

UNIT 5 DELT QUARTER 1 UPDATE

The District Equity Leadership Team met on **Sep 22, 2021** to review early progress on the McLean Equity Action Plan. Below is a summary of DELT's Quarter 1 accomplishments and a preview of tasks scheduled for Quarter 2.

| Strand | Quarter 1 Updates | Coming Up Next |
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| Systems | <ul style="list-style-type: none"> • 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 | <ul style="list-style-type: none"> • Strand members will draft a district statement on equity, diversity, and inclusion • Work with the board to develop a board statement on equity, diversity, and inclusion • Seek staff feedback on which affinity groups are needed and desired |
| Teaching & Learning | <ul style="list-style-type: none"> • 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. | <ul style="list-style-type: none"> • Continue equity PD development • Begin working on CRP training modules. • Continue gathering resources (CRP & data analysis) |
| Student Voice, Culture & Climate | <ul style="list-style-type: none"> • Developed a recruitment plan and guidance document to assist secondary administrators with recruiting diverse aspiring student leaders to serve on the | <ul style="list-style-type: none"> • Plan SEAT agenda that includes the creation of mission statement, data analysis and future planning for the first meeting on Feb 7, 2022. |

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| | <p>Student Equity Action Team.</p> <ul style="list-style-type: none"> • Began discussing ways to effectively share District Equity Audit data with SEAT participants in the Spring. | <ul style="list-style-type: none"> • Train SEAT to conduct data analysis • Gather discipline data for analysis by SEAT |
| Professional Learning | <ul style="list-style-type: none"> • Refresher training for staff was completed at the August Institute Day • Developed and delivered an onboarding training that included an introduction to DEI in Unit 5 • Vetted and selected task force for leveled PD development | <ul style="list-style-type: none"> • Send self-assessment survey to all staff to determine their placement levels for future training • Meet with the task force to assist with designing future training. • Select equity presenters/trainers for future Institute Days (application is still open) |
| Family and Community as Agency | <ul style="list-style-type: none"> • 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 | <ul style="list-style-type: none"> • Share with families (and staff) how to personalize Infinite Campus to preferred primary language • FCA team members will intentionally engage with bilingual groups such as Bilingual Parent Advisory Committee to determine communication needs • Recruit representatives to participate on Diversity Advisory Council, a subcommittee of Citizens Advisory Council |