

UNIT 5 District Equity Leadership Team

DELT

SY 2023 Q2 UPDATES

The District Equity Leadership Team met on Dec 7, 2022, to review progress on the McLean Equity Action Plan and develop the Year 1+ Plan. Below is a summary of DELT's recent accomplishments and a preview of tasks scheduled for SY 2023 Quarter 3 (January - March).

Strand	Quarter 2 (Oct - Dec)	Up Next for Quarter 3 (January - March)
Systems	<ul style="list-style-type: none"> <input type="checkbox"/> Include the District DELT statement on a slide for each DEI training. <input type="checkbox"/> Develop a set of questions to be considered for each building/dept. in review of webpages and social media platforms <input type="checkbox"/> Include BOE DEI statement on the website (board page and DEI page) <input type="checkbox"/> Implement the affinity group toolkit and provide a safe space to meet; send a district message in support of the employee-led establishment of groups that support the DELT mission and values 	<ul style="list-style-type: none"> <input type="checkbox"/> Work day on Jan 9th 8-11:30 to work on Affinity Groups and Staff satisfaction survey <input type="checkbox"/> Develop/ update a staff survey about interest in affinity groups <input type="checkbox"/> Organize a shared space for exposure to multiple affinity groups <input type="checkbox"/> Identify staff who want to lead an affinity group <input type="checkbox"/> Develop training for the affinity group leaders
Teaching & Learning	<ul style="list-style-type: none"> <input type="checkbox"/> The ECRP task force members will continue developing the three spring trainings for staff to apply equitable practices in their spaces. 	<ul style="list-style-type: none"> <input type="checkbox"/> Trainers will provide further training on applying equitable instructional practices and relationship-focused practices during January Institute, including root cause analysis. <input type="checkbox"/> Trainers will provide further training into identity, bias, and microaggressions at February Institute <input type="checkbox"/> ECRP task force has

		<p>developed the Current Reality and Cycle of Inquiry Training in conjunction with Illuminate coaches to provide staff info on how to analyze data in eduCLIMBER as it relates to starting root cause analysis on our own data. MS & HS begin training in February and continue in April with Elementary training in April.</p>
<p>Student Voice, Culture & Climate</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Recruit additional students to serve on SEAT <input type="checkbox"/> Review racial and student group discipline among each school leadership team to identify inequities <input type="checkbox"/> Initiate transparent communication with school staff about the student group disproportionality in discipline 	<ul style="list-style-type: none"> <input type="checkbox"/> Schedule a meeting with SEAAT students in February <input type="checkbox"/> Build SEAAT meeting agenda and discussion topics <input type="checkbox"/> Create follow up list to address student concerns <input type="checkbox"/> Develop student training on microaggressions

Professional Learning	<ul style="list-style-type: none"> <input type="checkbox"/> Create a training on Cycles of Inquiry/ Root Cause Analysis framework to use with DEI work <input type="checkbox"/> Standardize equity trainings to include a slide on a common community agreement <input type="checkbox"/> Make the State of DEI an annual address <input type="checkbox"/> Ensure all employee groups receive the districtwide equity trainings 	<ul style="list-style-type: none"> <input type="checkbox"/> Continue leveled training for new staff <input type="checkbox"/> Implement a training on Cycles of Inquiry/ Root Cause Analysis framework to use with DEI work <input type="checkbox"/> Ensure all employee groups receive the districtwide equity trainings <input type="checkbox"/> Create a plan for recording staff attendance at each equity training <input type="checkbox"/> Sustainability plan (new staff, continued work, certified and classified staff)
Family and Community as Agency	<ul style="list-style-type: none"> <input type="checkbox"/> Continue to build meaningful Diversity and Equity relationships throughout the community. <input type="checkbox"/> Collaborate with family coordinators across the district to hold a world cafe for unit 5 families. <input type="checkbox"/> With the structure of our "Equity Champion" award in place for Unit 5 stakeholders, we will develop a recognition plan for our District and community Equity Champions. 	<ul style="list-style-type: none"> <input type="checkbox"/> Work day planned for January 25th <input type="checkbox"/> Create a District Equity & Diversity Monthly Message Schedule to send out messages to families, staff, and students. <input type="checkbox"/> Create guidelines and criteria for the "Equity Champion" recognition for U5 stakeholders. What will it look like and how have you supported our U5 mission? <input type="checkbox"/> Work with the system strands for messaging to staff. <input type="checkbox"/> Provide guidance on use of translation services