[Laguna Beach USD]
Board of Education Study Session

March 25, 2021

Education Elements

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Schools grow when people grow

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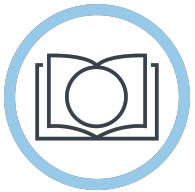
Founded in **2010**

1000+ Schools

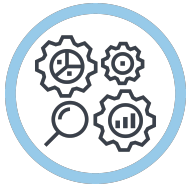
250+ Districts

37 States

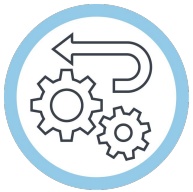
Blended & Personalized Learning



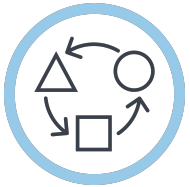
Strategic Planning



Return Planning

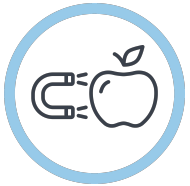


Equity



Leadership Development & Coaching

Teacher Retention



Teams & Culture

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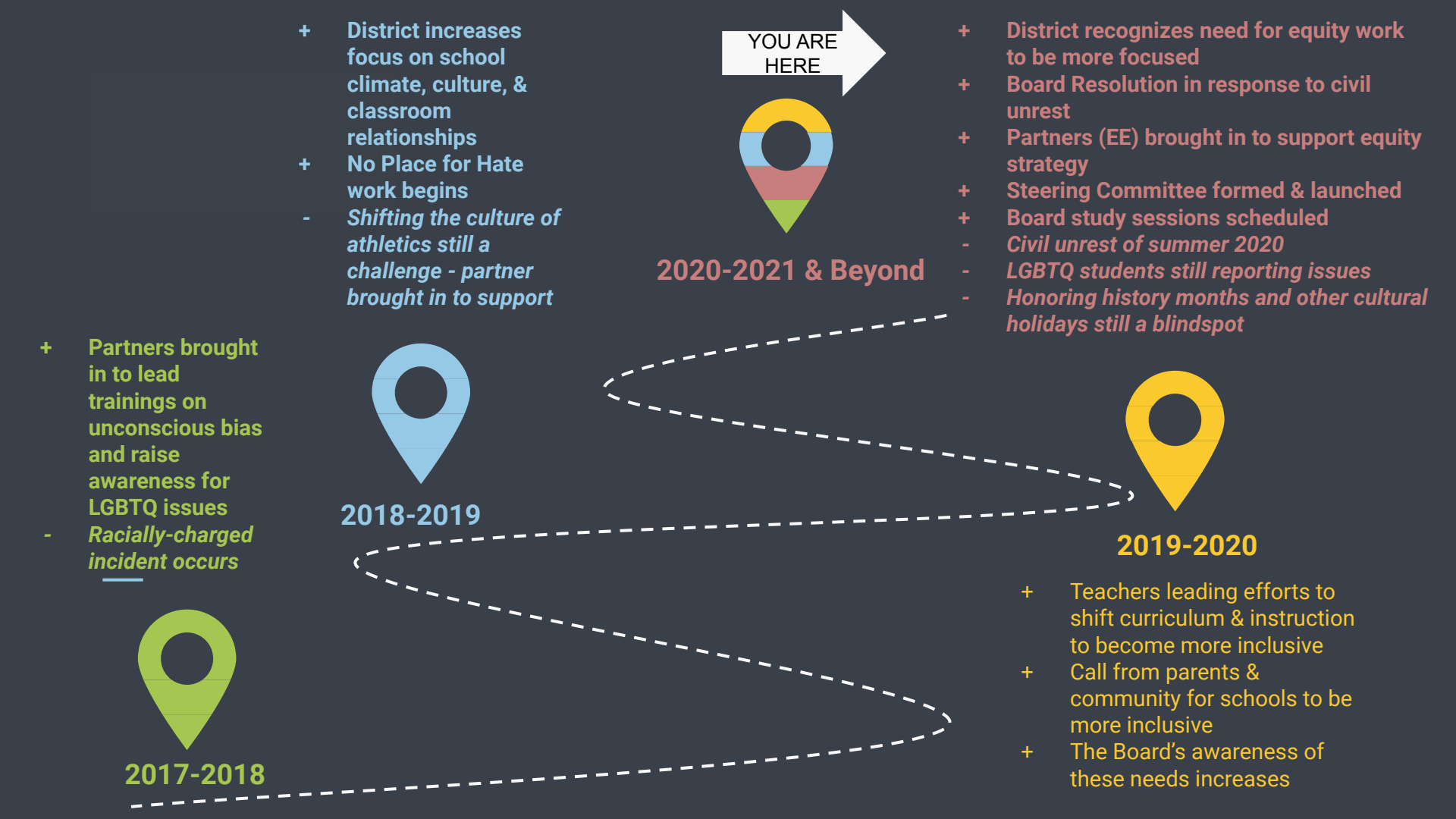
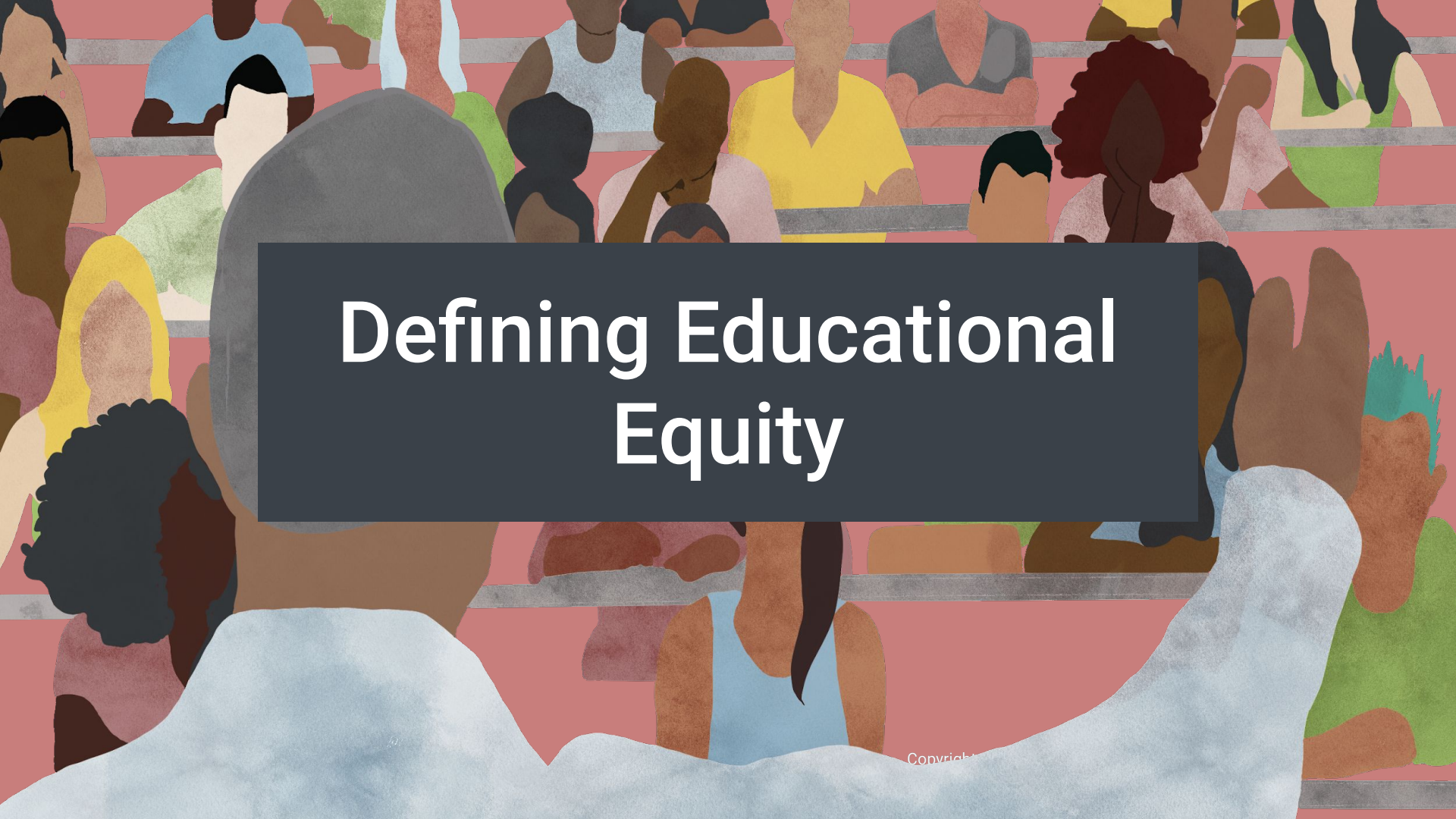
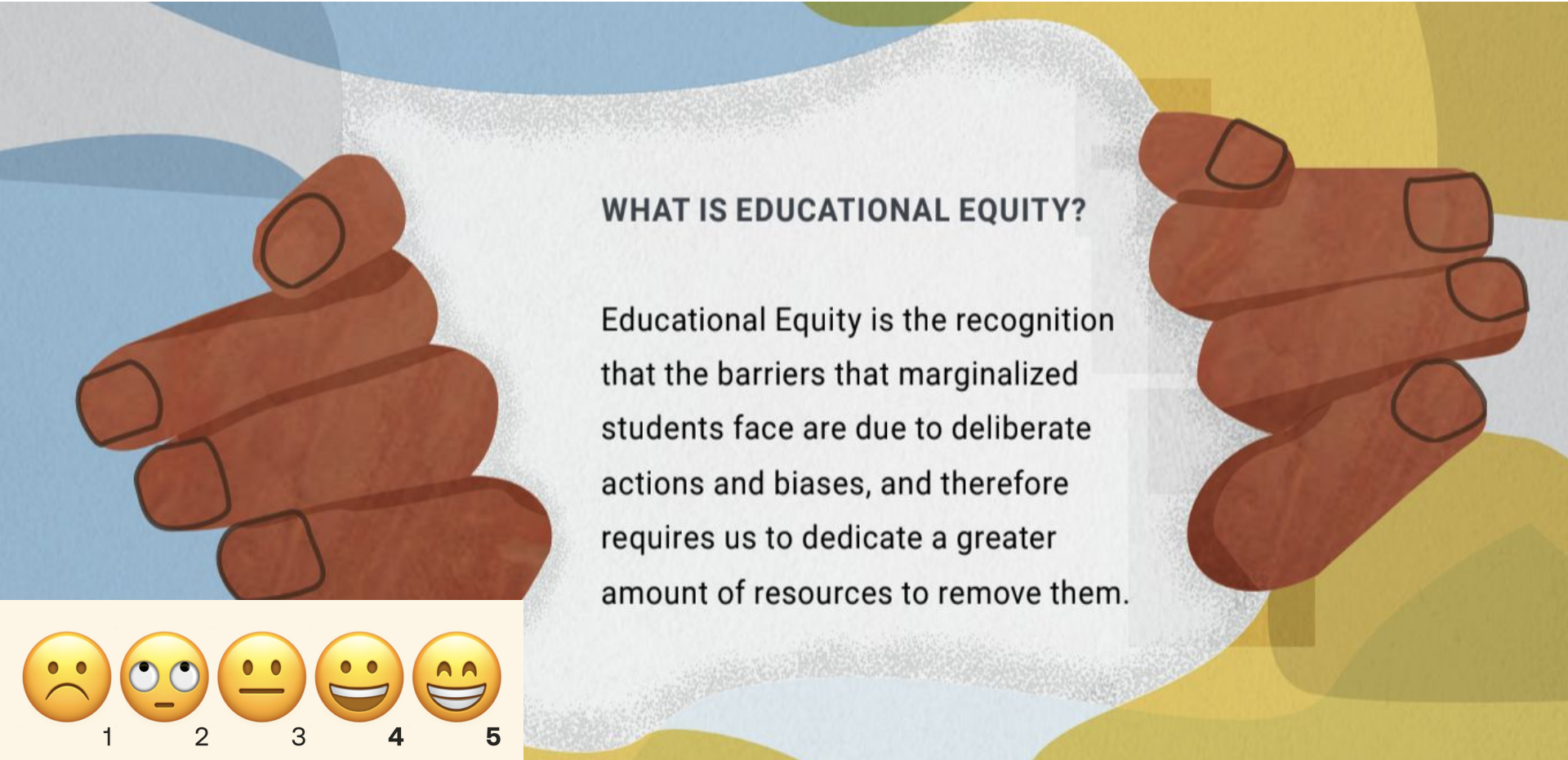
Laguna Beach USD's "Why"


