

### UNIT 5 DELT QUARTER 3 UPDATE

The District Equity Leadership Team met on April 11, 2022, to review progress on the McLean Equity Action Plan. Below is a summary of DELT's Quarter 3 accomplishments and a preview of tasks scheduled for Quarter 4.

Strand	Quarter 3 Updates	Expected in Quarter 4
Systems	<ul style="list-style-type: none"> <li><input type="checkbox"/> The DELT statement was shared with staff on Institute Day and with the BOE/public at the Jan. BOE meeting</li> <li><input type="checkbox"/> Began investigating resources to inform the development of affinity groups</li> <li><input type="checkbox"/> Implemented student teacher candidate recruitment plan, explored positions/depts that we may want to make on the spot offers at job fairs</li> <li><input type="checkbox"/> Future Unit 5 Special Educators (FU<sup>5</sup>SE) informational meeting held on Jan 27, 2022</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Survey all staff in May on district-wide definitions surrounding equity, diversity, and inclusion to all stakeholders with a specific focus on anti-bias and anti-racist language.</li> <li><input type="checkbox"/> Develop and review BOE policies involving diversity, equity, and inclusion collaboratively with the Parent Teacher Advisory Committee.</li> <li><input type="checkbox"/> Develop and communicate a BOE statement regarding equity, diversity, and inclusion</li> <li><input type="checkbox"/> Develop a guideline (toolkit) to support affinity group facilitators</li> <li><input type="checkbox"/> Identify facilitators for Affinity Groups</li> <li><input type="checkbox"/> Plan and finalize the date and details for an affinity group gathering</li> <li><input type="checkbox"/> Develop a succession and transition plan for DELT membership</li> </ul>
Teaching & Learning	<ul style="list-style-type: none"> <li><input type="checkbox"/> Collaborated with the PL strand to develop resources for the 2022-2023 trainings</li> <li><input type="checkbox"/> Reviewed and evaluated culturally responsive practices frameworks to inform the 2022-2023 trainings</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Collaborate with the PL strand to determine which culturally responsive practices framework will support the 2022-2023 trainings</li> <li><input type="checkbox"/> Select 5 training dates to hold the CRP trainings for staff.</li> <li><input type="checkbox"/> Determine which aspects of the selected framework will be the focus of the 2022-2023 district wide staff trainings.</li> <li><input type="checkbox"/> The ECRP task force members will write the CRP trainings based on the targeted topics from the selected framework and using the supplemental resources provided.</li> </ul>

		<input type="checkbox"/> Meet with equity trainers to determine interest in remaining on the task force <input type="checkbox"/> Work on a tipsheet for data analysis for the ECRP task force to utilize in their training for 2022-2023 school year
Student Voice, Culture & Climate	<input type="checkbox"/> Student Equity Advisory Team (SEAT) held their first meeting held on Feb 7. The meeting included an introduction from Dr. Weikle and several district- and building-level administrators. Students also received an overview of their role on the board. Students were asked to return to the next meeting with a list of affinity groups present in their schools. <input type="checkbox"/> The strand members met to debrief about the first SEAT meeting and plan the Q4 SEAT meeting. They compiled students' thoughts about the characteristics of a welcoming school environment. The identified themes will be used to create the SEAT mission and vision statements at a future meeting.	<input type="checkbox"/> Complete a draft of the SEAT mission, vision, and purpose statements. <input type="checkbox"/> Identify the topics and goals for the 2022-2023 SEAT meetings. <input type="checkbox"/> Create 4th/5th Grade survey to gather feedback for inclusion of those grades as part of SEAT. <input type="checkbox"/> Finalize the process for participant acquisition and term length for serving on SEAT. <input type="checkbox"/> Begin work to establish diversity clubs at the elementary schools.

Professional Learning	<ul style="list-style-type: none"> <li><input type="checkbox"/> Connected with Teaching and Learning Strand for the curricular embedding of equitable and inclusive practices. <ul style="list-style-type: none"> <li>○ Embedded a checklist for new task force work to include current curriculum</li> <li>○ Created continuing leveled PD for Understanding and Navigating Microaggressions</li> </ul> </li> <li><input type="checkbox"/> Developed a plan for an annual presentation of the leveled trainings</li> <li><input type="checkbox"/> Evaluated four culturally responsive frameworks</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Develop an ongoing training plan for support staff (Custodians, Bus Drivers, Subs, Food Service, IT, Maintenance/Grounds) <ul style="list-style-type: none"> <li>○ Frequency-Yearly</li> <li>○ Format-In Person/Video?</li> <li>○ Overview (identity, bias, microaggression) applicable to non-classroom staff</li> <li>○ Use CRP model to create Resource Strand Trainings (Teaching &amp; Equity Framework)</li> </ul> </li> <li><input type="checkbox"/> Develop a plan for an annual presentation of the leveled trainings <ul style="list-style-type: none"> <li>○ Create a New Teacher Overview (identity, bias, microaggression)</li> <li>○ Update the current Navigating level trainings to remove the redundant material from the Understanding level trainings</li> <li>○ Create the Transformative level trainings using the Cycles of Inquiry model (SY23-24)</li> </ul> </li> <li><input type="checkbox"/> Collaborate with T&amp;L to support the ECRP task force work.</li> </ul>
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Family and Community as Agency	<ul style="list-style-type: none"> <li>• Developed a plan to share the video tutorials with families and staff more broadly</li> <li>• Continued planning to establish ongoing, consistent communication with bilingual groups</li> <li>• Continued ongoing recruitment for representatives to serve on the DAC subcommittee</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Train school staff on how to filter the <i>recipients of communication</i> based on their selection of a preferred primary language in Infinite Campus (IC)</li> <li><input type="checkbox"/> Communicate to families and students "how to personalize Infinite Campus and school websites" in their primary language.</li> <li><input type="checkbox"/> Leverage the "Diversity Advisory Council" to inform policies and build relationships <ul style="list-style-type: none"> <li><input type="checkbox"/> Build a structure for DAC and begin recruitment in late spring 22 for the 2022-2023 school year</li> </ul> </li> <li><input type="checkbox"/> Build meaningful Diversity and Equity relationships throughout the community</li> <li><input type="checkbox"/> Create a structure for an annual "Equity Champion" award for Unit 5 stakeholders</li> <li><input type="checkbox"/> Continue conversations and planning the most effective ways to highlight student diversity.</li> </ul>
	<p>During Q4, all strands will work to progress monitor, modify, and add to the 2022-2023 school year McLean Equity Action Plan (MEAP)</p>	