

ELEVATE

Strategic Plan Connection: Equity and Culturally Responsive Teaching
Board Meeting
September 23, 2019



Cycle of Cultural Competency (Humility)



Equity Outcomes for 2019-2020

Support and co-lead the **unified commitment** to equity work

Further **develop common understandings** around race and equity

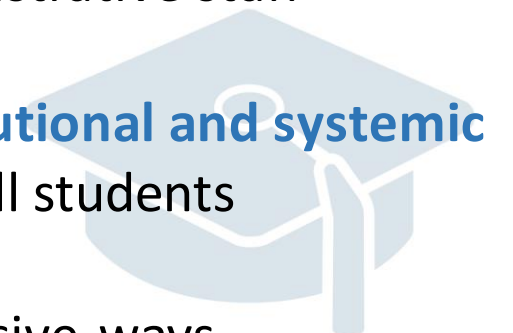
Deepen the learning of a core of people within a building or department, which will enrich the strength of staff members on those teams

Increase the confidence and skill-level of **Building Equity Teams** to support their staffs and school communities in both proactive and culturally responsive ways

Continue to collaborate across the district to provide **equity-based professional learning** for classified, certificated, and administrative staff

Provide support, guidance, and **leadership to impact institutional and systemic change** in order to increase opportunities and success for all students

Engaging our families and communities in culturally responsive ways



District Equity Team: Develop and sustain a diverse team

Areas of Focus:

- Human Resources
- Professional Learning
- Teaching and Learning
- Community and Family Engagement Outreach
- Issues Resolution



Culturally Responsive Family Engagement

Areas of Focus:

- Deepen community partnerships
- Community film and book series
- Equity policy collaboration
- Cultural Liaisons



School Equity Teams

Areas of Focus:

- Building deeper knowledge of race and equity for core group of leaders in each school
- Increasing the race and equity awareness level of all staff members in a school
- Including parents and students



Professional Learning:

Building Internal Capacity and Training & Support

Areas of Focus:

- Equity and inclusion
- Cultural competency
- Innovative practices and mindsets

Groups

- Classified: Fundamentals of Cultural Competency
- Certificated: Building Equity Teams & general learning
- Administrative: Building Equity Teams & strategic planning meetings

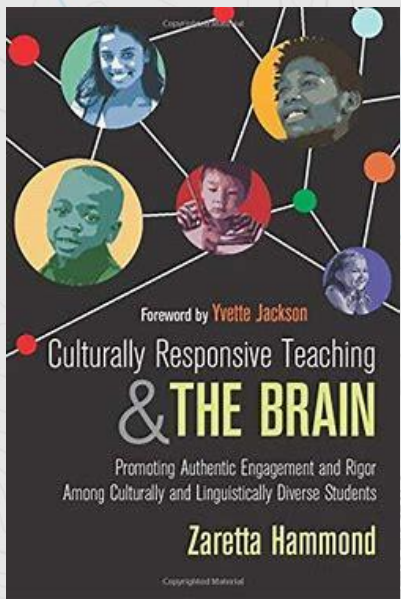




ACADEMIC SUCCESS

We believe that every student can learn and achieve at high levels, and it is our responsibility to help each student learn, grow, and be challenged. Our commitment to success for every student is rooted in the ideals of opportunity, equity, and inclusion.

- **Culturally Responsive Teaching**
- Multi-Tiered Systems of Support - Academics (MTSS-A)
- Career, Technical, and College Pathways
- Integrated Instructional Technology
- Innovative Learning Opportunities
- Inclusive Early Learning



Culturally Responsive Teaching (CRT) Defined

- An educator's ability to:
 - Recognize students' cultural displays of learning and meaning making
 - Respond positively and constructively with teaching moves that use cultural knowledge
 - Connect what the student knows to new concepts and content
 - Promote effective information processing
 - Understands the importance of being in relationships
 - Have a social-emotional connection to the student
 - Create a safe space for learning



Definition adapted from Zaretta Hammond's *Culturally Responsive Teaching & the Brain*

Instruction for ALL Students

The SIOP Model shares many features with the recommendations for **high-quality instruction** for all students, such as **cooperative learning**, emphasis on reading comprehension, writers' workshop and **differentiated instruction**. However, the SIOP Model adds key features for the academic success of English learners, such as inclusion of the **language objective** in every lesson, the development of **background knowledge**, the acquisition of **academic vocabulary**, and the emphasis on subject –specific reading, writing, listening and speaking. The SIOP Model offers a framework for organizing instruction with required features for each lesson so that teachers can accommodate the distinct language development needs of the student.