+ District increases focus on school climate, culture, & classroom relationships
+ No Place for Hate work begins
- Shifting the culture of athletics still a challenge - partner brought in to support
2017-2018
+ Partners brought in to lead trainings on unconscious bias and raise awareness for LGBTQ issues
- Racially-charged incident occurs
2018-2019
2019-2020
+ Teachers leading efforts to shift curriculum & instruction to become more inclusive
+ Call from parents & community for schools to be more inclusive
+ The Board's awareness of these needs increases
YOU ARE HERE
2020-2021 & Beyond
+ District recognizes need for equity work to be more focused
+ Board Resolution in response to civil unrest
+ Partners (EE) brought in to support equity strategy
+ Steering Committee formed & launched
+ Board study sessions scheduled
- Civil unrest of summer 2020
- LGBTQ students still reporting issues
- Honoring history months and other cultural holidays still a blindspot

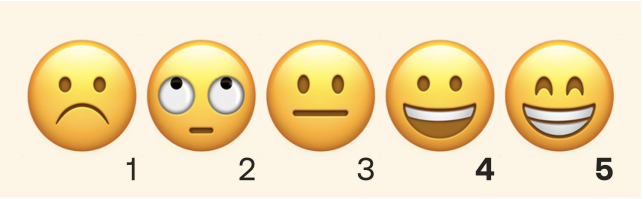

Defining Educational Equity

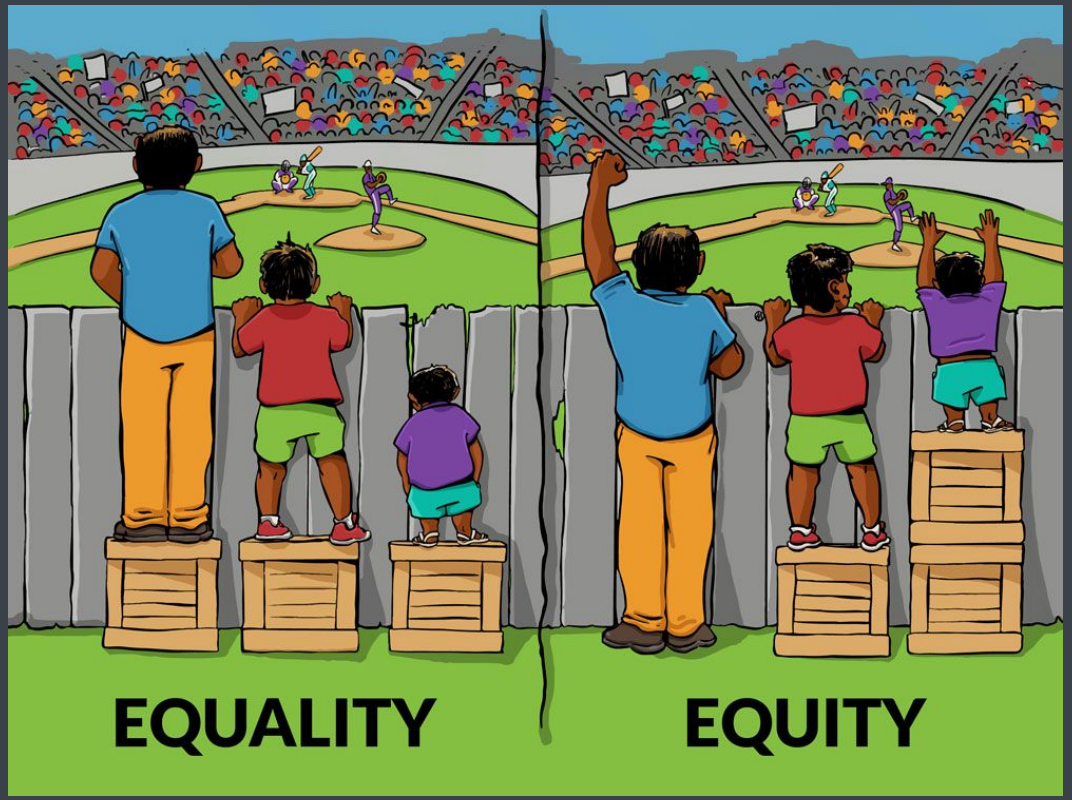
Educational Equity



Equity vs. Equality:
Boxes

Ensuring resources (boxes) are distributed in a manner that allows the same access for all learners (viewing the game)





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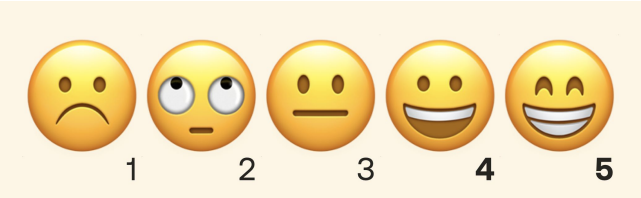
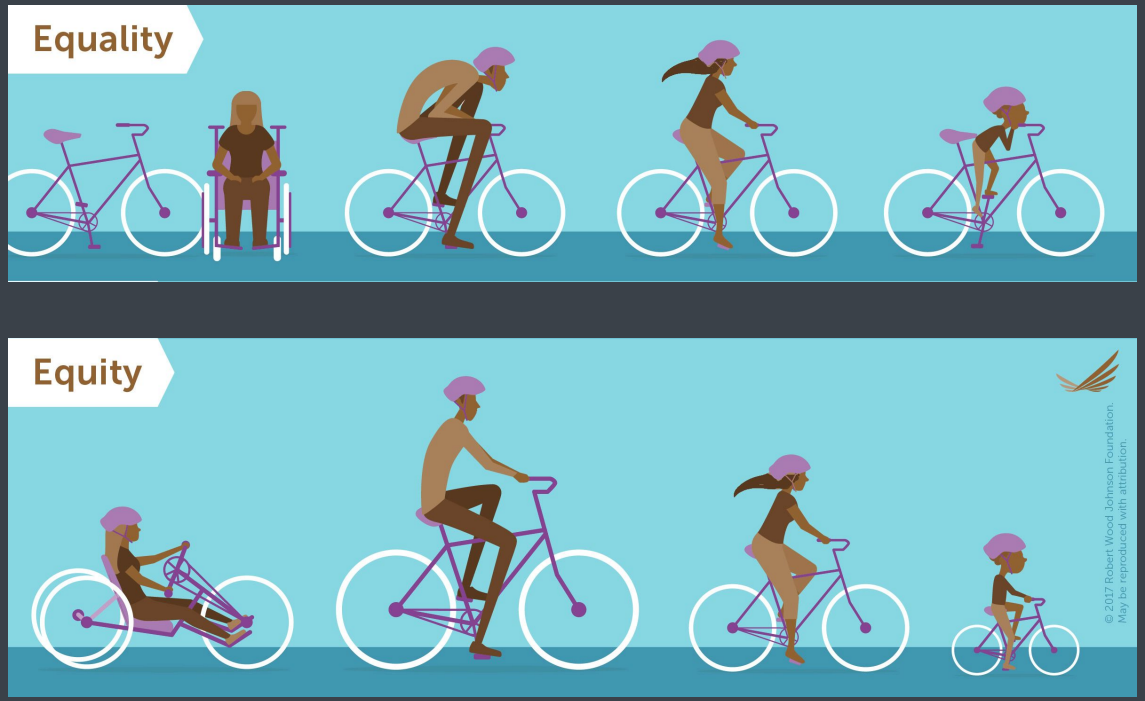
Equity vs. Equality:
Bikes

Broadening definitions of success (different-sized bikes) to increase access for a wider variance of learners





