

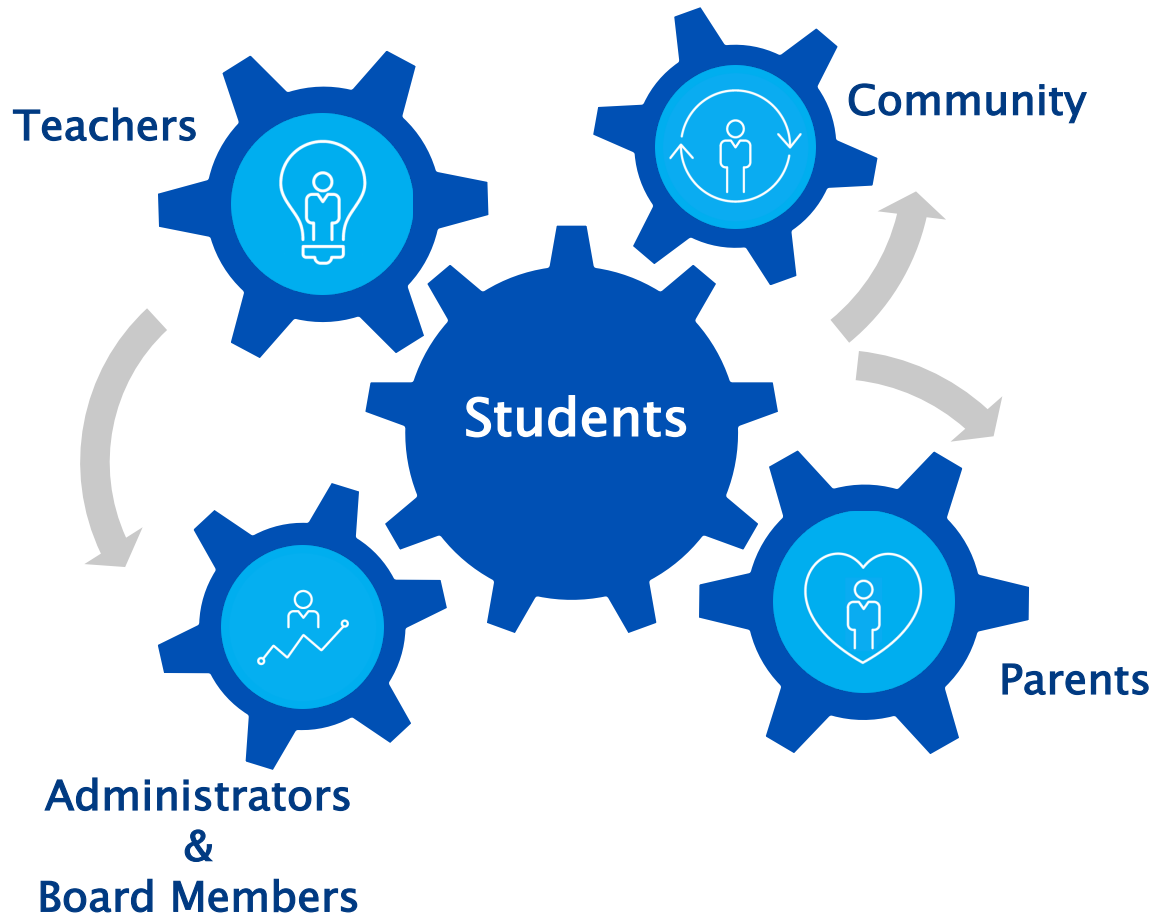
# D65 Racial & Educational Equity

Corrie Wallace

*Cultivating Opportunities for Respectful Reflection on Intity through Education*

# Vision: A Balanced Educational Ecosystem

## School Climate & Culturally Relevant Teaching



Adults collaborating and committed to examining our policies, practices and procedures through a racial equity impact lens, in order to build a more equitable learning environment that constantly strives to eliminate the racial predictability of achievement.

# Strategy: Assessment, Analysis & Action Plan

Three key components to realize the vision.

## **Equity Walks**

**1**

Assessing the District 65 learning environment in terms of policies, practices, procedures, curriculum, professional development, programs and community outreach, through an equity lens.

**2**

## **Professional Development, Training & Awareness**

Providing the teachers, staff and administrators with training to foster a more equitable learning environment.

**3**

## **Creation of Equity Plan to Address Findings**

Creating a SMART plan focused on addressing the key themes from the Equity Walks to implement over the next 5–10 years.

The background of the slide features a solid dark blue area on the left, transitioning into a lighter blue area on the right. The lighter blue area contains several overlapping, rounded, triangular shapes that create a sense of depth and movement, resembling a stylized sunburst or a cluster of hands reaching towards the center.

# Updates on how things are progressing...

August 29, 2016

# Updates: Equity Walks

1

## Equity Walks

Assessing the District 65 learning environment in terms of policies, practices, procedures, curriculum, professional development, programs and community outreach, through an equity lens.

