



# Race & Educational Equity Update

Board of Education Meeting | November 16, 2021

Jenifer Avey, Curriculum & Professional Learning

Dr. Rosalyn Clark, Educational Equity

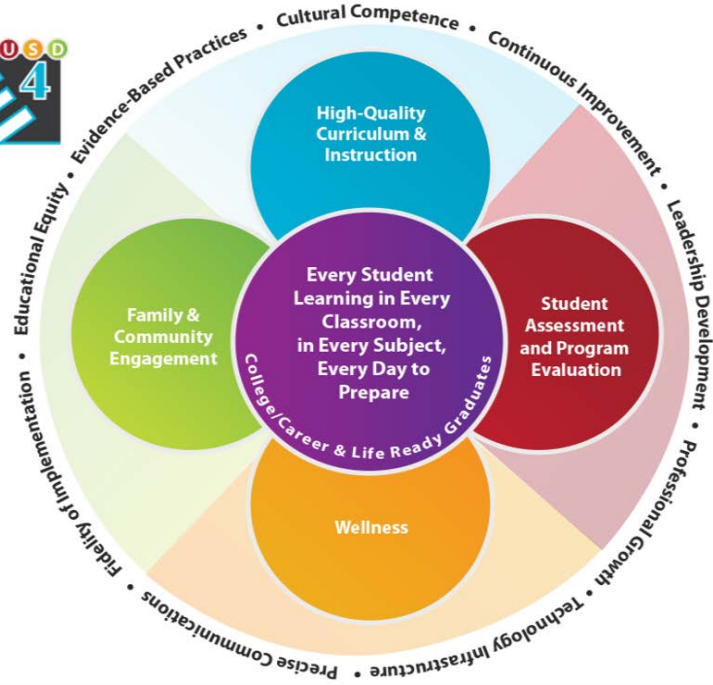
Dr. Mathew Espinosa, Educational Equity

Lisa Levasseur, Family & Community Engagement

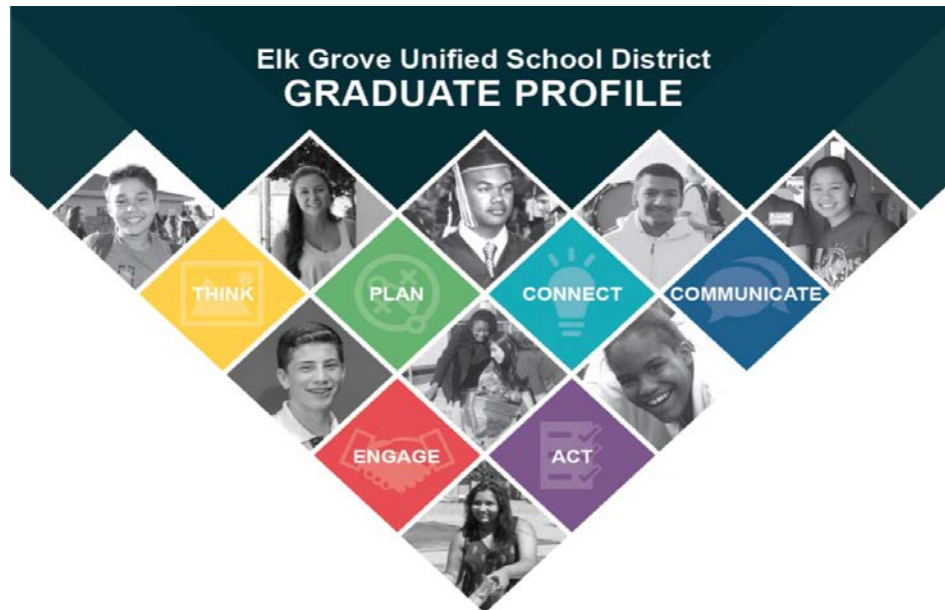
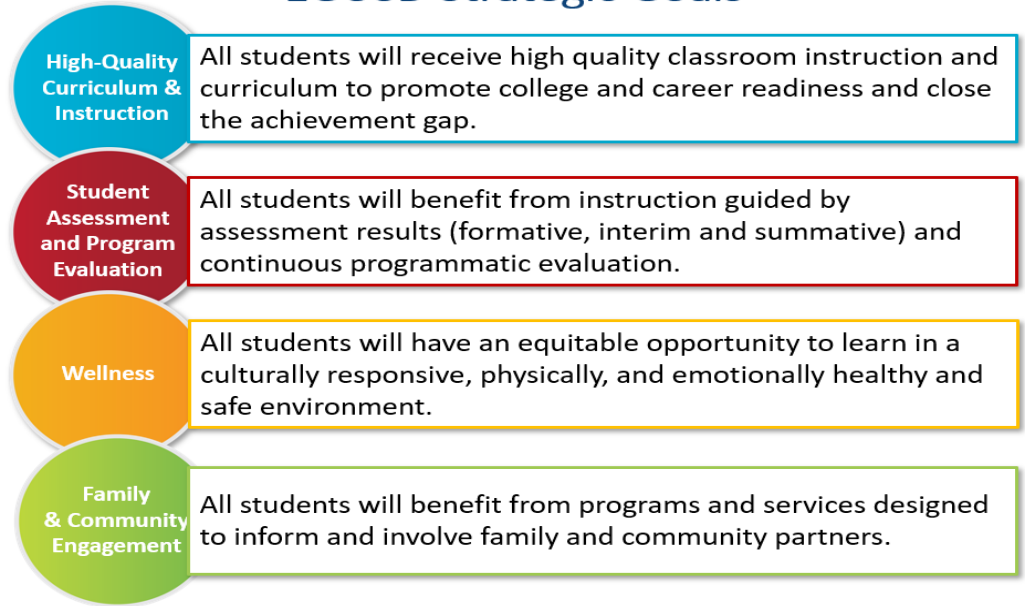
Don Ross, Student Supports and Health Services