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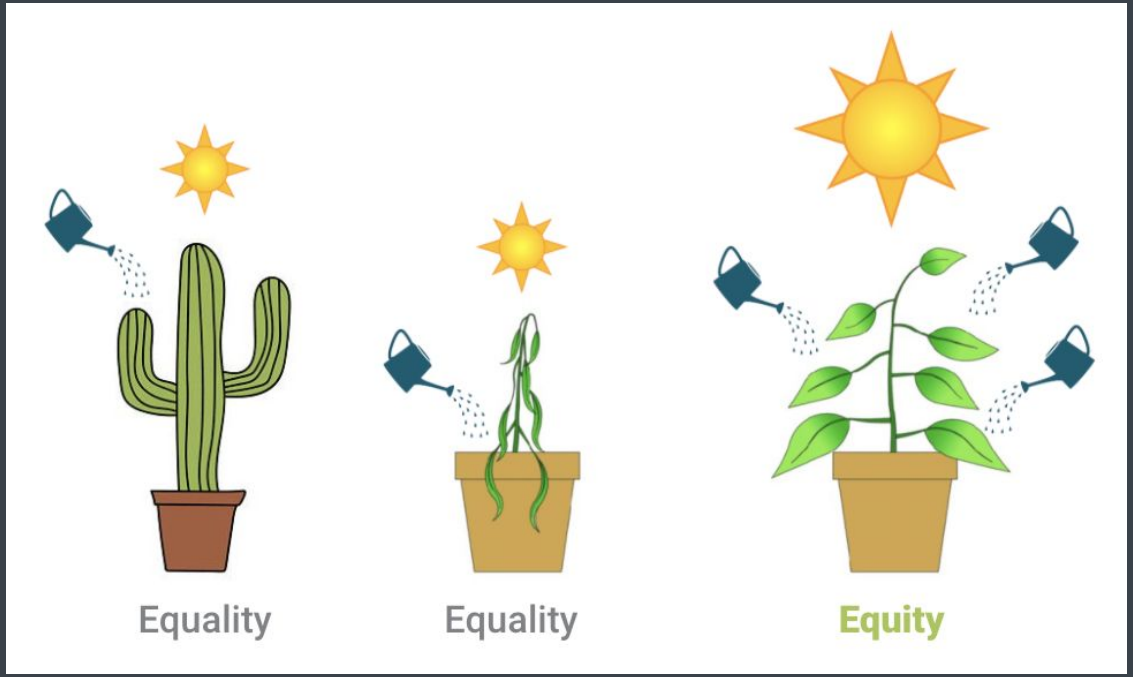
Equity vs. Equality:
Environment

Equity manifests itself in the system; the water, sunlight, and soil are designed to develop every plant. Equitably designed systems pay particular attention to those students who have been historically underserved.



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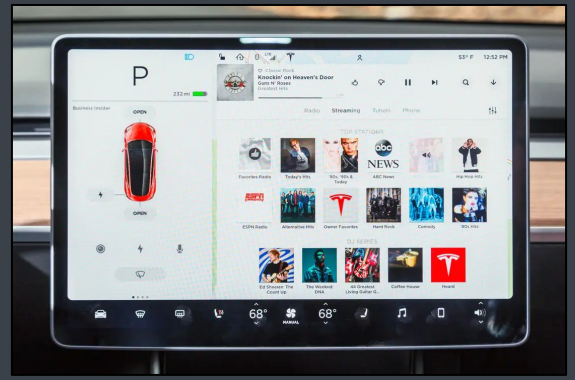
Justin:

“Tune In To Others, Tune In To Yourself”

Educational equity in LBUSD will progress when we first realize that **our systems** of communication and restoration **no longer fit our community’s needs** (and never worked for some). Focusing on **upgrading those outmoded systems** will allow us to more rapidly improve and innovate towards the equitable future our students deserve.



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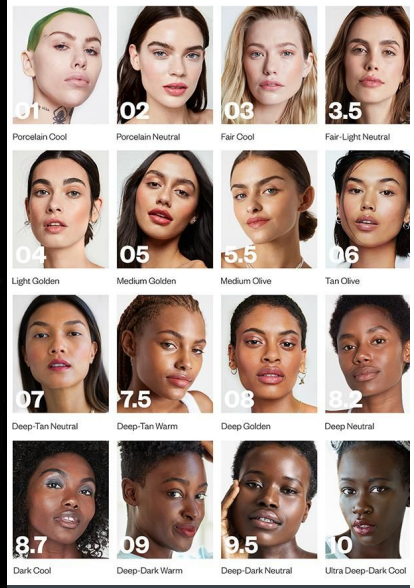
Maryell:

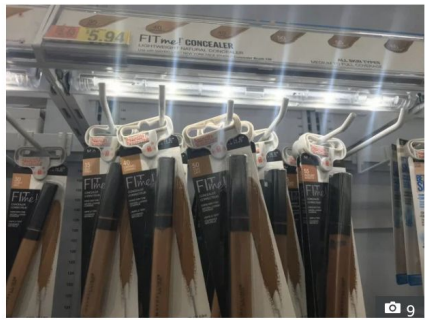
Seek Understanding Beyond Ourselves

Educational equity in LBUSD will progress when we recognize advancements while making space for limitations and systemic problems outside of our awareness. This requires being curious about others, discovering and owning our privilege, and holding space for beliefs and experiences that don't mirror our own. Ultimately, we need to see, face, and work to change systems that may be invisible to us.

