

# Race & Educational Equity Report

April 2, 2019



# Focus on Professional Learning & Development

Professional learning and development builds awareness, advocacy, and action towards educational equity.



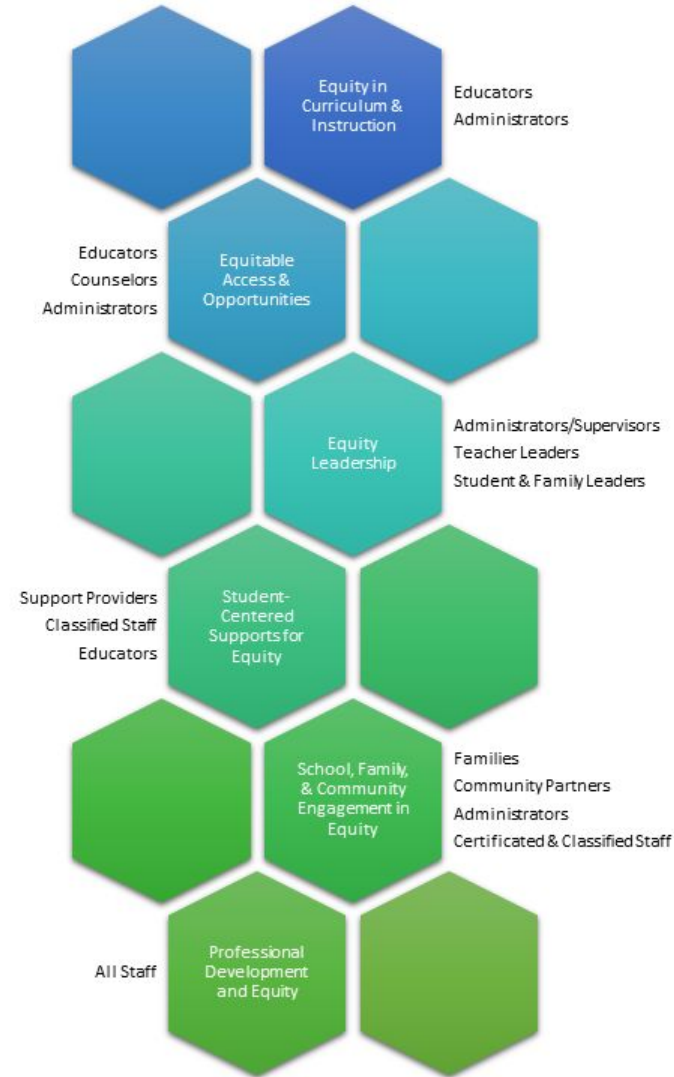
# Goals

- Opportunities
- Access & Participation
- Relevance & Impact
- Sustainability





# Ed. Equity Professional Learning Plan



# Curriculum/Professional Learning: Equity Leadership & Outward Mindset





# CPL - Equity-Based Professional Learning

Support of Foundation 3:

- Usher and advertise 76 professional learning opportunities provided by multiple departments/school sites with an equity lens via our Electronic Registration Online (ERO) system district-wide. Examples include: Communicating Across Cultures; LGBTQ+ Implicit Bias; Trauma-Informed Care; and Best Practices for Partnering with Parents.
- Planning, creating, and facilitating professional learning opportunities. Examples include: Universal Design for Learning, Inclusive and Open Language (VAPA); Student Discourse; Framework for High Quality Instruction (FHQI); The Danger of a Single Story: The Importance of Multiple Perspectives; Access and Equity.



# CPL - Arbinger Outward Mindset In Education

Support of Foundation 3:

- Support district-wide facilitation, to date:
  - 1,676 staff attendance
  - 60 Arbinger workshops conducted during the workday, after school, and on the weekends
- Train in-department staff to be trainers of the work for district-wide facilitation; Total of 60 in-district trainers spanning multiple departments.
- Conduct training in-department to ensure that all staff in CPL have received training.
- Collaborate with the Arbinger Institute, Partners in Education (PIE), and all certified in-district trainers to ensure cohesive, consistent, and calibrated planning.
- Coordinate and provide all supplies needed to conduct trainings in-district (books, materials).