Definition adapted from Pearson's *SIOP for Administrators*



SLOP Components (year first introduced)

Lesson Preparation (2018-19)

Building Background (2018-19)

Comprehensible Input (2019-20)

Strategies (2019-20)

Interaction (2019-20)

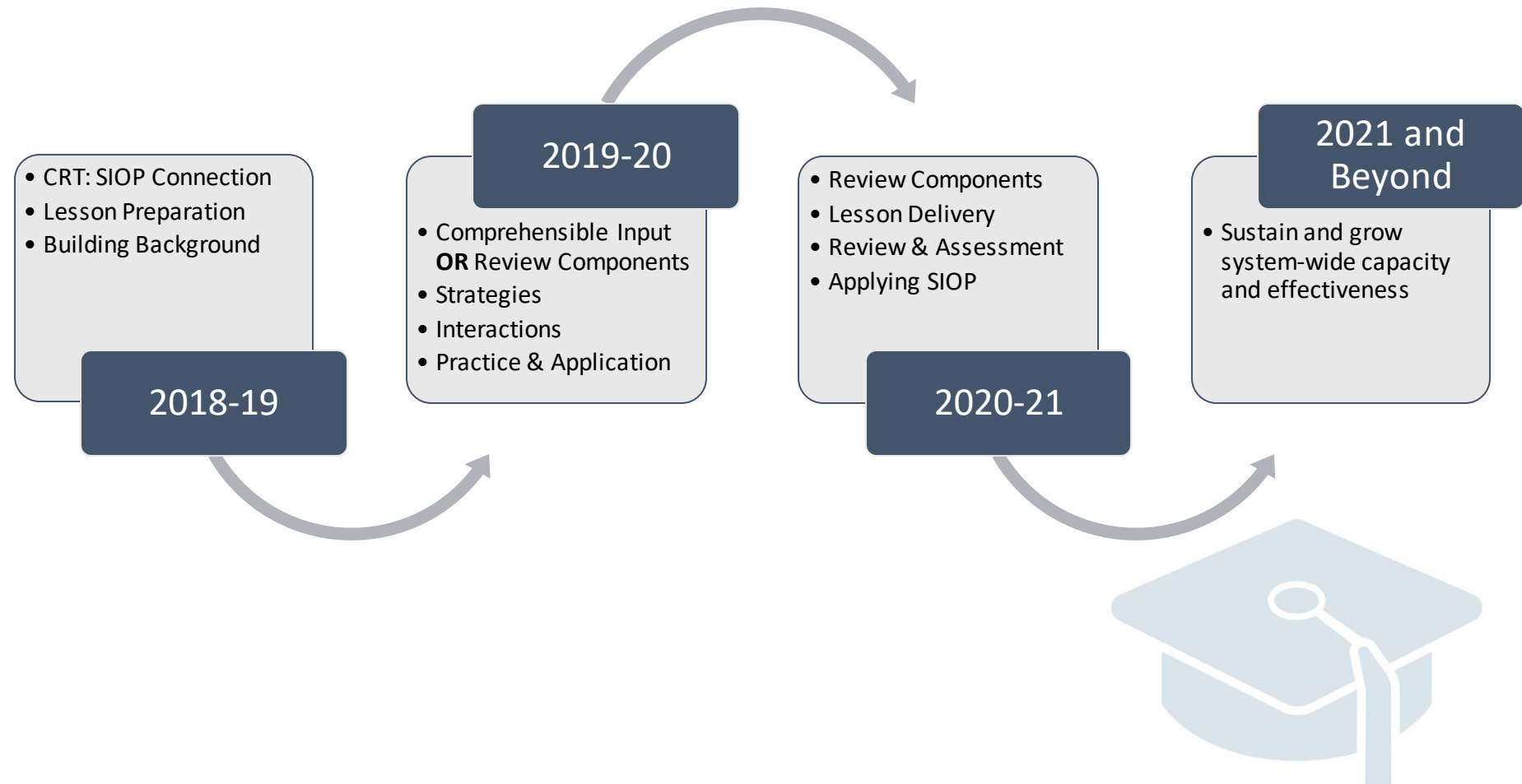
Practice & Application (2019-20)

Lesson Delivery (2020-21)

Review & Assessment (2020-21)



CRT: SIOP Implementation Timeline



System-wide Professional Learning

- Building Administrators
- CRT: SIOP Leads
- CRT Cohorts
- All certificated staff in each building



Guiding Principles

Passion

Persistence

Practice