Concealer was also flagged as having a similar problem

Credit: @ksmith5200/Twitter





Conceal for darker skin tones is seen with electronic tags

Credit: @ksmith5200/Twitter

Social media users also showed this picture of hair dye Credit: Reddit

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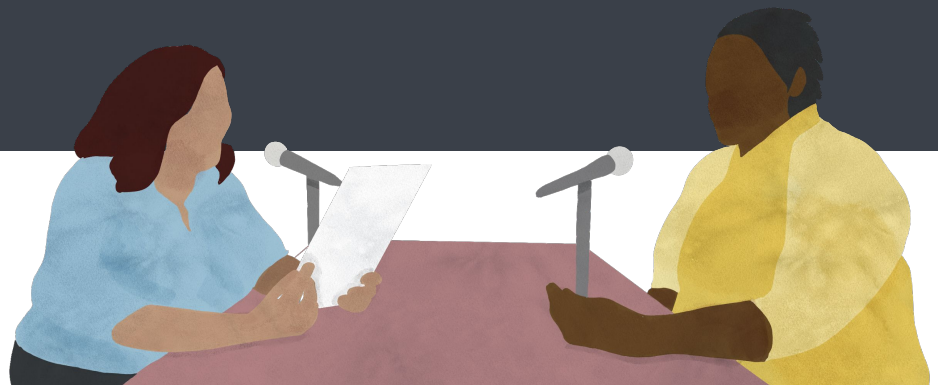
MINI DISCUSSION

Which conception of equity speaks to you? Why?



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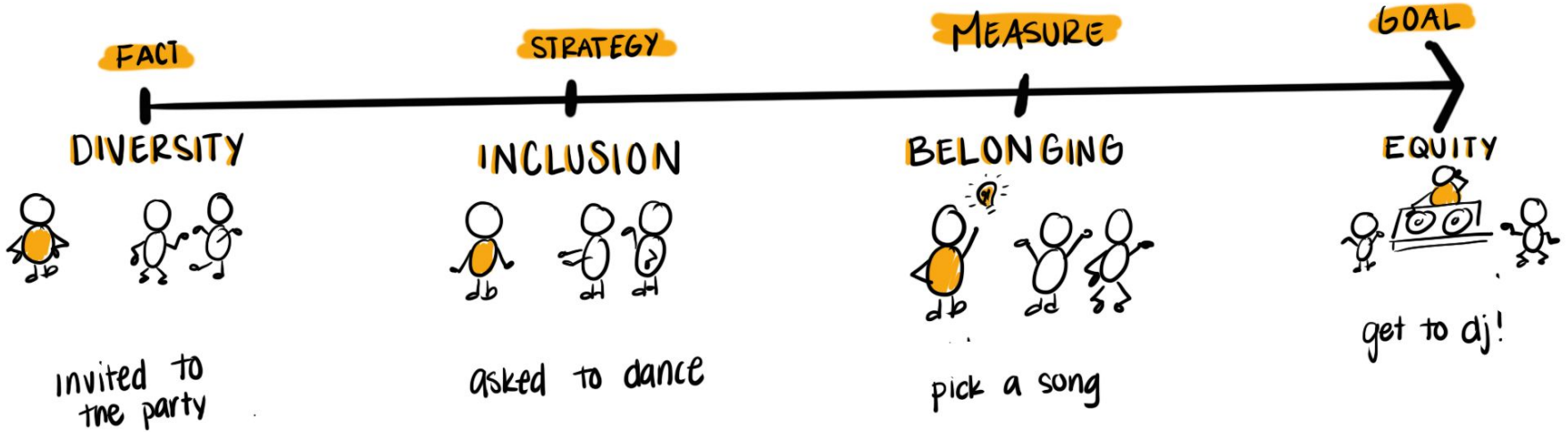
A Means Towards Equity



"**Diversity** is a fact, **inclusion** is a strategy, **belonging** is a measure, and **equity** is the goal."

