
Race & Educational Equity Update

Elk Grove Unified School District Board Meeting
April 5, 2022





EGUSD Strategic Goals

High-Quality Curriculum & Instruction

All students will receive high quality classroom instruction and curriculum to promote college and career readiness and close the achievement gap.

Student Assessment & Program Evaluation

All students will benefit from instruction guided by assessment results (formative, interim and summative) and continuous programmatic evaluation.

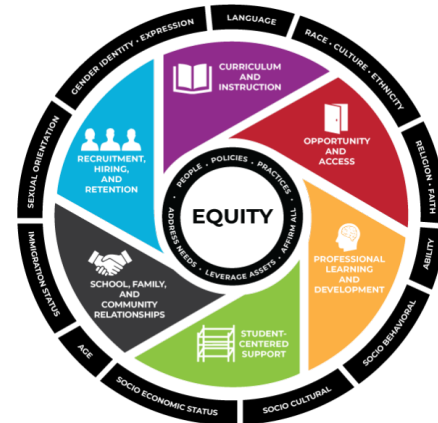
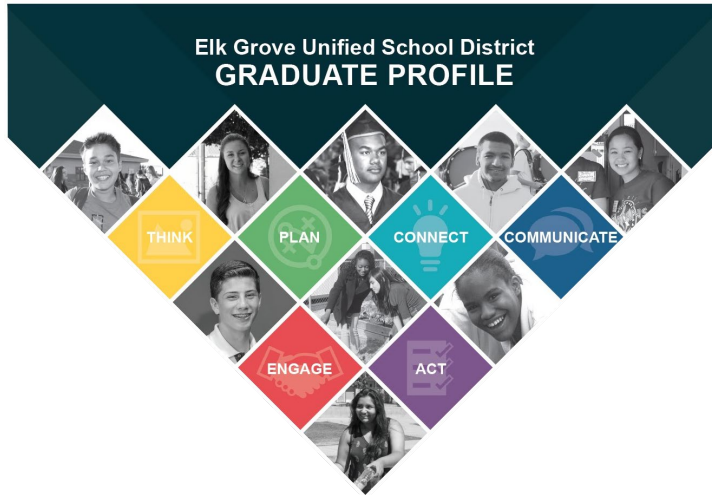
Wellness

All students will have an equitable opportunity to learn in a culturally responsive, physically, and emotionally healthy and safe environment.

Family & Community Engagement

All students will benefit from programs and services designed to inform and involve family and community partners.

Elk Grove Unified School District GRADUATE PROFILE



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.

Outline of the Presentation

Theme: Existing Opportunities for Family, Student, and Community Voice in Equity Advocacy

1. General Opportunities for Families, Students, and Community Members
 - a. Educational Equity Coalition
 - b. Racial Justice Task Forces
 - c. Superintendent's Advisories
 - e. Families of Black Students United (FBSU)
 - f. Native American Education Parent Committee
 - g. School-specific Examples
2. Family Opportunities
 - a. School Site Councils (SSC)
 - b. District Advisory Committee (DAC)
 - c. District English Learner Advisory Council (DELAC)
 - d. SELPA Community Advisory Committee (CAC)
3. Student Opportunities
 - a. Student Equity Council (SEC)
 - b. Targeted Equity Clubs & Organizations
 - c. School-specific Examples
4. Community Opportunities
 - a. Community Equity Collaborative (CEC)
 - b. Tribal Consultation



General Opportunities

Educational Equity Coalition

396 members in total:

- 51.77% are certified staff
- 16.92% are administrators
- 14.90% are classified staff
- 7.32% are family members
- 6.06% are community members
- 2.78% are students

Click [here](#) to join the Equity Coalition!

Sample of Monthly Newsletter:



Dear Equity Coalition,

Welcome to the first edition of our equity newsletter. We are glad to have you as part of the coalition leading our equity work and we hope to keep you connected to updates, resources, and gatherings in the world of equity. Encourage others to visit our [department resource site](#) and to [join the Equity Coalition](#).

Upcoming Events

Click [here](#) to review the full list of upcoming events and to access the calendar hyperlinks

Who We Are: Educational Equity Department

Educational Equity Department coordinates and manages equity-based work in the Elk Grove Unified School District. We focus on promoting equitable practices and decisions to increase the academic proficiency of students and close the persistent opportunity, expectation, relationship, and achievement gaps. We strive to live the JEDI (Justice, Equity, Diversity, Inclusion) way.

AC'D: Advocacy – Coaching – Coordination – Collaboration – Development

The Educational Equity Department

- Advocates for equity and students' rights to an equitable education that meets their needs, leverages their assets, and affirms their identities.
- Provides coaching and consultation to leaders and educators in making equity-informed decisions and developing capacity to lead equity-driven efforts.
- Coordinates equity-focused projects, professional learning, and programs/services such as the Student Equity Council and Native American Education, and restorative practices programs.
- Collaborates with EGUUSD staff, students, families, and community members to make policies, programs, and services more equitable for all student groups.