Diane Stevenson, Educational Equity

Dianne Willson, Curriculum & Professional Learning



## EGUSD Strategic Goals



## Educational Equity

Educational equity is defined as both a **process** and an **outcome** (Putnam-Walkerly & Russell, 2016):

- The **process** of using a lens of equity to analyze and inform decisions, policies, and practices in our schools and district to ensure they are culturally sensitive and provide all students with access, opportunity, validation, support, and resources.
- The **outcome** whereby all educational outcomes are no longer predicted by identity categories such as race, ethnicity, ability, gender, and socioeconomic status.

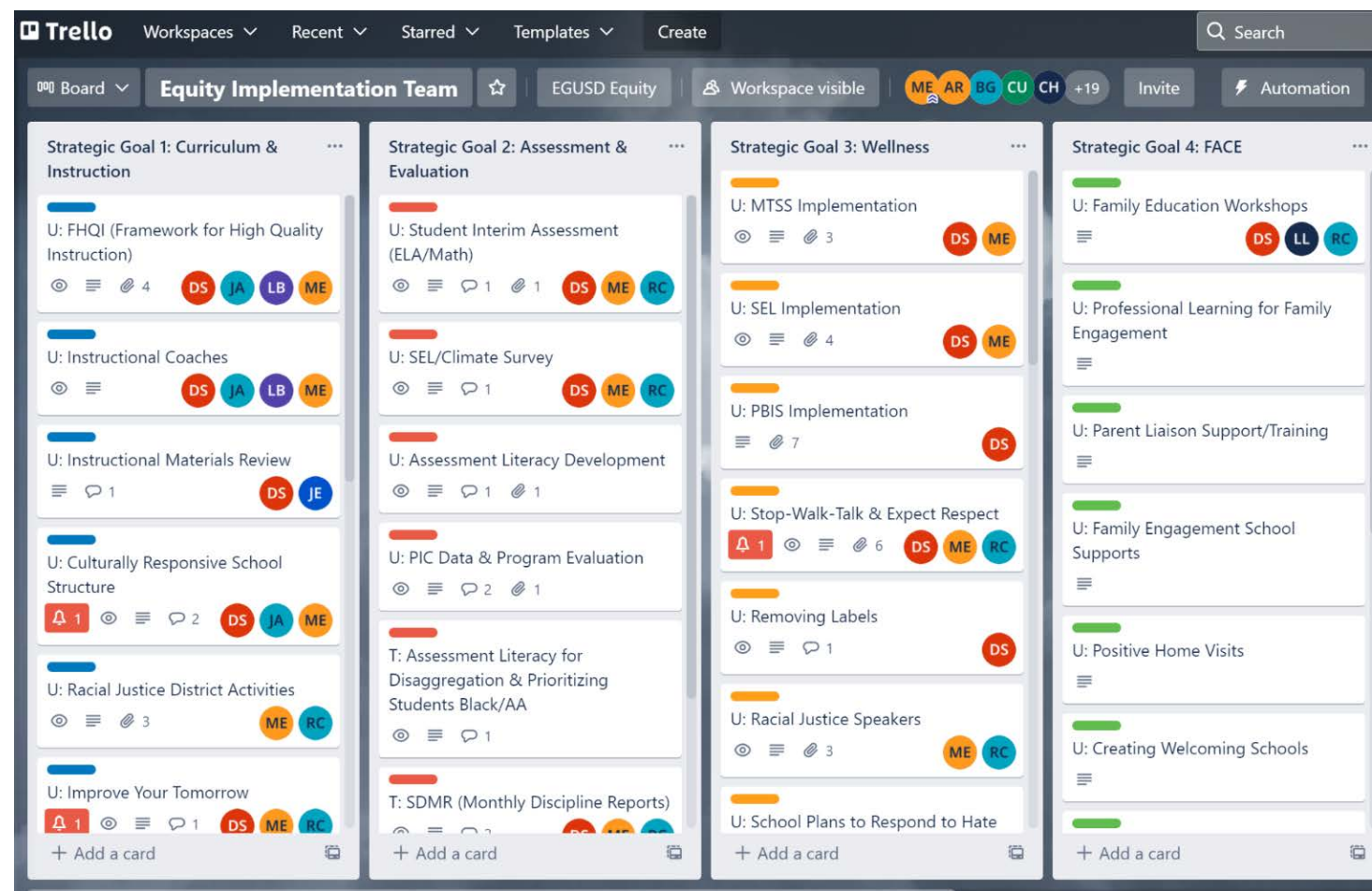
# Presentation Outline

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1. General: Educational Equity Department Expansion
2. Strategic Goal 1: Leadership Development for Culturally Responsive Schools
3. Strategic Goal 1: Grading for Equity
4. Strategic Goal 2: National Equity Project (NEP)
5. Strategic Goal 2: Liberatory Design
6. Strategic Goal 2: Student Discipline Report
7. Strategic Goal 3: Transformative Social Emotional Learning (SEL)
8. Strategic Goal 3: Racial Justice Task Forces
9. Strategic Goal 3: Student Bill of Rights Development
10. Strategic Goal 4: Families of Black Students United (FBSU)