-Dereca Blackmon

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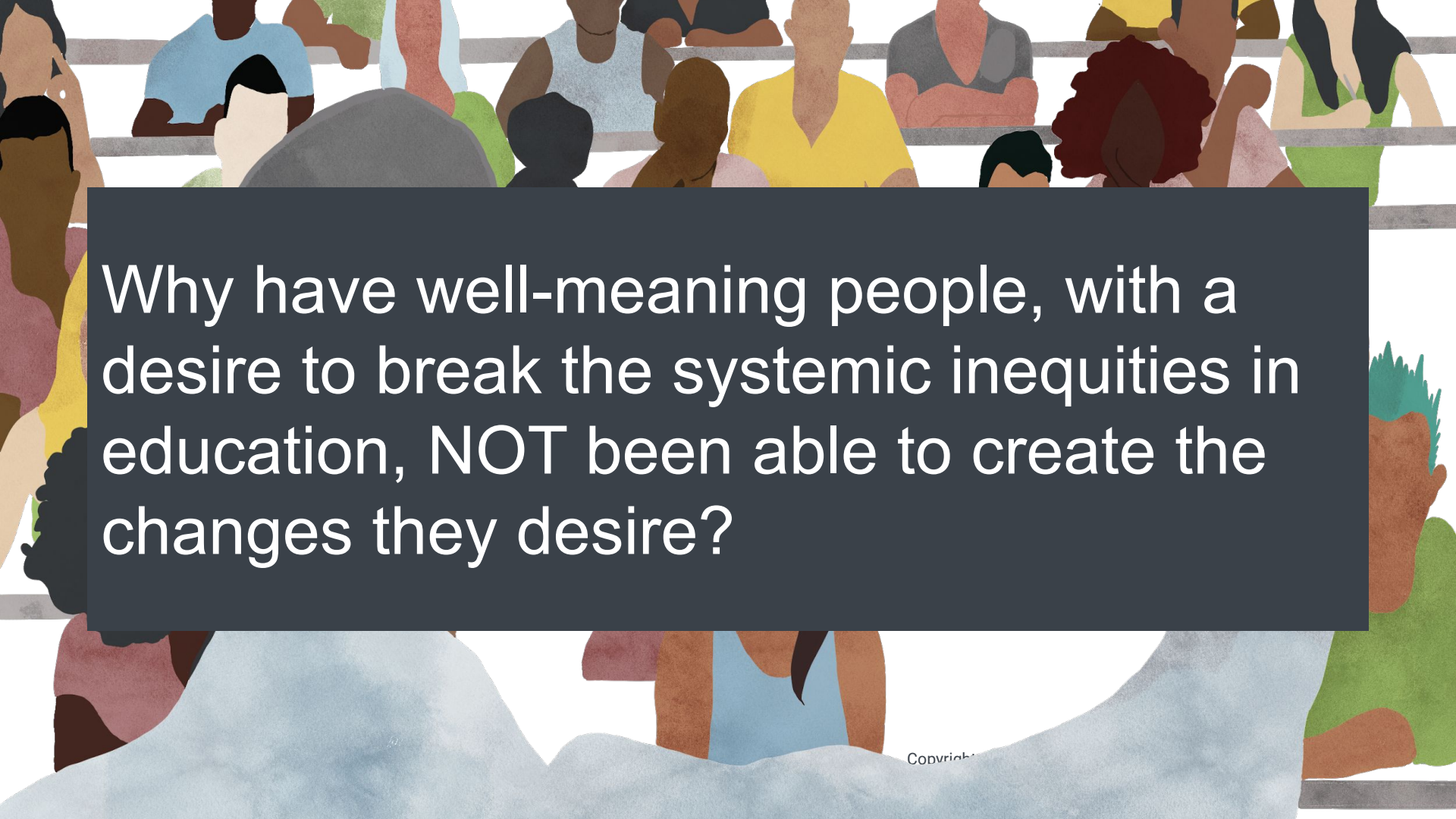
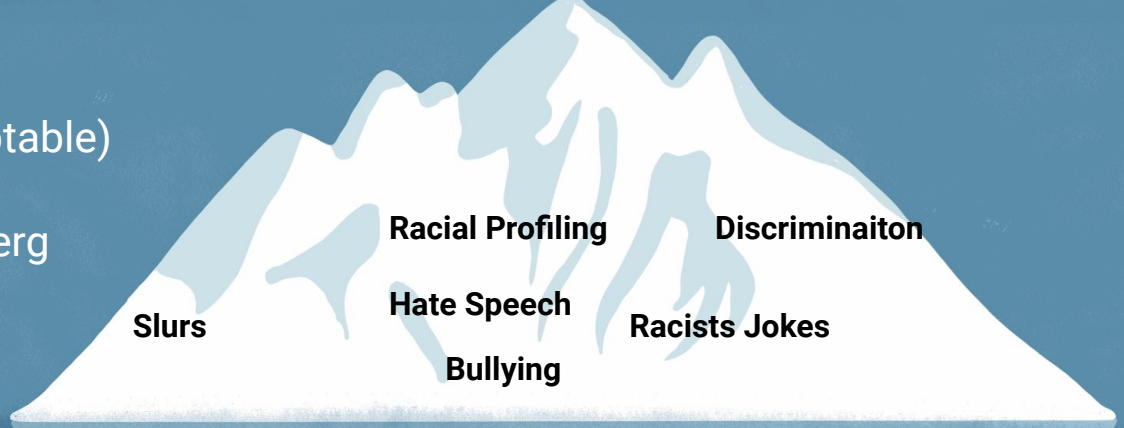

Why have well-meaning people, with a desire to break the systemic inequities in education, NOT been able to create the changes they desire?

WHAT WE SEE, FEEL, HEAR
Engagement Line
WHAT SOME MAY SEE, FEEL, HEAR BUT NOT THE COLLECTIVE

Overt
(Socially Unacceptable)

Tip of the Iceberg



No critical pedagogy

Gap in student achievement based on race, wealth, gender, etc

Perceiving Black and Brown boys as threatening

Deficit labels for students

Token one-off "weeks" or activities

Student of color disciplined more harshly

Race demographics of lowest performing schools

"Other people's children" (delpit) vs authentic caring relationships

Not understand the cultural strengths of POC

Omission of history from curriculum

Under-resourcing of POC-driven options

Accusation of separatism

Allowing racists jokes to go unchallenged

No challenge to White definitions and structures

Claiming neutrality

Denial of racism

"Culturally responsive as end point"

