

ELK GROVE UNIFIED SCHOOL DISTRICT
PROGRESS REPORT

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Race and Educational Equity Update

April 2, 2019

The focal foundation of this progress report is “Professional Learning and Development.” Professional learning and development builds awareness, advocacy, and action towards educational equity. Professional learning supports communities of district stakeholders in practices related to educational equity, equity awareness, and cultural proficiency to implement equity-based initiatives. This equity foundation calls for professional learning and development opportunities to be accessible to a wide range of stakeholders with the goal of increasing participation and impact over time.

The featured equity actions in this report focus on examples of professional learning and development opportunities provided at the district and school site levels for a variety of stakeholders.

- **Equity Action 1 – Curriculum and Professional Learning:** Per Foundation 3 of the Educational Equity Strategic Plan, the Curriculum/Professional Learning (CPL) Department provides support district-wide for the ushering of a variety of professional learning opportunities that emphasize a lens on equity. In addition, CPL plans and facilitates professional learning with this lens in collaboration with multiple staff and other departments.
- **Equity Action 2 – English Learner Services:** ELS continues to provide differentiated professional learning and growth to all staff to support the work around equity. Collaborating with other departments at times, professional learning has been provided to a classified and certificated staff around intercultural awareness and effectiveness, second language acquisition, and welcoming schools.
- **Equity Action 3 – Charles Mack Elementary School:** Charles Mack Elementary School uses district crafted frameworks and resources to increase collective efficacy as it relates to equity and the resulting actions. CMES is also committed to partnering with all who are able to support our effort to increase capacity and an improve outcomes for the students of our vibrant community.

- **Equity Action 4 – Pleasant Grove High School:** Pleasant Grove High School is collaborating with a group of California State University, Sacramento professors (Equity 360) to build a shared understanding of the educational equity issues most relevant to the PGHS school community. PGHS will begin our WASC self-study in the fall of 2019 and with the guidance of the professors utilize the action research process to guide our self-study and identify action steps that the PGHS community can take to ensure the success of ALL PGHS students.
- **Equity Action 5 – Arbinger Training Evaluation Survey:** In collaboration with Mike Merchant, Senior Executive Consultant of The Arbinger Institute, the Research and Evaluation Department (RED) has developed a survey to evaluate the benefits of the Arbinger training. The survey addresses four overarching areas: employee reaction, knowledge of the concepts and skills learned, application of those concepts, and effectiveness of their use. In April of 2018-19, the survey will be sent electronically to employees who have completed Outward Mindset training in the pilot year and first year of this effort. The survey will be administered yearly thereafter to all trained staff to monitor implementation and perceptions over time.

The actions highlighted in this report are the result of the following partners in race and educational equity, amongst others:

- Charles Mack Elementary School
- Pleasant Grove High School
- English Learner Services Department
- Curriculum and Professional Learning Department
- Education Services Division
- Instructional Services Division
- Research and Evaluation Department
- Office of Educational Equity