# Building from Racial Justice Equity Plan

**Focus: Improving experiences and outcomes for students identifying as Black/African American.**



# Educational Equity Department Expansion

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## Services

Advocacy

Coaching

Collaboration

Coordination

Development

## Organizing Theories

Targeted Universalism

JEDI (Justice, Equity,  
Diversity, Inclusion)

# Expansion of Department of Educational Equity

<u>Funding Source</u>	<u>Priority Actions and Services</u>	<u># FTE</u>	<u>2021-22</u>
ESSER 3	FTE Equity/SEL Coaches – Teachers (9), Wellness (3)	12.0	\$ 1,015,879.79
ESSER 3	Student Equity Councils – advisor stipends; Year 1: 12 sites (HS & Alt. Ed.); Year 2: 21 (all Secondary); Year 3: all schools		\$ 27,480.00
ESSER 3	School equity grants – equity planning and leadership		\$ 262,640.00
ESSER 3	School equity grants – equity professional learning/development		\$ 131,320.00
General Fund	Program Specialist	1.0	\$ 180,000.00
ESSER 1	Program Specialist – Universal Equity Programs; Targeted Equity Programs	2.0	\$ 360,000.00
ESSER 3	Research Analyst	1.0	\$ 103,804.00
ESSER 3	Ethnic Studies Specialist	1.0	\$ 84,656.65
ESSER 3	Program Educators – Black Excellence Programs, Native American Education Programs, Student Equity Councils	3.0	\$ 242,378.00
Indian Ed	Program Educator (Indian Ed)	1.0	\$ 82,549.00
General Fund	Program Assistant – clerical and technical support	1.0	\$ 67,828.65
General Fund	Director (reclass from Program Specialist)	1.0	\$ 205,544.00
ESSER 3	Administrative Assistant	1.0	\$ 77,084.00
ESSER 3	Covering supplies, travel, training for Ed Equity staff		\$ 125,000.00
	STRATEGIES FOR CONTINUOUS AND SAFE IN-PERSON LEARNING (PLAN SECTION 1)		\$ 1,549,868.79
	ADDRESSING THE IMPACT OF LOST INSTRUCTIONAL TIME (PLAN SECTION 2)		\$ -
	USE OF ANY REMAINING FUNDS (PLAN SECTION 3)		\$ 970,838.65
	ADMINISTRATIVE SUPPORTS		\$ 475,456.65
Total FTE: 24.0		<b>TOTAL PRIORITY ACTIONS AND SERVICES</b>	<b>\$ 2,996,164.09</b>



# Educational Equity Department

Student & Staff Advocacy & Activism  
Equity & Workforce Diversity  
Program Specialist  
Melissa Pascoa

## Staff

- Program Educator, Student Equity Councils (SEC) & Advocacy\*

## Programs

- Student Equity Councils (SEC)
- Staff affinity groups
- CTE in Education pipeline
- Hiring & retention partnerships

Targeted Equity Programs\*  
Targeted Equity Program Specialist  
Dr. Rosalyn Clark

## Staff

- Program Educator, Native American Education, Joshua Hoaglen
- Program Educator, Black Excellence\*
- Program Educator, Young Men of Color\*
- Resource Teacher, Ethnic Studies\*

## Targeted Equity Programs

- BIPOC programs: Native American Education; Black Excellence, Young Men of Color
- Title I targeted supports
- LGBTQIA+ supports
- Immigrant advocacy
- Other prioritized groups
- Critical consciousness & ethnic studies
- Heritage/culture/diversity

Universal Equity Programs\*  
Universal Equity Program Specialist  
Diane Stevenson

## Staff

- Equity Coaches (Instructional & Wellness)\*

## Universal Equity Programs

- Restorative practices
- Equity literacy
- Culturally/linguistically responsiveness
- SEL & equity

Department Coordination  
Educational Equity Director  
Dr. Mathew Espinosa

## Staff

- Program Assistant, Christina An
- Equity Research Analyst\*
- Administrative Assistant\*

## Programs

- Equity reporting & communications
- Equity leadership development
- Equity research & progress monitoring

\*Indicates positions partially or fully funded by ESSER Grant

# Goal 1 (Universal): Leadership Development

## Administrative Support:

- Training in June
- Book provided
- Action plan
- Follow up training in February

## Teacher Support:

- Trainings offered August-January
- Book provided
- Site based book study
- Integrated into other trainings



62 Removing Labels Action Plans were submitted by sites and departments

Trainings Scheduled	Attendees
Teacher Sessions	400
Administrative Sessions	130



# Goal 1 (Universal): Leadership Development

## Student Learning

The students' intellectual growth and moral development, but also their ability to problem-solve and reason.

## Cultural Competence

Skills that support students to affirm and appreciate their culture of origin while developing fluency in at least one other culture.

