

Piedmont Unified School District

M E M O R A N D U M

To: Board of Education

From: Randall Booker, Superintendent
Cheryl Wozniak, Director of Curriculum and Instruction

Date: February 28, 2018

Subject: **Update on District Training on Equity, Diversity, and Social Justice**

I. BACKGROUND

In June, 2017 the School Board adopted the Local Control Accountability Plan (LCAP), our District's strategic plan. The LCAP is a three-year plan that describes the goals, actions, services, and expenditures that will support positive student outcomes and address state and locally defined priorities.

Piedmont Unified has identified social emotional well-being of students as its first priority. Goal 1 of our LCAP states: *All students will feel physically safe, emotionally cared for, and academically and socially included in their school environment.* The first three actions in goal 1 describe our work related to equity, diversity, and social justice.

1.1 Equity, Diversity, and Social Justice Professional Development for Staff

1.1a Develop a multi-year plan for training all staff on how to become aware of, seek out, and eliminate systemic barriers that prevent the realization of a positive and inclusive teaching and learning environment for all

1.1b Work with organizations and consultant services who provide trainings on how to create school cultures that value and respect all individuals and serve all groups, regardless of protection by law, including but not limited to groups identified by: age, appearance, ethnicity, gender, gender identity, gender expression, language, race, religion, sexual orientation, socio-economic status, visible or invisible disabilities

1.1c Explore the use of culturally responsive teaching practices as an instructional approach to integrating students' unique cultural strengths within the curriculum

1.2 Equity, Diversity, and Social Justice Partnerships and Community Engagement

1.2a Partner with local organizations to advance the work related to equity, diversity, and social justice within Piedmont Schools and throughout the city of Piedmont

1.2b Engage parent and community support groups in discussions about membership, participation, and their organization's mission through the lens of equity, diversity, and social justice

1.3 Equity, Diversity, and Social Justice Student Education and Intervention

1.3a Educate and model for students the importance of being an inclusive, welcoming, and respectful community of people who value others for their varying human characteristics, ideas, cultural practices, belief systems, worldviews, identities, experiences, and demographic differences

1.3b Teach students appropriate ways to advocate for and speak up on behalf of themselves and others who face bias, discrimination, and exclusion from activities that prevent them from reaching their full potential

1.3c Research restorative practices to complement or serve as an alternative to traditional approaches to discipline

II. SUPPORT INFORMATION

To launch the equity, diversity, and social justice work, the District hired Sara Wicht, from Teaching Tolerance, to lead a full week of training from August 7-11 on the Social Justice Standards/Anti-Bias Framework. Dr. Cheryl Wozniak, Director of Curriculum and Instruction, will present an overview of the weeklong training.

As the training was well-received, the District hired Sara Wicht to return for a full week of training February 5-11, 2018 and partnered with Piedmont Appreciating Diversity Committee and the City of Piedmont to offer trainings for the community. A summary of the training events provided for Piedmont staff, community, and students the week of February 5-11, 2018 will be presented at the Board meeting.

Related work also has been occurring at all of the school sites. At this meeting, highlights from Millennium High School and Piedmont High School also will be presented. The full presentation will be available on the District website following the Board meeting.

For more information about Ms. Wicht's bio, along with a description of the events offered in August and additional information about Teaching Tolerance and the Social Justice Standards, go to the [Board Background on September 8, 2017](#).

II. PRESENTATION AND DISCUSSION

This is the second presentation on the equity work the District outlined in the Local Control Accountability Plan. The School Board will have an opportunity to ask questions and provide feedback to inform further actions related to equity, diversity, and social justice.