# English Learner Services: Intercultural Awareness, Second Language Acquisition, and Welcoming Schools

Lucy Bollinger, Director







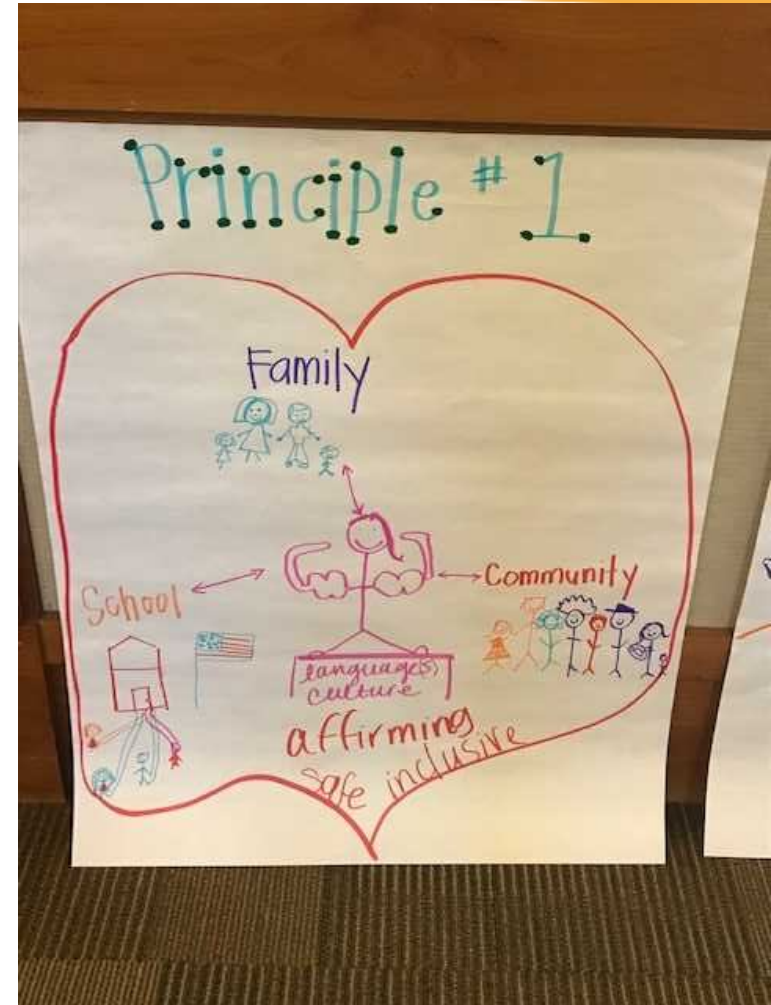
# Intercultural Awareness & Effectiveness







# Second Language Acquisition



## Welcoming Schools

# Charles Mack Elementary: Equity Action Plan

Omar Field-Ridley, Principal  
Mark Hogge, Vice Principal  
Cheryl Quilatan, APC





# Overview of Equity at Mack

- Our Equity Action Plan is founded on EGUSD's Educational Equity Strategic Plan and our Board Policy
- Our work is aligned to E4 and our 4 LCAP priorities
- Equity is the lens and approach that supports our mission.







# Embedding Equity at Mack

- Power of 1
- Dr. Jeff Duncan Andrade Roses In Concrete
- PLC/Solution Tree Professional Development
- Arbinger Open Mindset Training
- EGUSD Equity Training
- National Equity Project Training
- Sharroky Hollie Training
- Staff Equity Training
- GLAD Training
- Guided Reading Training





# Results

- Climate
  - Behavioral
  - Mindset
- Growth Targets
  - Academic
    - Formative
    - Summative
  - Community



# Pleasant Grove High: Equity Plan & Professional Learning

Taigan Keplinger, Principal





# Equity 360

Collaborate with CSUS professors (Equity 360) to build a shared understanding of the educational equity issues most relevant to the PGHS school community.

- Launch PGHS WASC self study in the fall of 2019 (visit in the spring 2021)
- PGHS stakeholders work together to define the issues, challenges and “problems” that are collectively deemed important enough to warrant further action and attention
- Focus on WASC Goal #1 (achievement gap)
- Utilize the EGUSD Equity Strategic Plan as our data collection guide





# Next Steps

- Focus on further expanding how members of the PGHS community experience educational inequities.
- Delve deeply into how policies and practices shape (positively and negatively) these experiences. The action research process will identify action steps that the PGHS community can take to ensure the success of ALL PGHS students.
- Develop a 3 year WASC action plan, with specific outcomes, timeline, progress monitoring, metrics, etc.



# Professional Learning Data

## Arbinger Outward Mindset Institute:

Attendance/Completion

Survey

- Level 1: Reaction - "Like it"
- Level 2: Learning - "Learn it"
- Level 3: Behavior - "Use it"
- Level 4: Results - "It works"



# Next Steps

- Educational Equity Professional Learning & Development Plan
- Partnerships with Professional Learning & Development Providers
- Developing Systems to Evaluate Impact of Professional Learning & Development

# Questions & Comments

