

Equity Action Plan Quarter 1 Update

DELT

- First Meeting of the Year held on Sept 22, 2021
- Welcomed new members to the DELT
- Reviewed Q1 Progress
- Planned Q2 Initiatives

DELT 2021-2022

Systems

Dr. Weikle

Roger Baldwin

Cameo Williams

Monica Wilks

Shonna Harden

Kris Pennington

Professional Learning

Lindsey Dickinson

Angie Codron

Leslie Romagnoli

Leslie Davenport

Michelle Lamboley

*Rachel Evans

Teaching & Learning

Moe Backe

Jeff Beal

Daniel Lamboley

Jessica Alt

Carrie Chapman

Maggie Lakebrink

Darrin Cooper

*Alyssa Ried

Family & Community as Agency

Dayna Brown Nielsen

Corey Beirne

Regina Manzanarez

Brian Thomas

Chris McGraw

Abbi Strader

*Gina Tenuta

Student Voice, Climate & Culture

Chris Ellis

Terri Peoples

Trevor Chapman

(and Brett Papoccia)

Karrah Jensen

*Julie Hagler

*Osha Green

*Susan Steinbach

Quarter 1: Systems

- Common equity definitions developed and shared for district-wide use
- Staff knowledge of and comfort using the equity terms assessed
- Refresher training developed and delivered to educators at the beginning of the year
- Revised and updated the hiring manual with equitable, consistent practices and processes for the selection of candidates to interview, the interview process, the interview questions, and the hiring of candidates

Quarter 1: Teaching and Learning

- Task Force members were selected to create leveled PD (professional development) and CRP (Culturally Responsive Practices) training. The first meeting was held on Sept 23, 2021
- Resources have been gathered for the Task Force to begin designing professional development focused on microaggressions, biases, and identity diversity.
- Resources have been gathered to help staff analyze data through an equity lens using root cause analysis.

Quarter 1: Student Voice Climate and Culture

- Developed a recruitment plan and guidance document to assist secondary administrators with recruiting diverse aspiring student leaders to serve on the Student Equity Advisory Team.
- Began discussing ways to effectively share District Equity Audit data with SEAT participants in the Spring.

Quarter 1: Professional Learning

- Refresher training for staff was completed at the August Institute Day
- Developed and delivered an onboarding training that included introduction to DEI in Unit 5
- Vetted and selected task force for leveled PD development

Quarter 1: Family and Community as Agency

- Additional family coordinators hired for elementary and secondary buildings
- Diversity, Equity and Inclusion recognition process began
- Identified the process for families to select preferred primary language during registration

Quarter 2 Plans

• Systems

- Draft District Diversity Statement
- Support BOE Diversity Statement
- Determine Interest in Affinity Groups

• Teaching and Learning

- Equity PD Begins
- CRP PD development begins
- Continue Resource Gathering

• Student Voice Culture & Climate

- Begin SEAT meetings
- Train SEAT members

• Professional Learning

- Administer Assessment of Leveled Training Placement
- Select and Train ECRP Facilitators

• Families and Community as Agency

- Support Language Changes in Technology
- Recruit Diverse Members for CAC
- Recruit Diverse Members for DAC

Questions