

# San Luis Coastal Equity Roadmap


## Growing Students Who Thrive

SLCUSD has a significant responsibility, as well as an opportunity, to affirm and support every student's potential to achieve. Doing so requires eliminating barriers and creating and maintaining a system in which every student thrives. The Equity Roadmap is meant to create common understanding and provide a solutions-focused narrative with embedded data spotlighting three high impact areas: **Academics**, **Student Well-Being**, and **Personnel**. Each area has three recommendations (below) and each recommendation has three specific actions detailed in the Roadmap. The Roadmap compliments and supports the Board Priorities, the Local Control Accountability Plan (LCAP), and the overall District budget.




### Academics


#### Eliminate barriers

 We must take action to identify and eliminate the systems that perpetuate inequities so that instead of creating barriers, our systems affirm student and support them in achieving their full potential.

#### Leverage the power of teachers, site leaders, and school staff


 With self-awareness, teachers, site leaders, and school staff have the power to promote growth for every student.

#### Shape an inclusive worldview


 Both underrepresented and dominant culture students benefit from curricula (books, lessons, projects, activities) that reflect a range of human experience.

### Student Well-Being


#### Deepen student/family and school relationships

 Relationships matter. Schools, students, and families work in partnership to support students in achieving their full potential.

#### Provide windows and mirrors


 To thrive, students should see their identities, experiences, and motivations accurately represented in the curriculum, while also having the opportunity to gain insight into the identities, experiences, and motivations of others.

#### Support every student being ready to learn, every day


 This includes systematically ensuring concrete resources such as family support, mental health/counseling, affirming and sustaining environments, and social-emotional learning.

### Personnel


#### Recruit and hire staff who reflect the student body

 It is important for students to see themselves reflected across school personnel, including leadership.

#### Create welcoming work environments for people of all backgrounds

 School climate and community building is a major facet of the work to eliminate educational barriers.

#### Train staff around recruitment, hiring, onboarding, and retention

 For students to succeed, adults must have the knowledge and abilities to hire staff that represents the student body.