Racial Justice Task Forces

Dress Code Policy Task Force

We have recently updated our dress code policy (BP 5132: Dress and Grooming) and now we will reconvene to develop the guidance for implementation to be provided in the Administrative Regulations (AR) to support staff, families, and students.

Representation in Advanced Coursework Task Force

This group has been meeting to uncover the factors contributing to the low representation of BIPOC students in honors and advanced coursework with the goal of offering recommendations to the district to address this issue by the end of the school year.

Black Employees Network Development

This group will convene with support from the Human Resources and Ed Equity departments to develop a set of goals and structure for an EGUSD affinity group for Black/African American educators. This group will set a model for other potential educator affinity groups in the future.

Safer Spaces for Black Students Task Force

This group will meet to define the qualities of a “safer space for Black students” and develop a proposal for a campaign to ensure all students identifying as Black/African American have access to these safe spaces.

Racial Justice Task Forces

District-wide Racial Justice Events & Speaker Series

This group works to develop speaker series that bring BIPOC voices and leading scholars to speak with our community on topics of racial justice. They also develop ways racial justice may be integrated into academic and extracurricular activities throughout the year.

Student Racial Justice Resource Library Task Force

This group is working to collect and develop resources that can be accessed by students and families for PreK-12 grade that will support students to learn about racial justice and advocacy.

Restorative Practices Task Force

Working to define the restorative practices program for the district and plan for district-wide implementation.

If you're interested in joining any of the task forces, please contact:

Jessica Nieves

jnieves@egusd.net

916-831-2105 x68077

Safer Spaces for Black Students in EGUSD

Task Force Members

Certificated & Classified Staff

Antoinette Corbin, Teacher
 Cory Burleson, Program Educator
 Delisa Foster, Counselor
 Diana Brooks, Teacher
 Felicia Lewis, CPL Instructional Coach
 James Tan, Communications Manager
 Kathy Wilson, FACE Instructional Coach
 Kimberly Montes de Oca, Teacher
 Linita Morris, Mental Health Therapist
 Tavish Lopez, Teacher
 Valery Walsh, Safety and Security

Administrators

Lara Ricks, Principal
 Lisa Levasseur, FACE Director
 Mathew Espinosa, Ed Equity Director
 Nicole Brown, District Head Counselor
 Rosalyn Clark, Ed Equity Program Specialist

Students

Anaya Wilson
 Dideolouwa Ogunwale
 Tinsae Birhanu

Family/Community Members

Corey Bratton
 Joel Boyd
 Kishaun Thorntona
 Tifani Bartow

Safer Spaces for Black Students (SSBS) in EGUSD is:

- **People:** Staff that reflects the students and understands their experiences with race, culture and identity along with staff that can be their allies. Designated staff to promote and lead initiative.
- **Climate of Belonging and Pride:** A classroom and school culture where Black students feel safe, proud, and a sense of belonging.
- **Campaign:** A movement to raise awareness of the needs and assets of Black students and encourages all staff and students to commit to making their community a welcoming space.
- **Place:** Designated spaces where Black students can be their true selves and gather.
- **Services:** Services that address cultural and identity development, mental wellness, and racial trauma.

Superintendent's Advisories

(Staff, Parents, Students)

- **Purpose:** Continuously improve our collective understanding, exchange ideas, and improve decision making.
- **Scope:** Attend meetings and serve as a conduit of information and ideas between the school and district.
- **How to Get Involved:** Contact site principal.

School Site Council (SSC)

- **Purpose:** A decision-making group of parents, students, and school staff that oversees the development, implementation and evaluation of the school plan (LCAP).
- **Scope:** Typically meets monthly at school sites.
- **How to Get Involved:** Contact school principal. Requires election from the school community.

Family Opportunities

Family Equity Engagement

Family Engagement Opportunities for Equity Advocacy	General Equity Advocacy	School Site Councils & PTO/PTA/PTSAs
		Superintendent's Advisory Council
	Socioeconomic Status	DAC
	Ability	SELPA CAC
	Language, Immigration Status	ELAC & DELAC
	Race	FBSU
		Native American Education Parent Committee

District Advisory Committee (DAC)

- **Purpose:** To provide guidance on compensatory education planning to address the needs of students from socioeconomically disadvantaged backgrounds.
- **Scope:** Monthly meetings to inform the use of federal and state funds.
- **How to Get Involved:** Contact site principal.

SELPA Community Advisory Committee (CAC)

- **Purpose:** Develop advocacy skills, better understand special education programs, and inform the development of services for students with disabilities.
- **Scope:** Quarterly meetings on District special education programs; topics include IEP rights training, functional communication.
- **How to Get Involved:** Contact site principal.