Equity as the holy grail

Notion of mainstream

Racial Microaggressions

Cultural Appropriation

Eurocentric context/ context

Parent-blaming

Assimilationist policies and practices

Academic hegemony

Doing nothing is acceptable default

Poverty

Subject hierarchy

We are all one people

Timetabling

Promotion discrimination

Hiring discrimination

Myth of Meritocracy

Savor Complex

Negative Stereotyping

White driven notion of success

Discriminatory policies

White Fragility (DiAngelo)

Blinked focus on literacy/ numeracy

Post-racial

Covert
(Socially Acceptable)
Passive Acceptance- Too Hard

Low Expectations

Inclusion that is no different from assimilation

70% White teaching force

Fear of white parent or wealthy parent backlash

Assessment against white middle class norms

No authentic consultation with POC community

Deficit thinking

Mispronunciation of names

Blaming children for poor results

Internalized acceptance of low outcomes

inequitable suspensions, exclusions and etc

Pedagogy of Poverty

EVERYTHING THAT DRIVES THE SYSTEM
(INVISIBLE CONDITIONS PREVENTING CHANGE)

Project Overview &
Next Steps

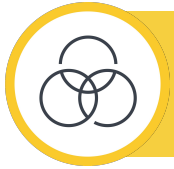
Our Equity Methodology

STEP 1: Inventory + Prioritization

Conduct analysis to understand different equitable indicators within your system

STEP 2: Connect

Unpack the challenge by understanding the experience by those most deeply impacted



STEP 3: Include

Include and elevate the voices of stakeholders at the margins

STEP 4: Create

Design prototypes that create equitable outcomes for ALL students

STEP 5: Action

Implementation of redesigned system and/or equity plan

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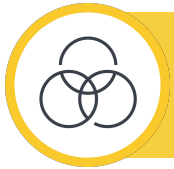
Laguna Beach USD's Equity Methodology and Timeline

STEP 1: Inventory + Prioritization
Conduct analysis to understand different equitable indicators within your system

Jan- March 2021

STEP 2: Connect
Unpack the challenge by understanding the experience of stakeholders and by those most deeply impacted

March- May 2021



STEP 3: Include
Include and elevate the voices of stakeholders at the margins

Fall 2021

STEP 4: Create
Design prototypes that create equitable outcomes for ALL students

Fall 2021- Spring 2022

STEP 5: Action
Implementation of redesigned system and/or equity plan

Fall 2021- Ongoing

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Laguna Beach USD's Equity Roadmap - Spring 2021

January 2021 | **February- March 2021** | **April- June 2021**

Plan and Align | **Inventory and Prioritization** | **Connect**

Steering Committee #1 | **Steering Committee #2** | **Steering Committee #3** | **Steering Committee #4** | **Steering Committee #5**

Project Launch | **Equity Inventory** | **Board of Ed Study Session** | **Stakeholder Sessions and Additional Advisories**

Project Roles + Roadmap

Stakeholder Landscape | **Equity Roadmap**

Community Engagement Plan | **Priority Focus Areas**

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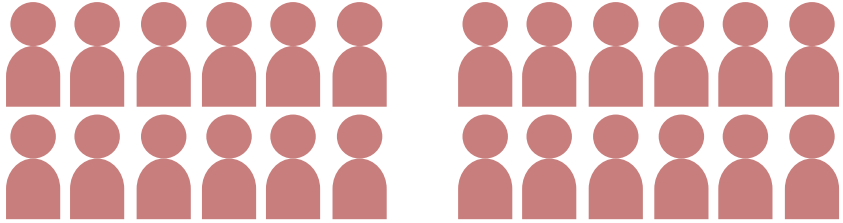
Roles and Responsibilities

Project Team (1-3 people)

Equity Steering Committee (8-12 people)



District Stakeholders

Responsibilities - Lead and Decide

- Provide project oversight
- Manage planning, logistics, and comms.
- Attend all meetings and calls

Responsibilities - Guide

- Inform project decision-making
- Representative of stakeholders and schools
- Attend Steering Committee strategy sessions

Responsibilities - Advise

- Provide voice and experience through engagement work
- Give feedback on focus areas and designs/prototypes
- Participate in and or experience designs in practice

Are there any voices or advisory groups missing today? Any roles we can create to support our work?

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Purpose of the Steering Committee

" This Board commits itself not only to address the symbols of institutional racism and white supremacy, but also to proactively identify and disrupt biases, practices, policies, and remove institutional barriers that perpetuate injustice and inequality in our schools and our community, and to provide confidential and accessible means for reporting acts of racism and bias by students, parents/guardians, staff, and educational community members"- Laguna Beach USD Board Resolution

- Commitment to convening an anti-racism task force by March 2021
- **Inform and guide** policy and decisions for this work
- Identify participants and/or participate in additional subcommittees
- Provide diversity of perspective based on experiences, roles, and background
- Be an advocate and an champion for carrying this work forward

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Our Work to Date and Next Steps

January- March 2021	April- August 2021
• Steering Committee #1 • Steering Committee #2 • Steering Committee #3 • Board Study Session • Stakeholder Landscape • Equity Community Comms and Website	• Community Engagement Plan • Steering Committee # 4 - #6 • Stakeholder Listening Tour • Equity Roadmap/ Focus Areas • Launch Academics Equity Audit

WE ARE HERE

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