## Critical Consciousness




The ability to identify, analyze, and solve real-world problems, especially those that result in societal inequalities.

Gloria Ladson-Billings

August 5, 2021 & January 6, 2021

Using Culturally Relevant Education Against Racism

### Checkpoints Toward Creating Culturally Relevant Schools

 <b>Student Learning</b> .....	 <b>Cultural Competence</b> .....	 <b>Critical Consciousness</b> .....
<b>Reflect below.</b> What concepts do you want to share with your colleagues; what questions do you have to explore; what action will you take next?		

# Goal 1 (Targeted): Grading for Equity (Math I Cohort)

## *Math I Cohort Foci*

Formative  
Assessment

Communities  
of Practice

*FA*

*CoP*

Grading  
Practices ✓

*GP*

*E*

Equity ✓

## HS Math I Cohort 2021-2022:

- 12 sites
- 50 teachers
- 4 areas of focus
  - Formative Assessment
  - Communities of Practice
  - Equity
  - Grading Practices

# Goal 1 (Targeted): Grading for Equity (Math I Cohort)

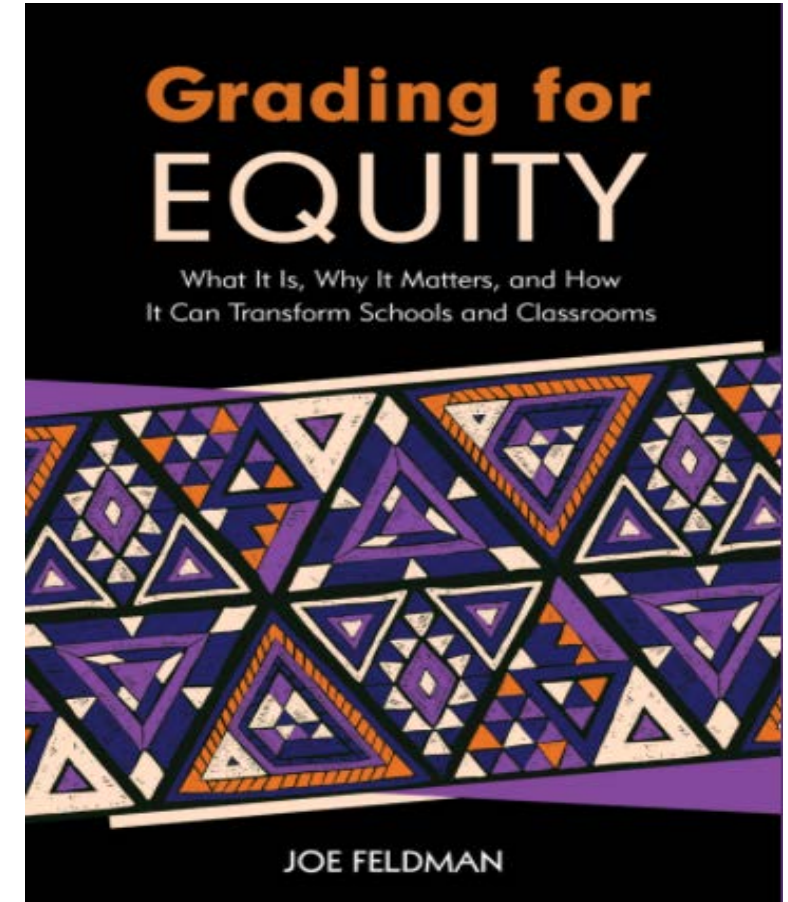
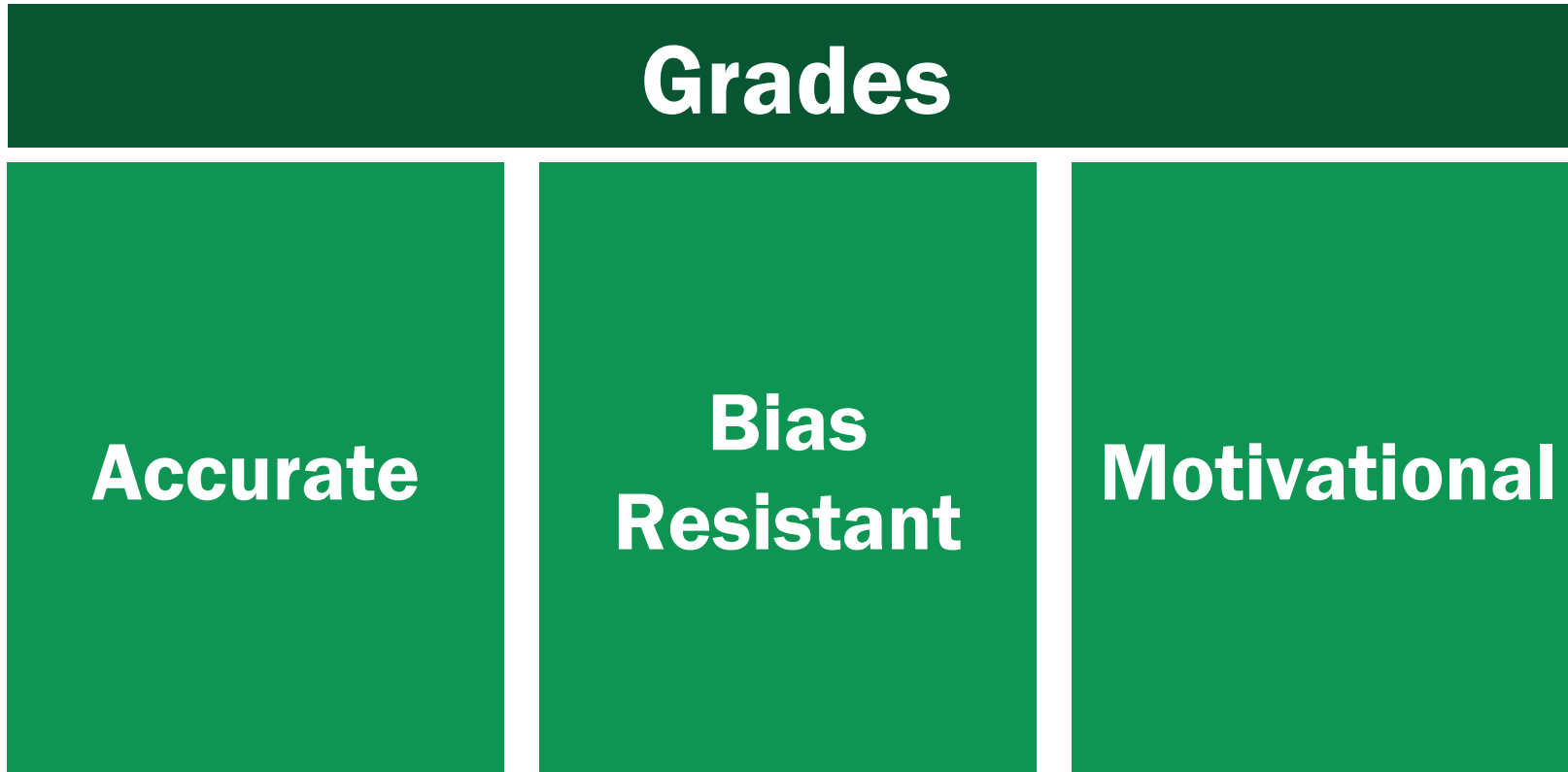
## PARTICIPANTS GAIN:

- District-wide collaboration with Math I teachers
- Formative assessment cycles to increase student engagement, motivation, and growth mindset
- Tools and strategies for teaching and learning through an equity lens
- Research-based practices to inform equitable grading

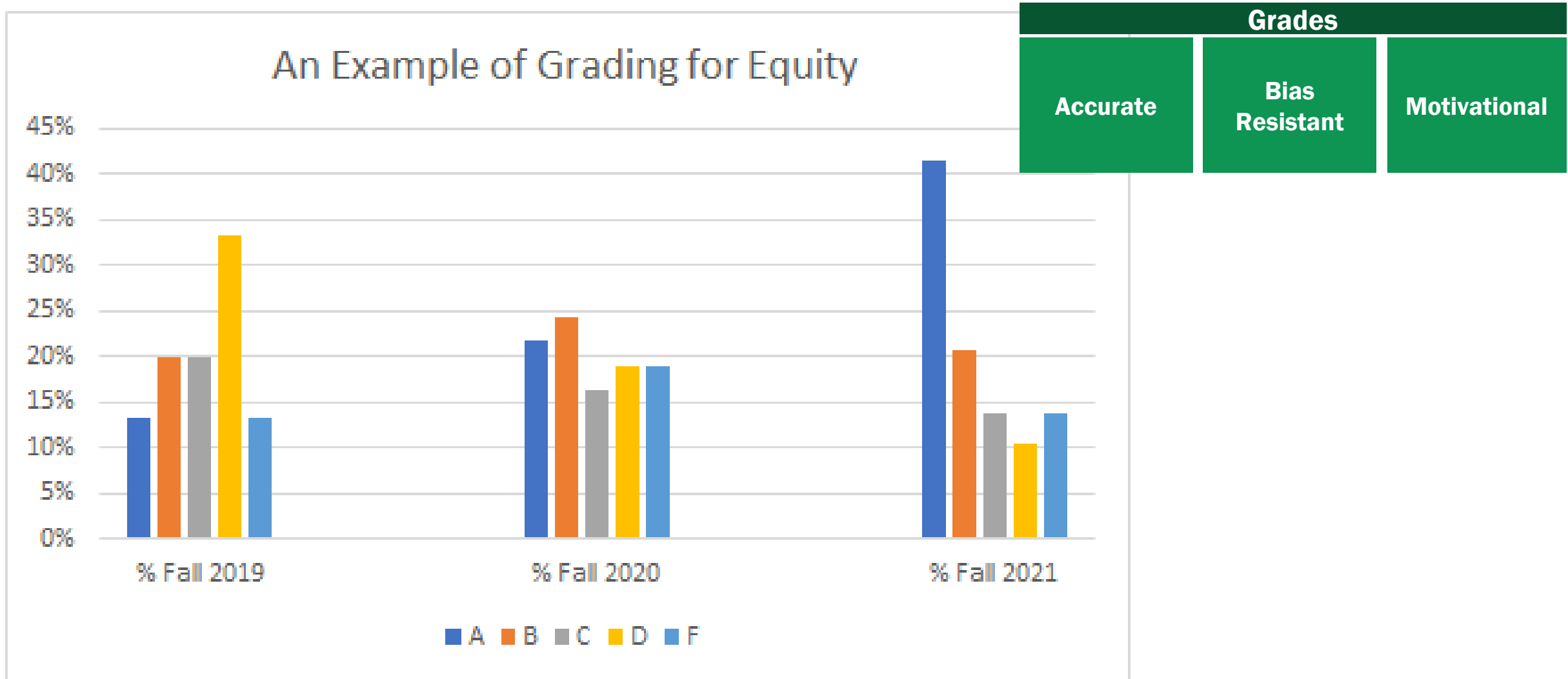
## PARTICIPANTS COMMIT TO:

- Engage in active and ongoing collaboration with colleagues
- Implement formative assessment cycles routinely
- Share class and student level data for collective analysis
- Cultivate a growth mindset in yourself and your students
- Attend

# Goal 1 (Targeted): Grading for Equity (Math I Cohort)



# Goal 1 (Targeted): Grading for Equity (Math I Cohort)



## Goal 2 (Targeted): National Equity Project (NEP)

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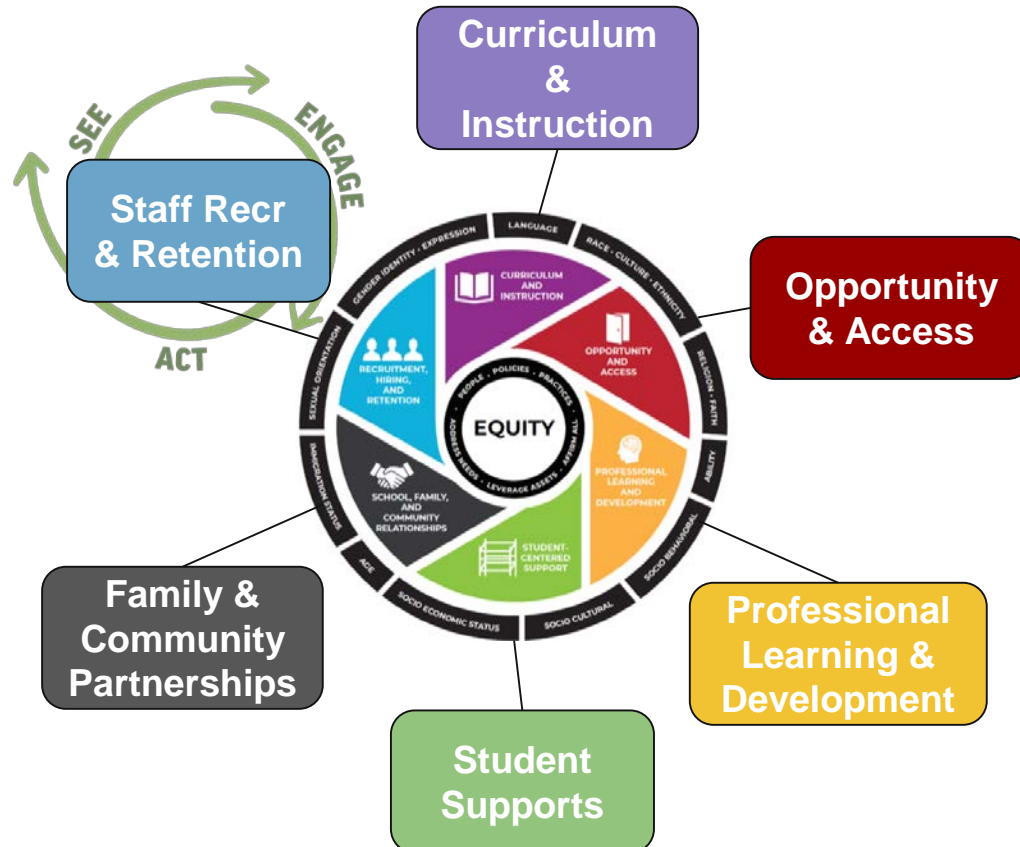
- National network of school districts developing expertise in liberatory design.
- NEP Services:
  - Establishes circle teams and network contacts.
  - Provides coaching to circle team members and district leaders.
  - Provides training on liberatory mindsets and design modes.
- EGUSD focus: Improving experiences and outcomes for students identifying as Black/African American.



# Goal 2 (Targeted): National Equity Project

## District Circle SEA Teams

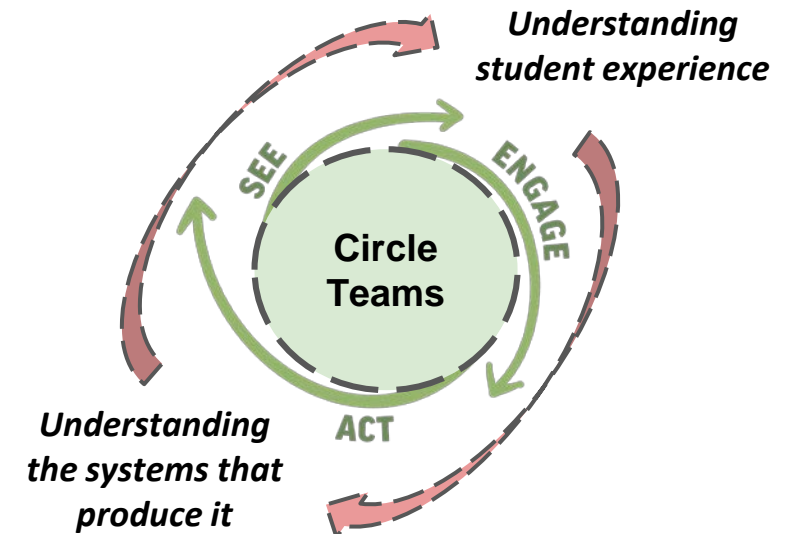
Lead Libratory Designers



## School-based Circle Teams

Developing Targeted Equity Lead Sites

- Radically cross-role, cross-identity
- Youth leadership & voice central
- Experimenting in respective “spheres of influence”
- “Working to transform power” (Mindset)

