

LCUSD's Diversity, Equity, and Inclusion Framework - Guiding Principles For DEI Initiative

Defining the Reasons for the DEI Work

(Through a Student Lens)

- Students have demonstrated a lack of judgment/empathy at times in terms of how they treat others who are different from themselves.
- Students have been marginalized and disrespected. As a result, they experienced being unsafe, had difficulties making positive interpersonal connections, and lacked a sense of belonging. All students are responsible for contributing to and benefitting from a positive school climate of care.
- In the past, administration/staff have responded to student mistakes and harmful choices in ways that sometimes led to uneven disciplinary actions and unintended consequences. The intended outcome of students learning/growing from their mistakes has not been realized consistently.

Student Focused Priority DEI Objectives Based on the Identified Work:

1. Prepare LCUSD students to thrive in a diverse world
(Recognize, embrace, and celebrate our diversity)
2. Ensure LCUSD students and staff are safe, feel respected, have positive interpersonal connections, and get the support they need
(Protect the marginalized, provide differentiated supports for those in need)
3. Help LCUSD students learn and grow from their mistakes and/or harmful choices
(Engage in restorative practices consistently and effectively)

Defining the Reasons for the DEI Work

(Through a Staff Lens)

- Staff are unsure of how to facilitate or engage in difficult conversations in the classroom around DEI topics. Staff members have self-reported that in the past they have assumed a colorblind approach in the classroom.
- Staff are unsure of how to approach/handle situations on the playgrounds, quad, and/or in hallways that involve racism, bias, discrimination, etc.
- Staff fear repercussions for redirecting behaviors, engaging in restorative practices with students, or speaking out regarding racism, bias, discrimination, etc.
- Staff members have been marginalized and disrespected. As a result, they experienced being unsafe, had difficulties making positive collegial connections, and lacked a sense of belonging.
- Some staff desire standards by which to assess students' Citizenship marks.

Staff Focused Priority DEI Objectives Based on the Identified Work:

1. Review and/or update school and district policies related to racism, bias, discrimination, restorative practices, etc.
2. Provide professional development and training for all staff in restorative practices (including professional development and training in restorative justice)
3. Develop oversight mechanism(s) to ensure consistent application of school and district policies
4. Ensure that the DEI professional development objectives and related offerings are organized according to a long-term plan which emphasizes a systemic and programmatic approach. The plan should measure outcomes and evaluate progress, and adjust future professional development according to staff needs and feedback. In addition, the plan should ensure these professional development opportunities provide information to staff regarding legal and professional rights and responsibilities related to DEI
5. Evaluate and expand curricula to ensure an academically rigorous as well as a culturally responsive educational program



LCUSD's DEI Plan - At A Glance

LCUSD's DEI Commitment Statement

As a part of our mission as a learning community committed to personal growth and academic excellence, La Canada Unified School District will strive to ensure safer and more welcoming environments and experiences for all students, staff, and families.

LCUSD will actively promote diversity, equity and inclusion by:

- Preparing LCUSD students to thrive in a diverse world;
- Ensuring LCUSD students and staff are safe, respected, form positive interpersonal connections, and get the support they need;
- Helping LCUSD students to learn and grow from mistakes and harmful choices.

To achieve this, LCUSD will provide an academically rigorous and culturally responsive educational program designed to challenge and engage every learner. LCUSD will support students' educational and life pursuits by strategically fostering relationships and promoting behaviors which nurture personal health, resilience, agency, and empathy. LCUSD will dynamically engage with its students, staff, and families to identify those who are marginalized and evolve its DEI practices accordingly.

District & School Leadership

Provide Clear and Sustained Leadership

- Finalize DEI Framework & Guiding Documents
- Identify, secure, and manage the resources to implement the district wide DEI Initiative
- Communicate Plan Progress and Collect Stakeholder Feedback
- Monitor the DEI Initiative - Oversight Committee annually recommends plan adjustments and reports to Governing Board

Human Resources Practices

Recruit/Hire/Retain a World Class Staff

- Ensure LCUSD recruits the best possible pool of candidates
- Refine LCUSD's candidate protocols to recruit a diversified talent pool and structure the selection process to ensure the highest quality new hires
- Provide robust mentoring and support to all certificated and classified staff on diversity, equity and inclusion

Professional Development & Parent Education

Provide Best Practices Trainings for Staff and Families

- Staff: Provide comprehensive and programmatic training to the entire LCUSD staff
 - *Tools to facilitate objective discussion
 - *Tools to resolve sensitive issues
- Families: Provide parent education on culturally responsive education

Student Services & Climate of Care

Ensure Students Get the Services and Supports They Need

- Foster a Climate of Care culture at each LCUSD school site
- Ensure all students have opportunities to make connections and pursue unique/special interests
- Implement a comprehensive program of Restorative Practices and related services

Curriculum & Instruction

Deliver a Rigorous and Responsive Education Program

- Within the guidelines of the CA State Standards:
 - analyze curricular materials and assess areas for growth or opportunities for development
 - Evolve curriculum to be more culturally relevant
- Review the Special Education referral and reclassification process at each school site, including review of the current general education interventions being implemented

Commitment Statement and Definitions

- LCUSD's Special Committee on Diversity, Equity, and Inclusion has ensured that its Commitment Statement and Definitions are congruent with the DEI Framework and its objectives and strategies.