

Equity Action Plan

2023-24 School Year



JOSEPH SEARS

EST. 1899

Equity Action Plan

The EAP is an accountability framework to identify, measure and sustain actions to advance equity. It is a collaborative process developed with district stakeholders and relies on systemic commitment to best serve all students.

Five Strands of Systemic Equity[©]

Systems

**Teaching
and
Learning**

**Student
Voice,
Climate &
Culture**

**Professional
Learning**

**Family &
Community
Agency**

Systems



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Systems

To ensure a systemic and continuous development toward advancing equity within all policies, processes, procedures, initiatives, decision-making and fiscal responsibilities.

Overview of the 2022-23 School Year

- Created and shared equity definition for Kenilworth School District 38.
- Updated the registration process to ensure all community members feel welcomed, valued, and supported.

Objectives for the 2023-24 School Year

- Review data disaggregate by different characteristics related to educational outcomes to identify inequities and develop plans to mitigate disparity.
- Work with SVCC to create lesson to present KSD38 Equity Definition to all students (e.g., Panther Pride, grade level band meetings, Caring School Communities).

Teaching and Learning



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Teaching and Learning

To intentionally embed equity-driven pedagogy in curriculum, resources, instructional approaches, use and consideration of assessments, and academic programming for the purpose of advancing equity among all students.

Overview of the 2022-23 School Year

- Studied equity frameworks to implement at Sears.
- Studied equitable classroom and school library best practices.
- Audited our school library for equitable titles.

Objectives for the 2023-24 School Year

- Continue to implement an Integrated System of Teaching and Learning, the foundation required for an equitable curriculum framework. Additional equity frameworks will be studied once our Integrated System of Teaching and Learning is implemented.
- Continue to research and participate in professional development related to an equitable school and classroom library.

Student Voice, Climate and Culture



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Student Voice, Climate and Culture

To consistently seek students' feedback and experiences on organizational culture and climate.

Overview of the 2022-23 School Year

- Established a structure & sustainable student leadership committee to cultivate Diversity, Equity, and Belonging at Sears.
- Fostered authentic connections and caring relationships between students and adults within the schoolhouse.

Objectives for the 2023-24 School Year

- Maintain a structured & sustainable student leadership committee to cultivate Diversity, Equity, and Belonging at Sears.
- Continue to foster authentic connections and caring relationships between students and adults within the schoolhouse.
- Partner with school committees on selecting tools to effectively assess climate, culture, and sense of belonging.

Professional Learning



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Professional Learning

To provide a continuum of professional learning and growth opportunities for all staff in pursuit of educational equity.

Overview of the 2022-23 School Year

- Trained all staff on the foundations of educational equity in order to have common understandings of equity and how this can support a culture of care. (series 1-5)

Objectives for the 2023-24 School Year

- Continue to train all staff on the foundations of educational equity in order to have common understandings of equity and how this can support a culture of care. (sessions 6-10 in the series)
- Identify critical understandings from the foundational equity trainings and incorporate into the onboarding process for new staff beginning 2023-2024 in order to have common understandings of equity and how this can support a culture of care.

Family and Community as Agency



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Family and Community as Agency

To partner with families and the community for authentic opportunities to serve the students, the school, and district.

Overview of the 2022-23 School Year

- Identified opportunities to collaborate with school adjacent groups to be an effective partner to the students, BOE, Administration, and staff in support of promoting a culture of belonging.

Objective for the 2023-24 School Year

- Continue to identify opportunities to collaborate with school adjacent groups to be an effective partner to the students, BOE, Administration, and staff in support of promoting a culture of belonging.

**Thank you for your continued
support and collaboration with this
important work.**



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