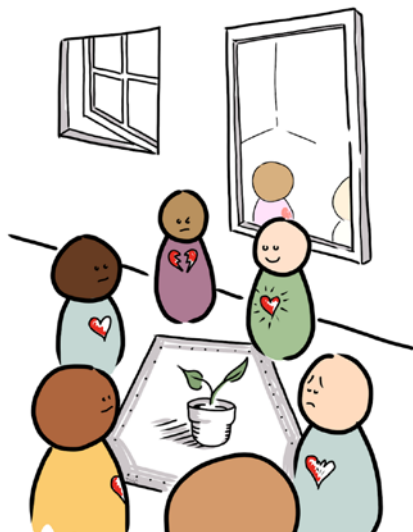




# Goal 2 (Targeted): Liberatory Design

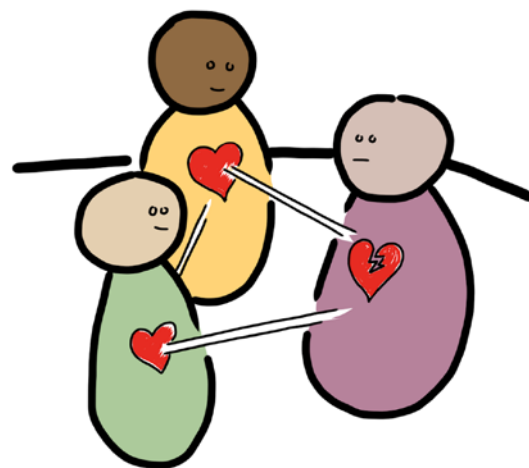
Focus: Improving experiences and outcomes for students identifying as Black/African American

## Mindsets



### Attend to Healing

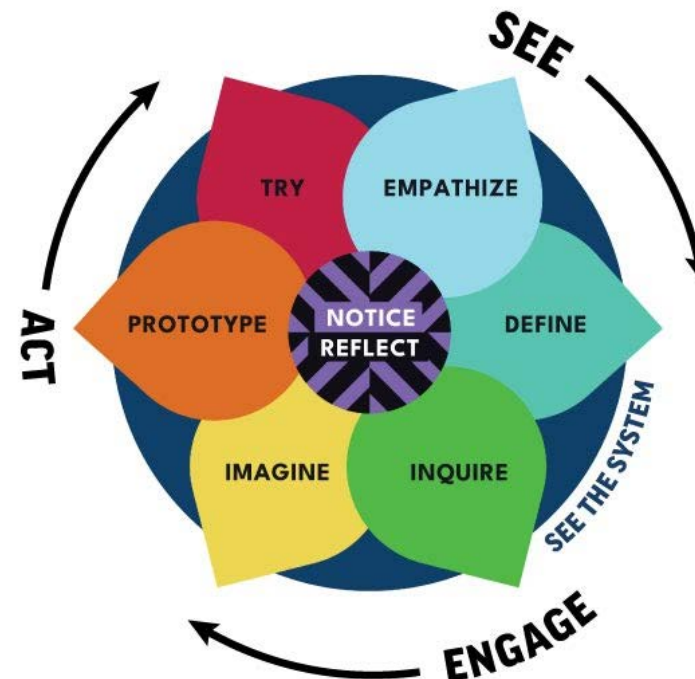
The effects of oppression are complex and often hinder our ability to take action. Integrate ongoing healing processes when designing for equity.



### Build Relational Trust

Invest in relationships with intention, especially across difference. Honor stories. Practice empathetic listening.

## Modes



## Goal 2 (Targeted): Student Discipline Report

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- A complete first semester report will be provided to the Board and public on January 26, 2022.

# Goal 3 (Universal): Social Emotional Learning

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- **SEL Steering Committee**
  - SEL Leadership Development
  - Pilot & Review of SEL Instructional Materials
- **California Transformative SEL Competencies (CDE, 2020)**
  - Aligns CASEL SEL Competencies with Transformative Equity Literacy
    - Organized by Equity Values: Identity, Belonging, Agency
    - Competencies from Early Elementary → Adult

## **Goal 3 (Universal): SEL Curriculum Pilot: Culturally Responsive Minds and Character Strong**

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- Elementary Pilot:
  - CRM: September - November 2021
  - CS: October-December 2021
  - Feedback to Steering Committee following each
- Secondary Pilot:
  - CRM: February-March 2022
  - CS: March-April 2022
  - Feedback to Steering Committee following each
- Curriculum Council Spring 2022