### Updates:

- Whole Child Council & School Climate (Biz)
- Human Resources (Beatrice)
- Data (Peter)
- Communication (Melissa)
- 1-on-1 Principal meetings to discuss equity walks
  - Corrie has met with 14 principals
  - Equity Walks scheduled for 10 sites

### Next Steps:

- Grants & Resource Allocation
- Technology
- Equity Walks

# Updates: Professional Development, Training and Awareness

2

## Professional Development, Training and Awareness

Providing the teachers, staff and administrators with training to foster a more equitable learning environment

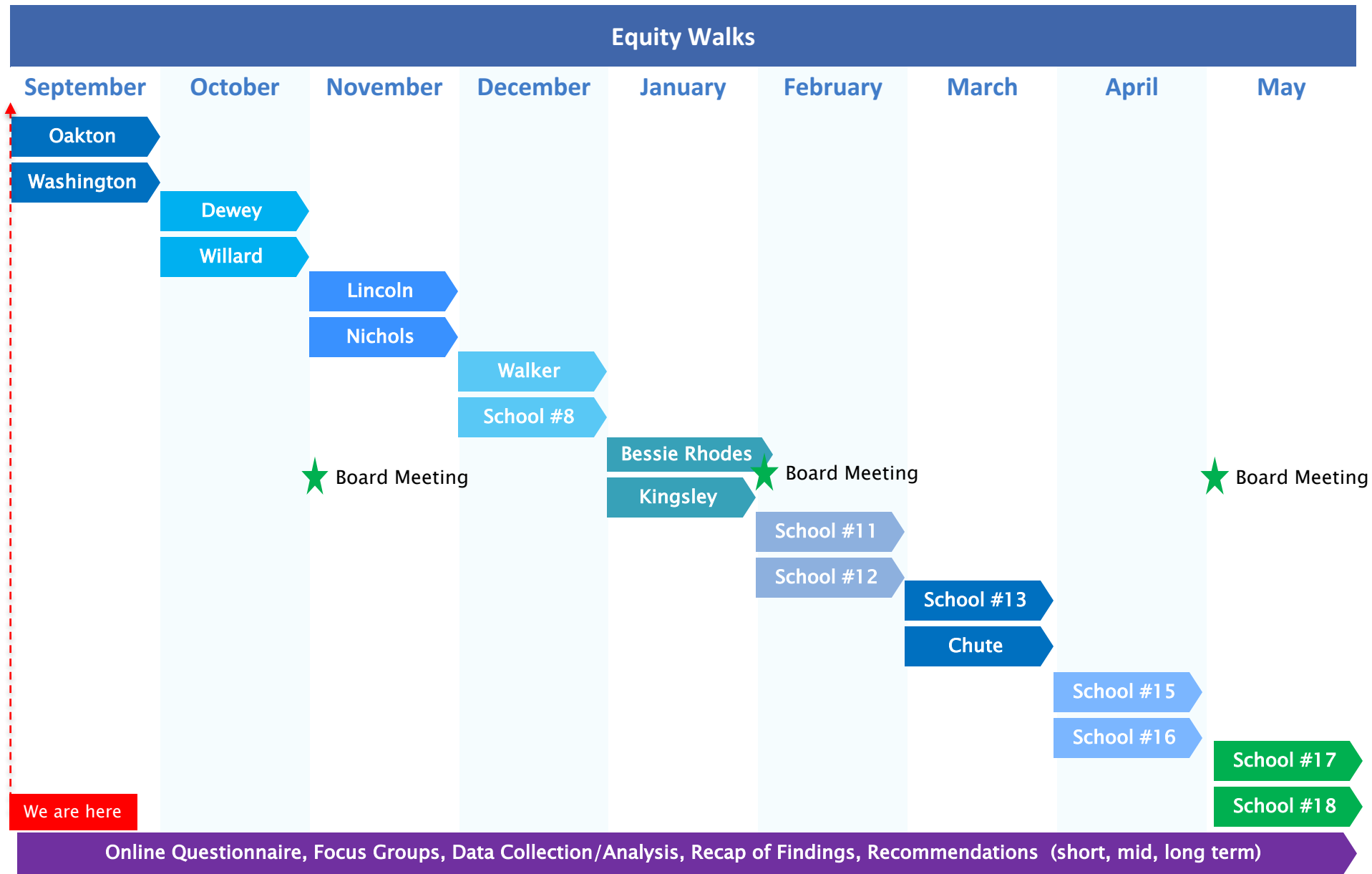
### Updates:

- Beyond Diversity, Northwestern – 6/17-6/18
- Cabinet retreat equity session - 6/14
- Racial Justice Leadership Institute - 7/21
- *Despite the Best Intentions*
  - Book discussions (July & August)
  - Author visit 8/15
- New Staff EDI (Equity, Diversity & Inclusion) Training – Biz & Corrie 8/16 and 8/18
- Gloria Ladson-Billings *Repaying Education Debt & Culturally Relevant Teaching* video – 8/22
- Equity Advisory Committee Invitations mailed 8/24

### Next Steps:

- Exploring conferences/training to support open and effective conversations on race and racial identity development
  - Regional Summit, Race Forward, National Summit, ASCD: Pedro Noguera, National IGR Dialogue Institute
- SEED (44 registered to date representing 12 schools)
- Equity Leadership Team
- FAN: Congressman John Lewis, 8/29 @ ETHS

# Timeline



# Critical Success Factors

- Deadlines are met and adhered to per the agreed upon timeline
- Active participation by all participants (Administrators, Teachers, Parents, Students, and Community)
- Realization that there is no “magic solution” to address creating a more equitable learning environment; acknowledging that each component of the educational ecosystem is essential in supporting the whole child and each student’s unique needs
- Increasing equity professional development opportunities
- Understanding and appreciation that this will be an iterative process based on the feedback, output and data received from Parents, Teachers, Students, Administrators and the Community



“Simply desegregating schools will not make a difference until the power relations within such settings are challenged.”

*--Sonia Nieto 1992*



Cultivating Opportunities for Respectful Reflection on Identify through Education