

UNIT 5 District Equity Leadership Team

DELT

SY 2023 Q3 UPDATES

The District Equity Leadership Team met on March 8, 2023, 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 4 (April - July).

Strand	Quarter 3 (January - March)	Quarter 4 (April - July)
Systems	<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 	<ul style="list-style-type: none"> <input type="checkbox"/> Kickoff Affinity Groups Event at Sugar Creek on April 14th <input type="checkbox"/> Develop training for the affinity group leaders <input type="checkbox"/> Survey current members who are at the end of their first term to see who is still interested in being on DELT for another term. <input type="checkbox"/> Any available seats on DELT will be opened up to employees of the district through a survey. <input type="checkbox"/> Collaborate with Dr. Shelvin on an end of the year celebration recognizing DELT members whose terms are expiring. <input type="checkbox"/> Plan onboarding activity for new DELT members <input type="checkbox"/> Conduct a stay survey for historically marginalized staff
Teaching & Learning	<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 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 	<ul style="list-style-type: none"> <input type="checkbox"/> ECRP task force has 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 at the Elementary level and Secondary staff who didn't attend in February <input type="checkbox"/> Trainers will provide further training into identity at April Institute to Secondary staff who didn't attend in February.

	cause analysis on our own data. MS & HS begin training in February and continue in April with Elementary training in April.	
Student Voice, Culture & Climate	<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	<input type="checkbox"/> Build a plan to document and address student concerns around equity and inclusion <input type="checkbox"/> Develop and administer SEAAT training on microaggressions and responding to them. <input type="checkbox"/> Discussion on creation of online reporting document for elementary schools.
Professional Learning	<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)	<input type="checkbox"/> Administrators and equity trainers to be trained on a specific common cycles of inquiry at each school <input type="checkbox"/> Restructuring of equity training shifting to equity time for working on District equity cycles plan and school group equity cycles work <input type="checkbox"/> Create a plan for documenting staff attendance at each equity training <input type="checkbox"/> Follow-up on onboarding plan for mid-year hires (is there an aligned Infinitec training to our equity work as a tracker for this) <input type="checkbox"/> Continue with the sustainability plan for new, certified, and classified staff (implement EduClimber training when applicable) <input type="checkbox"/> Discuss how schools could be combined in the trainings/time to review cycles of inquiry data and/or discipline and behavior training/restorative practices from different perspectives

<p>Family and Community as Agency</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Work day held on January 25th <input type="checkbox"/> Created a District Equity & Diversity Monthly Message Schedule to send out messages to families, staff, and students. <input type="checkbox"/> Created 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 	<ul style="list-style-type: none"> <input type="checkbox"/> Review the effectiveness of the format, platform, and frequency of messages to families. <input type="checkbox"/> Guidelines and criteria for the "Equity Champion" recognition for U5 stakeholders. <input type="checkbox"/> Provide guidance to administrators about how to prioritize the limited translation services available. <input type="checkbox"/> Gather and share inclusive community resources. <input type="checkbox"/> Partner title & non-title eligible elementary schools for district equity trainings <ul style="list-style-type: none"> <input type="checkbox"/> Have 2 trainers together
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