

Lower Merion School District Equity and Inclusion Audit

Education Northwest is partnering with the Lower Merion School District (LMSD) to audit equity and inclusion within the district. From late 2020 to early 2021, LMSD leadership engaged the community in a collaborative process to identify three critical focus areas of this audit:

- Curriculum, instruction, and pedagogy
- Professional learning
- Staff diversity and hiring

Education Northwest will engage the LMSD community throughout all phases of the audit. In collaboration with LMSD, we established a 12-member advisory group of parents, educators, counselors, school board members, and community leaders.

The advisory group will meet regularly with Education Northwest to provide feedback on the audit plan, inform data collection efforts, and develop recommendations for the district.

Education Northwest will share findings regularly with the community. To make sure the audit process itself is equitable, Education Northwest will center transparency and community collaboration at every stage. Education Northwest will regularly seek community feedback by:



Sharing updates with the Ad Hoc Committee on Equity & Anti-Racism and the Committee to Address Race in Education



Administering surveys to solicit feedback on the equity audit plan



Sharing regular equity audit memos

To learn more about LMSD's collaborative community process, please refer to the [February 2021 Equity Audit Update to the LMSD Board of School Directors](#).




Education Northwest Team



Tanisha Tate Woodson, Ph.D.
Project Director
tanisha.woodson@ednw.org

Let's stay connected. Use our [digital suggestion box](#) to share your perspective on the LMSD equity and inclusion audit with the Education Northwest team. If you have any difficulty with using the digital suggestion box you can message the Project Director at Tanisha.Woodson@ednw.org.

LMSD Equity Audit Areas of Focus

<p>Curriculum, instruction, and pedagogy</p> 	<p>What do we plan to learn? To what extent is the district’s curriculum diverse, equitable, and inclusive?</p> <p>We will ...</p> <ul style="list-style-type: none"> • Review textbooks, teacher manuals and handouts, book lists, videos, presentation materials, and readings to understand the extent to which the curriculum is diverse, equitable, and inclusive • Conduct districtwide educator surveys to understand how a culturally responsive, racially literate perspective is embedded in the daily experience of everyone in the district • Survey students and parents of elementary-age students to better understand how students see themselves reflected in the curriculum • Train district staff members to conduct site visits to identify the degree to which there is fidelity to and accountability for implementing diversity, equity, and inclusion in the curriculum
<p>Professional learning</p> 	<p>What do we plan to learn? How have professional learning opportunities related to diversity, equity, and inclusion impacted teachers, staff members, administrators, students, and families?</p> <p>We will ...</p> <ul style="list-style-type: none"> • Facilitate staff focus groups to understand the successes and barriers related to implementing diversity, equity, and inclusion in the curriculum • Survey district staff members, students, and parents of elementary-age students to evaluate perceived changes in teaching approaches and strategies, motivations and self-efficacy in the teaching program, and access to organizational support • Review documents related to culturally responsive professional development learning opportunities to identify types of programs offered, topics covered, and tools provided to teachers
<p>Staff diversity and hiring</p> 	<p>What do we plan to learn? What are the impacts of ongoing recruiting and retention efforts related to diverse teaching candidates, administrators, and staff members?</p> <p>We will ...</p> <ul style="list-style-type: none"> • Review staffing data, human resources policies, and documentation to understand the district’s process for recruiting and retaining staff members of color • Conduct focus groups with staff members to understand the recruitment, hiring, and onboarding experiences of staff members and educators who are Black, Indigenous, and people of color • Interview the human resources director and survey building administrators to understand the policies and practices used to recruit, hire, and retain a diverse staff for the district