

**Lake Washington School District
Department: School Support
Equity Action Plan**

Department Description:

The four Directors, School Support (DSS), provide leadership to ensure success for students and schools. They support school improvement efforts focused on ensuring academic success for every student by collaborating with and leading school principals to provide effective support, coaching, and supervision of school teams, programs, and services focused on increasing student access and engagement, closing achievement and opportunity gaps, and supporting learning and success for all students. They provide elementary, middle school, and high school level coordination and facilitate meetings for principals two times monthly. DSS work collaboratively with families to support communications and conflict resolution efforts.

Goals:

- Focus efforts to build equity-focused leadership capacity in buildings
- Involve parents and students in the school-based work
- Develop strategies to support teachers in equity efforts

Strategy:

School equity teams

Background:

Equity teams are leadership teams that includes staff, administrators, and parents. The team reviews school level practices, data, and provides guidance to the school/community around improving equity efforts. Establishing an Equity Team provides direction and leadership in culturally relevant professional development (CRPD), policies, and practices. The Equity Team becomes the lens of the school and aims to institutionalize change. School equity teams will focus efforts to improve policies, procedures, decision-making processes, allocation and use of resources, family engagement, culturally responsive teaching, culturally relevant instructional materials, and other important areas that impact student success-particularly for those students, staff, and families that have historically been underserved.

Success Criteria:

By the end of the 2020-21 school year:

1. District and school survey data shows improved levels of inclusivity.
2. Student performance, discipline, and attendance data shows closing of achievement and opportunity gaps.
3. Principals report evidence of equity efforts present throughout the school.

2017-18	2018-19	2019-20	2020-21
<p>Implementation plan development and initial administrative training</p> <ul style="list-style-type: none"> • DSS develop implementation plan to ensure all schools implement a school equity team. Full implementation 	<p>Identify team and begin professional learning</p> <ul style="list-style-type: none"> • Principal identifies staff to be on equity team • Principal leads team in reading Courageous 	<p>Quarterly district meetings</p> <p>Representatives from each school will participate in sessions focused on:</p> <ul style="list-style-type: none"> • professional development to be delivered to school staff 	<p>Staff Training and efforts</p> <ul style="list-style-type: none"> • School equity team provides staff training • Consider using formal IDI assessment (group and individual profiles)

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<p><i>continued from above</i></p> <p>by 2020-21 school year.</p> <ul style="list-style-type: none"> • DSS worked with Cultures Connecting to plan training for all building administrators on school equity teams (March 13) • DSS support principals in the development of school equity team implementation plans by June 2018. 	<p><i>continued from above</i></p> <p>Conversations (facilitators guide provided to each principal)</p> <ul style="list-style-type: none"> • Principal leads equity team in assessing school needs. • Principal leads equity team in accessing student and parent voice to inform school efforts. <p>Equity Team Training <i>October/November</i></p> <ul style="list-style-type: none"> • One full day training • 2 reps from each school equity team and administrator (content similar to District Equity Team full-day training) <p>Quarterly district meetings 4 sessions for building reps (2 from each school) to provide:</p> <ul style="list-style-type: none"> • professional development • networking opportunities • discuss school assessments <p>Focused Training <i>Summer 2019</i> <i>1 Day</i></p> <ul style="list-style-type: none"> • Full-day Equity focused training for school equity team reps (2 per building) and administrators. Training will focus on how to lead staff through professional development focused on issues of equity. 	<p><i>continued from above</i></p> <ul style="list-style-type: none"> • networking opportunities <p>Professional Development for all staff</p> <ul style="list-style-type: none"> • School Equity Team members lead schools through professional development provided through the quarterly meetings. <p>Focused Training <i>Summer 2020</i> <i>2 Days</i></p> <ul style="list-style-type: none"> • 2 day Train the Trainer course • Reps from each building will be trained to lead staff through using an equity lens to improve policies, procedures, decision-making processes, allocation and use of resources, family engagement, culturally responsive teaching, culturally relevant instructional materials, and other important areas that impact student success—particularly for those students, staff, and families that have historically been underserved. 	<p><i>continued from above</i></p> <p>Equity Team Meetings</p> <ul style="list-style-type: none"> • Equity Team meets monthly to discuss issues related to school assessment and IDI. Equity Team is used to help filter decisions, policies, and practices. • All staff engaged in equity-based discussions with Equity Team members during LEAP and staff meetings