English Learner Advisory Committee (ELAC)

- **Purpose:** A school-level committee comprised of parents, staff, and community members designated to advise school officials on English Learner programs and services in the development of a site plan for for consideration in the school LCAP, assist in development of annual needs assessment, encourage regular school attendance, share DELAC information with the school site.
- **Scope:** At every school in EGUSD. A minimum of three meetings a year.
- **How to Get Involved:** Contact site principal.

District English Learner Advisory Committee (DELAC)

- **Purpose:** A district-level English Learner Advisory Committee comprised of parents, staff, and community members designated to advise district officials on English Learner programs and services in the development of a master plan for for consideration in the district LCAP, assist in development of annual district needs assessment, review and comment on reclassification procedures and written notifications.
- **Scope:** Every school has a staff member and ELAC parent/guardian attend the monthly meetings.
- **How to Get Involved:** Speak with your school principal, ELAC, or contact English Learner Services. DELAC dates are posted on EGUSD's website.

Families of Black Students United (FBSU)

- **Purpose:** To provide a brave and necessary space for our *Black Families* (and allies) to build community, to facilitate the advocacy, agency, and activism for our Black students that gives voice to what families need based on their unique, individual and collective experiences in EGUSD.
- **Scope:** Ongoing monthly meetings focused on targeted actions to ensure the best educational experience for Black students and families.
- **How to Get Involved:** Sign up on the EGUSD FACE website.

Native American Education Parent Committee

- **Purpose:** Provide consultation on the development, implementation, and evaluation of the Native American Education Program.
- **Scope:** Committee membership includes parent and family members of eligible of enrolled Native American children, teachers, and Native American students attending district secondary schools.
Representatives of Indian Tribes on Indian lands located within 50 miles of any schools served.
- **How to Get Involved:** Contact Joshua Hoaglen, Program Educator for Native American Education, at jmhoagle@egusd.net.

School-specific Family Opportunities

Elementary Schools	Secondary Schools
<u>Edna Batey</u> Parent Forum on Diversity and Equity	<u>Katherine L. Albiani</u> Monthly Community Equity Partnership
<u>Charles Mack</u> Equity/PBIS Team	<u>Laguna Creek</u> Concerned African American Parents
<u>Monterey Trail Region (Elementary and Secondary Schools)</u> Regional Equity Coalition	

Student Opportunities

Student Equity Council (SEC)

- **Purpose:** Provide an important forum for students from historically marginalized groups to build equity leadership and advocacy skills, identify and address issues in their school community, and provide input into school-wide and district-wide equity activities.
- **Scope:** Expand SECs to all EGUSD school sites by the end of the 2023-2024 academic year.
- **How to Get Involved:** Contact site principal or Carrie Hang, Program Educator, at chang@egusd.net.

Targeted Equity Programs

Young Men of Color

Purpose: Support the socioemotional and academic growth of young men of color while affirming their identity.

Scope: After-school enrichment and support opportunities at secondary schools.

How to Get Involved: Contact site administrator or Roberto Robles, Program Educator, at rrrobles@egusd.net.

Black Excellence

Purpose: Support the socioemotional and academic growth of students identifying as Black/African American while affirming their identity.

Scope: Services provided during and after school for students and families.

How to Get Involved: Contact site administrator or Cory Bayonne-Burleson, Program Educator, at cbuleso@egusd.net.

Native Education

Purpose: Support the socioemotional and academic growth of students identifying as Native American while affirming their identity.

Scope: Services provided during and after school for students and families.

How to Get Involved: Contact site administrator or Joshua Hoaglen, Program Educator, at jmhoagle@egusd.net.

School-specific Student Opportunities

Elementary Schools	Secondary Schools
<u>Mary Tsukamoto</u> Shark International Club	<u>James Rutter</u> Monthly Student Senate Meetings
<u>Zehnder Ranch</u> Future Pack Leaders	<u>T.R. Smedberg</u> Girls Circles
<u>Various Elementary and Secondary Schools</u> Rainbow Clubs (Elementary) Gender & Sexualities Alliance (GSA) Clubs (Secondary)	

Community Opportunities

Community Equity Collaborative (CEC)

- **Purpose:** Join organizations (nonprofit, businesses, government organizations, higher education) serving the EGUSD community together to further the community justice, equity, diversity and inclusion mission.
- **Scope:** 2-4 meetings per year between district leadership and community equity partners.
- **How to Get Involved:** Contact Jessica Nieves at jnieves@egusd.net.

Tribal Consultation

- **Purpose:** Opportunity for local tribes to provide input on the needs, objectives, and activities of the District's Native American Education Program.
- **Scope:** Annual meeting with local tribe representatives.
- **How to Get Involved:** Contact Joshua Hoaglen, Program Educator for Native American Education, at jmhoagle@egusd.net.

Next Steps

Ways to Contribute to Equity Advocacy (3 Ts)

- Time: Volunteer hours for events, committees, and campaigns.
- Talent: Expertise and perspective to share.
- Treasure: Opportunities and resources.

Upcoming Reports

- Additional opportunities for staff equity advocacy.
- Progress updates from equity programs and task forces.