

Equity Action Planning

White Bear Lake Area Schools

Agenda

- Purpose
- Selection of Team
- Process
- Timeline
- Outcomes
- Questions

WBLAS Mission

The mission of the White Bear Lake Area School District, the community at the forefront of educational excellence, honoring our legacy and courageously building the future, is to ensure each student realizes their unique talents and abilities, and makes meaningful contributions with local and global impact through a vital system distinguished by:

- Students who design and create their own future
- A culture that respects diverse people and ideas
- Safe, nurturing and inspiring experiences
- Exceptional staff and families committed to student success
- Abundant and engaged community partners

Purpose

In an effort to accelerate our equity initiatives and to hold true to our district's mission and vision, our collective goal is to inspire the action that is needed to support our students, families and staff in achieving educational equity for ALL students.

Selection of Team

- . Intentional
- . Inclusive
- . The voices of diverse viewpoints

Process

| Define Equity | Review & Align | Identify Priorities | Determine Gaps | Create Action |
|---|--|--|---|---|
| Gather community voice Create a foundation statement to guide your Action Plan | Review district student and staff data to identify equity concerns Determine district policies and pracitces that need review | After reviewing data and policies, identify the most pressing needs of the district Share findings and needs with community stakeholders for feedback | Dig deep to determine why gaps exist Determine causes for those gaps Propose possible ways to close or eliminate gaps | Based on the process, create an action plan Assign timelines, action leaders, resources and support to take action Create realistic SMART goals to measure progress and success |

Timeline

October

- Communications with Equity Action Plan Team November
- First meeting of Equity Action Plan Team May
- Completion of Equity Action Plan

Outcomes

- Create a working definition of "equity"
- Identify White Bear Lake's equity priorities
- Allocate resources
- Establish alignment of equity initiatives
- Create an Equity Action Plan including scope and sequence per recommendations identified in the Equity Audit

THANKYOU

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