, socio-economic status, or gender will be proficient/advanced and college/career ready upon graduation.	All students and staff are provided a high-quality physical environment that facilitates teaching and learning.	Empower all students to develop character, compassion, civility, and community consciousness.	Students will be central to all fiscal decisions.
Optimize student learning by utilizing innovative technologies.	Every student and staff will feel safe, respected, and enjoy positive connections.		Ensure fiscal health through investing in today while planning for tomorrow.



Pleasanton Unified School District Resolution No. 2015-2016.23 “Equity & Diversity”

“WHEREAS The strength and richness of our community is in its diversity. The Board of Trustees affirms its commitment to continuing the District’s systemic efforts to build a society free of hatred, bigotry, and racism.

WHEREAS Equity and equality are not interchangeable terms. The concept of educational equity goes beyond formal equality - where all students are treated the same -- to fostering a barrier-free environment where all students, regardless of background, have the opportunity to benefit equally. We believe that equity must be measured by access and outcomes...”

[Equity & Diversity Resolution - January 2016.pdf](#)



EQUITY IN EDUCATION

What Does Equity Mean?

- Equity is not equality
- Giving people what they need when they need it
- Some need more than others
- Student success is demonstrated in diverse ways
- Intentional shifts in mindset, policy, and practice that prioritize the interruption of systemic inequities

What are the Challenges to Equity?

- Historical inequities
- Resistance to change
- Privilege/entitlement of those who have the potential to oppress
- Implicit bias
- Stereotypes
- Institutional racism

What Actions Create Equity?

- Changing policy and practice that provide access and opportunity
- Shifting resources to those who need more
- Building positive relationships amongst all stakeholders
- Empowering marginalized stakeholders
- Shifting mental models



PUSD Equity Gaps

2019-2020 Data

Ethnicity	Overall District Composition	Students with Disabilities	Suspension Incidences by Ethnicity	Suspension Incidences for Students with Disabilities	Graduation Rate	UC A-G Requirements Met
Hispanic	9.9%	16.29%	3.09%	5.46%	93.4%	50.4%
African American	1.38%	16.50%	10.17%	27.27%	93.3%	42.9%
Asian	45.58%	4.25%	.95%	3.42%	99.2%	83.4%
White	35.38%	11.11%	2.7%	6.45%	96.4%	69.6%



The Purpose

- Draw on the expertise of an equity consultant to build capacity to address equity issues at all levels of the organization
- Address racism, marginalization of student groups, and microaggressions
- Determine processes and actions to close access and opportunities gaps
- Identify policies and practices that contribute to inequities and revise such policies
- Assist with the planning, development and implementation of a multi-year Equity Plan
- Provide ongoing professional development support for PUSD staff



The Process

- Engage with an equity consultant to provide expertise as coach, facilitator and advisor for all administrators
- Utilize a systems approach to addressing equity issues
- Establish a safe space for all to engage
- Develop our equity-oriented capacity, beginning with district and site leadership
- Address implicit bias, systemic inequities, and institutional racism
- Capture the voices of all stakeholders



The Outcomes

- Ensure access and opportunity for all students in all areas of the school program
- Implement culturally-relevant curriculum
- Create schools in which all students and staff are respected
- Reduce the disproportionate application of discipline for students of color
- Eliminate the use of racially-harmful words and practices
- Shift mindset of all staff to advance equitable practices
- Provide targeted outreach and support for historically underserved groups
- Capture evidence that implicit bias, systemic inequities, and institutional racism have been reduced
- Revise and develop policies to support equity for all students
- Eliminate opportunity gap for all students

Timeline and Process

Year 1	Year 2	Year 3
<ul style="list-style-type: none"> • Executive/Extended Cabinet Workshops • Governance Team Study Sessions 	<ul style="list-style-type: none"> • Executive Cabinet/Equity Leadership Coaching • Governance Team Study Sessions • District Keynote/Kick Off Event • Principal Workshops • Executive/Extended Cabinet Workshops • Cultural Proficiency Book Study • Equity Task Force Development/Facilitation • Principal/Site Leadership Coaching • Equity Walks/Audits 	<ul style="list-style-type: none"> • Executive Cabinet/Equity Leadership Coaching • Governance Team Study Sessions • District Keynote/Kick Off Event • Principal Workshops • Executive/Extended Cabinet Workshops • Equity Task Force Development/Facilitation • Principal/Site Leadership Coaching • Equity/Audits Walks

3-Year Investment Proposal

Activity	Year 1 # of days	Year 2 # of days	Year 3 # of days	Daily Rate (includes Travel, prep time, and any expenses associated with providing services)	Total
Executive Cab/Equity Leadership Coaching	-	3 days	3 days	\$4000	\$ 24,000
Governance Team Support	1 day	2 days	2 days	\$4000	\$20,000
District Keynote/Kick Off Events	-	½ day	½ day	Complimentary	\$0
Equity Leadership Institute (Principals)	-	4 days	4 days	\$4000	\$32,000
Executive/Extended Cabinet Equity Leadership Workshops	1 day	3 days	2 days	\$4000	\$24,000
Cultural Proficiency Book Study	-	4 days	-	\$2000	\$8,000
Equity/Anti-Racist Task Force Development- Facilitation		3 days	2 days	\$4000	\$20,000
Principal/Site Leadership Coaching	-	7 days	8 days	\$4000	\$60,000
Equity Walks	-	-	15 days	\$4000	\$60,000
Total Investment	Year 1 \$8,000	Year 2 \$96,000	Year 3 \$144,000	Varies	3 year Total \$248,000



Questions?



Scope Of Work

Resources	Activities	Short-Term Outcomes	Long-Term Outcomes	Evidence
<p>NAC Consultant(s)</p> <p>Materials</p>	<p>Workshops</p> <p>Coaching</p> <p>Equity Walks</p> <p>Examine/revise Board Policies</p> <p>Task Force</p> <p>District Equity Task Force (JEDI Team)</p>	<p>Evolve/align definition of equity across district</p> <p>Develop Equity Multi-Year Plan to systematically address equity issues</p> <p>Identify/ address equity gaps with discipline/SPED identification data for African American and Latinx students</p> <p>Collect/review of quantitative/qualitative data (i.e. listening sessions, alumni voices, equity walks, grades, test scores, attendance, suspensions/referrals, course access, staffing)</p>	<p>Close/eliminate identified equity gaps</p> <p>Shift mental models of educators</p> <p>Interrupt inequitable practices</p> <p>Shift policy to ensure equally high outcomes for all students, both academically and socially</p> <p>Implement equity impact plan to sustainably close equity gaps</p> <p>Develop and utilize multiple metrics for student success</p>	<p>Revised Board Policies</p> <p>Quantitative/Qualitative Data (student achievement, referral, & disciplinary data/student, staff and parent feedback)</p> <p>District Equity Statement</p> <p>Stakeholder Surveys</p>

2019 College and Career Readiness: CA Dashboard



Red

No Students



Orange

English Learners

Hispanic

Socioeconomically Disadvantaged

Students with Disabilities



Yellow

No Students



Green

White



Blue

Asian



No Performance Color

African American

American Indian

Filipino

Foster Youth

Homeless

Two or More Races

Pacific Islander