# Goal 3 (Universal): SEL Professional Development

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## Pre-Service

- Delivered to *all K-12 teachers* in July and August 2020
- Learning Targets:
  - Have an awareness of the 5 Core Competencies of Social Emotional Learning
  - Understand the 3 Signature Practices for integrating SEL into the academic day
  - Know how to include SEL in classroom routines and academic instruction

## Innovating Education with SEL Series

- Delivered 63 school site presentations to *more than 1200* teachers
- Paraeducators received 3 trainings
  1. Adult SEL & Self-Care
  2. Culturally Responsive Teaching: How We Talk, Respond and Interact with Students.
  3. Culturally Responsive Teaching: *Implicit Bias Interruption Strategies*
  4. Trauma Informed Education

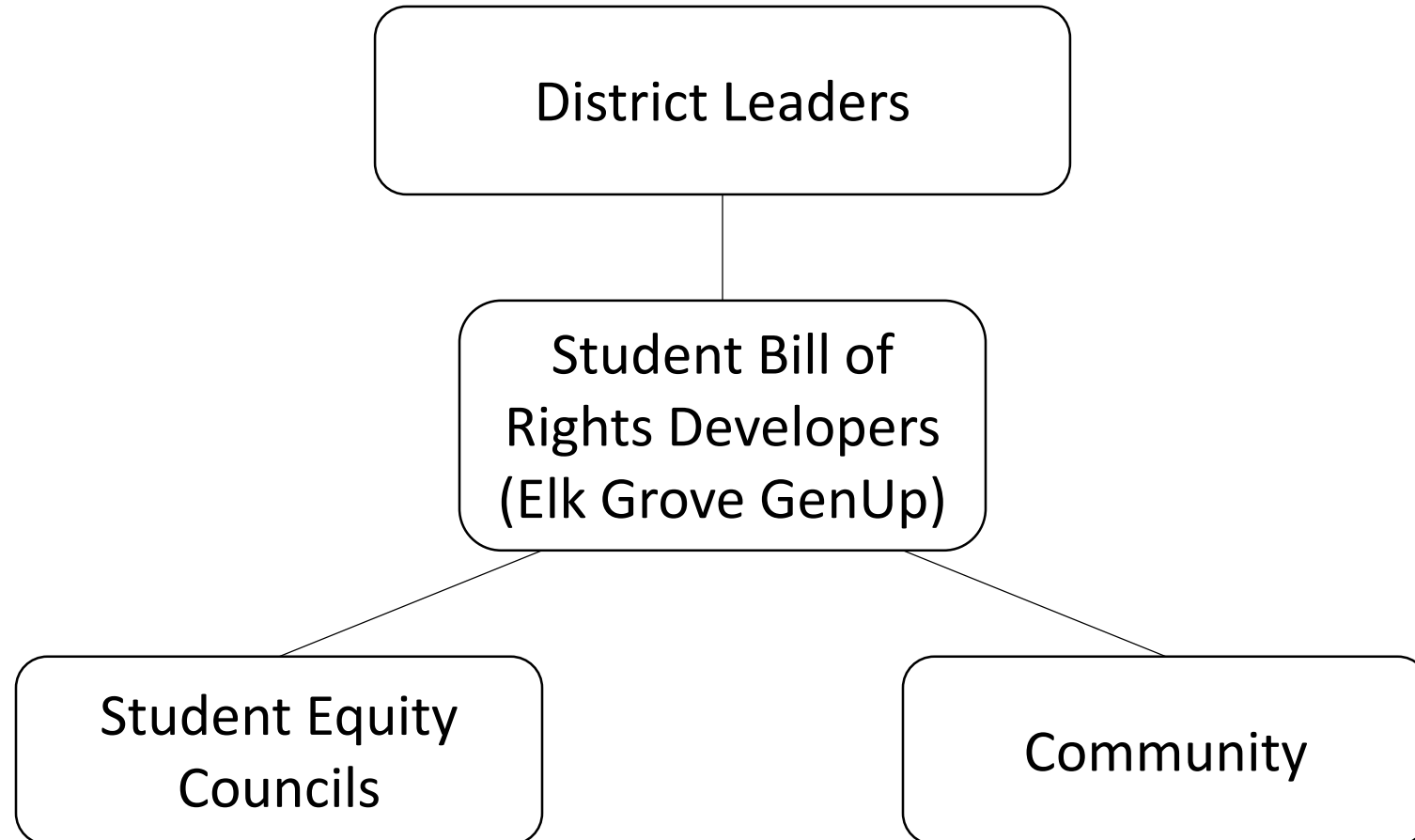
## Goal 3 (Targeted): Racial Justice Task Forces

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- Black Educators Network
- Representation in Advanced Coursework
- Safe Black Spaces

# Goal 3 (Universal): Student Bill of Rights

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## Goal 4: Families of Black Students United (FBSU)

- Began in February 2021
- Started with listening sessions, identified themes and next steps
- Created small working groups focused on people, places, professional learning, protocols and procedures
- First meeting of 2021-22 focused on:
  - Update from the Equity Department on targeted supports for African American students
  - Library adoption of books written by Black authors
- Next meeting is November 17
  - <http://www.egusd.net/wp-content/uploads/2021/11/EGUSD-FBSU-11.17.2021.pdf>



# Upcoming

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## December 14 Board Meeting

- Student Bill of Rights (student presentation)