

Equity Efforts by Department
Priorities
District Equity Team
3/26/2018

Department	Equity Effort	Priorities/ Points
Professional Learning	Implement culturally-responsive professional development to ensure all staff recognizes implicit bias, understands the role of race in equity, and interacts appropriately with diverse student groups.	25
Human Resources	Improve hiring and staffing processes to increase the diversity of our teaching staff.	24
Teaching and Learning	Equitably adopt, apply and evaluate curriculum and instruction for students to address issues related to race and equity.	14
Communications and Community Engagement	Ensure varied and culturally responsive methods of seeking parent/community input and engagement.	12
Professional Learning	Develop accountability measures and systems to monitor the effectiveness of professional development efforts.	10
School Support	Develop strategies to support teachers in equity efforts	9
Teaching and Learning	Improve teacher support and evaluation processes to develop culturally competent instruction.	9
Accelerated Programs, Choice and Innovation	Ensure equitable and inclusive program makeup of under-represented students.	9
College and Career Readiness	Develop strategies for students, starting in elementary school, to achieve their aspirational future goals including role models, partnerships, and mentors.	7
Assessment, Evaluation and Research	Ensure data sources include a variety of student data sources to analyze student achievement including qualitative, quantitative, and student voice to develop specific strategies and actions to close achievement gaps.	7
School Support	Focus efforts to build equity-focused leadership capacity in buildings.	6
Communications and Community Engagement	Ensure parents of all cultures and backgrounds feel welcomed and included.	6
Teaching and Learning	Ensure instructional resources and materials reflect the racial and ethnic diversity of our students and families.	5
School Support	Involve parents and students in the school-based work.	5
Intervention Services	Provide instruction and intervention training and support for teachers that address equity, cultural competency, and race. Promote inclusive instructional practices.	5
Student Services	Ensure data systems and tools help schools identify and support students appropriately.	4
Student Services	Expand restorative and inclusive practices.	4
Business & Support Services	Reduce fee barriers in accessing programs and classes.	4
Accelerated Programs, Choice and Innovation	Increase outreach efforts to under-represented students and parents to develop understanding of Accelerated Programs and Choice options and opportunities.	3

Special Services	Develop family partnerships and services that are culturally responsive. Reduce barriers to accessing services.	3
College and Career Readiness	Increase student access and remove barriers to CTE, WANIC, and other programs for under-represented student groups including counseling, mentorship, and transportation.	2
Special Services	Equitably adopt, apply and evaluate resources and services for students to address equity, race, and disabilities including dyslexia or reading disorders.	2
Special Services	Provide training and support for teachers that address equity, race, and disabilities. Promote inclusive instructional practices.	2
Intervention Services	Equitably adopt, apply and evaluate intervention resources and services for students to address equity and race.	2
Business & Support Services	Reduce communication barriers in accessing programs and classes.	2
Technology Operations	Identify and implement strategies to support families at home.	2
Technology Operations	Reduce barriers to access (accessibility, language).	2
Communications	Ensure communications (content and mode of delivery) are equitably accessible and culturally responsive to parents and community members.	1
College and Career Readiness	Help support students in overcoming self-limiting expectations that limit access to post-secondary opportunities.	1
Special Services	Improve hiring and staffing processes to attract and retain skilled, culturally competent educators.	1
Human Resources	Analyze current data and trends to identify opportunities for improvement.	0
Human Resources	Focus training and education efforts for staff.	0
Intervention Services	Develop family partnerships and services that are data-based and culturally responsive.	0
Intervention Services	Develop community partnerships to provide services for students and families that address equity and race.	0
Assessment, Evaluation and Research	Develop communication outreach to ensure parents understand appropriate tools and supports available for students to access state and district assessments.	0