
McLean Equity Action Plan

Q1 2024 Update

District Equity Leadership Team
October 18, 2023





DELT Member SY 2020-2023

Jessica Alt
Roger Baldwin
Moe Backe
Jeff Beal
Corey Beirne
Lora Boyd
Dayna Brown
Carrie Chapman
Dr. Trevor Chapman
Angie Codron
Darrin Cooper
Leslie Davenport
Sylvester Davis
Lindsey Dickinson

Chris Ellis
Rachel Evans
Osha Green
Julie Hagler
Lashonna Harden
Karrah Jensen
Maggie Lakebrink
Dan Lamboley
Michelle Lamboley
Regina Manzanarez
Courtney McClure
Chris McGraw
Marianna Nicasio

Brett Papoccia
Kris Pennington
Terri Peoples
Alyssa Ried
Dr. Kristal Shelvin
Abi Strader
Susan Steinbach
Gina Tenuta
Bryan Thomas
Leslie Webb
Dr. Kristen Weikle
Monica Wilks
Cameo Williams

Moe	Backe	Michelle	Lamboley
Corey	Beirne	Courtney	McClure
Dayna	Brown	Jenny (Mary)	Miller
Emily	Castrejon	Terri	Peoples
Carrie	Chapman	Jason	Salrin
Jennifer	Chlebowski	Dave	Schumer
Angie	Codron	Dr. Kristal	Shelvin
Leslie	Davenport	Jen	Sikes
Sylvester	Davis	Gina	Tenuta
Christina	Ellis	Bryan	Thomas
Kelly	Fitzgerald	Liz	Tomera
Laura	Fleri	Latysha	Watson
Julie	Hagler	Leslie	Webb
Monique	Hall	Dr. Kristen	Weikle
Ryan	Kerr	Monica	Wilks
Courtney	Knowles	Cameo	Williams
Maggie	Lakebrink	Kelly	Winter
Dan	Lamboley		

Welcome & Welcome Back to 23-24 DELT

Systems

Teaching & Learning

Professional Learning

Student Voice, Climate & Culture

Families & Community as Agency

McLean Unit 5

Equity Action Plan



Systems

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

Strand Members:

Emily Castrejon, Latysha Watson, Jason Salarin, David Schumer, Monica Wilks, Cameo Williams, Dr. Weikle,



Unit 5 Equity Action Plan

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

Objective

Measure

Timeline

1.1

Communicate [district wide definitions](#) surrounding equity, diversity and inclusion and communicate DEI learning opportunities to all stakeholders with a specific focus on anti-bias and anti racist language.

Include updates and opportunities on the DEI webpage and in district equity trainings

January 2023-
Summer 2024

1.2

Review BOE policies and procedures through an equity lens.

Highlight/share identified policy updates with stakeholders

Fall 2023-
Summer 2024



Unit 5 Equity Action Plan

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

	<u>Objective</u>	<u>Measure</u>	<u>Timeline</u>
1.3	Communicate and promote DELT and BOE statements regarding diversity, equity, and inclusion	Webmasters, building admin, and department directors will use guided questions to promote U5 DELT and BOE equity statements and to ensure all student groups are represented on school websites and social media platforms.	Fall 2023- January 2024
1.4	Develop short term and long term plans to recruit and retain a highly qualified and diverse staff..	Gather staff and student data to inform building/department profiles Form and train a staff recruitment team	Fall 2023- Summer 2024



Unit 5 Equity Action Plan

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

Objective

Measure

Timeline

1.5

Develop a retention plan for diverse Unit 5 staff.

Design and distribute staff retention survey

Support self-organized affinity groups with the U5 Affinity Toolkit

Fall 2023-
January 2024

1.6

Establish a roll-on/roll-off process for DELT.

Implement process to retain current members and add new members.

Recognize DELT alumni

Fall 2023-
Summer 2024



Professional Learning

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

Strand Members: Michelle Lamboley, Courtney McClure, Angie Codron, and Leslie Davenport, Ryan Kerr, Monique Hall, Laura Fleri



Unit 5 Equity Action Plan Year 1+

PROFESSIONAL LEARNING

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

Objective

Measure

Timeline

4.1

Develop a way to check that the new trainings are happening with each onboarding

4.1a Create a viewable spreadsheet to see when and how often the new staff onboardings are happening
4.1b Create an exit slip following the training to gather immediate feedback about the content and format and its impact

2023-2024
school year &
beyond

4.2

Embed the initial trainings topics (microaggressions, implicit bias, and identity) into the equity school improvement planning to build a proactive plan for when these topics occur within the root cause analysis discussions

4.2 Connect with T & L strand to find ways to incorporate equity vocabulary and training topics so they occur regularly throughout each training

2023-2024
school year



Unit 5 Equity Action Plan

PROFESSIONAL LEARNING

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

Objective

Measure

Timeline

4.3

Build a leveled equity school improvement training plan that addresses Understanding level for new staff and Navigating for use of the root cause analysis for returning staff offered at the same time

4.3a UNDERSTANDING training development: brings new staff up to speed on school equity goals, common vocabulary, school data analysis, cycles of inquiry model, and root cause practice; includes understanding leveled training for new support staff

4.3b NAVIGATING training development: keeps current staff moving forward on the equity goals and developing instructional strategies to try to address root cause with a constant analysis of school improvement data; includes navigating leveled training for returning support staff

2023-2024
school year

4.4

Create an accountability plan that measures impact of equity training throughout the

4.4a Build a plan to support and coach staff at various levels to allow them to self-identify Understanding or Navigating to help plan for leveled trainings that are needed by building plan

4.4b Allow for the creation of an infographic that celebrates and highlights movement in our equity

2023-2024
school year

Upcoming Reports

Student Voice Climate and
Culture- SEAAT

Family and Community as
Agency

Teaching & Learning
