

PASADENA UNIFIED SCHOOL DISTRICT
2023-2024 DEPARTMENT PLAN

Department Name: Equity and Access

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Department Purpose

What does the department do?

Ensure equity for students and staff as well as Title IX Compliance

Department Services

What is a general list of services that your department provides?

Lead intentional, equity-focused cross-collaboration with Human Resources, Student Wellness and Support Services, Curriculum, Instruction and Professional Development, and Communications Departments to ensure PUSD is operationalizing the DEI Litmus Tes in making decisions. Additionally, the office supports investigations relating to Title IX.

Total Department Budget

What is your department's total budget?

Note:

The budget for this department is to train personnel of the department to do the work of equity and Title IX. The budget also pays for facilitators, and snacks along with attorney consultations,

PASADENA UNIFIED SCHOOL DISTRICT 2023-2024 DEPARTMENT PLAN

Prior Year Reflection

This section of the department plan reviews the intent of prior department plans and the successes/challenges encountered while implementing the planned actions. This portion of the plan summarizes key learnings that inform the planning for the current year.

Prior Year Intended Outcomes

What did your department plan set out to achieve during the prior year?

The Office of Equity and Access created a video to share PUSD's DEI Definitions and Litmus test, a webpage on PUSD's website was created, a team of educators have been identified to work on equity work and create next steps for PUSD. Title IX trainings have been provided for all site administrators, there has also been training for investigators. Additionally, signage has been order for each site and our carpentry staff is about 50% complete with posting them at school sites.

Prior Year Achievement

Did the department achieve what it had outlined? How do you know?

Yes, the webpage exists and has information on it pertaining to PUSD's Equity Work, the signs are being posted, the office is getting contacted for instances of sexual harassment and guidance is being given

Prior Year Successes, Challenges, and Learnings

What successes, challenges, and learnings should be highlighted from the prior year?

The department has been challenged with gathering like staff and developing affinity groups for staff. There are a variety of tasks that need to be completed to continue to see the work of equity move forward. The office must pace themselves in order to unveil things in a well thought out manner so that it is impactful for students.

PASADENA UNIFIED SCHOOL DISTRICT 2023-2024 DEPARTMENT PLAN

Current Year Priorities

This section of the department plan provides a summary of the identified needs that are prioritized for informing the department plan's actions for the current year.

Data and Information Used for Plan Development

What data did you consider when developing this plan?

There has been significant data that has been collected from districts in California to determine the best path forward for PUSD by determining what could work from PUSD.

Stakeholder Engagement/Input

What stakeholder engagement or information was used to inform this plan?

The department has worked with the District's AAPC and contacting different school districts to determine the best path to move forward in addressing the needs of African American Students. The department is working with a community group to share the history of redlining in Pasadena.

Key Data Findings/Information for This Plan

Based on data analysis and stakeholder information, what key data findings are considered in the development of this plan?

Taskforce with a facilitator, community of harm document, creating safe spaces for students

Current Plan Priorities

Based on the key data findings, what needs emerged from your Department's root cause analysis, and which of these needs are given priority for this planning cycle?

PASADENA UNIFIED SCHOOL DISTRICT
2023-2024 DEPARTMENT PLAN

Current Year Planned Actions and Metrics

This section of the department plan provides a summary of the planned actions that address the identified priorities based on data analysis and stakeholder input. Metrics associated with monitoring and/or evaluating the effectiveness of the planned actions are summarized in this section.

What action could you take to address the identified needs of your department?

What would you be able to monitor throughout the year (quarterly or more than twice per year) to know that your actions are creating a change?

Theory Of Action

If we... Ensure professional development of Restorative Practices is provided to staff members on each site

and

RTI wellness coaches on each site trained in restorative and culturally-responsive strategies

and

Creating a tool, or a growth model tool to help guide the work and look at metrics to measure success

and

Making sure the gatekeepers:counselors and psychologists are trained in Anti Bias PD as well as how to use a gender support plan

then... students will attend school and suspensions or conflicts will decrease for our students

and

student conflicts will decrease

and

PASADENA UNIFIED SCHOOL DISTRICT
2023-2024 DEPARTMENT PLAN

which will...	and more students will access to A - G coursework and it's importance, students would not be over identified as requiring special education services and students would feel supported as their gender identity is affirmed DEI educational campaign to build knowledge and operationalize
If we... then... which will...	Identifying staff, 1 administrator per site to be investigators school sites would be better equipped to investigate conflicts on campuses Title IX investigator training
If we... then... which will...	Complete a process for PUSD to follow for student Title IX cases and staff Title IX cases Title IX Process for PUSD

PASADENA UNIFIED SCHOOL DISTRICT
2023-2024 DEPARTMENT PLAN

Priority 1: DEI educational campaign to build knowledge and operationalize

[Action 1]

Ensure professional development of Restorative Practices is provided to staff members on each site

Metrics

- a. school discipline data, school connectedness, sense of safety

[Action 2]

RTI wellness coaches on each site trained in restorative and culturally-responsive strategies

Metrics

- a. monitor student discipline data by race/ethnicity (i.e. out of school suspensions, teacher suspensions, ATS, referrals) by semester, monitor attendance trends by race/ethnicity by semester, frequency of implementation of restorative practices by semester

[Action 3]

Creating a tool, or a growth model tool to help guide the work and look at metrics to measure success

Metrics

- a.

[Action 4]

Making sure the gatekeepers: counselors and psychologists are trained in Anti Bias PD as well as how to use a gender support plan

Metrics

- a.

Priority 2: Title IX investigator training

[Action 1]

Identifying staff, 1 administrator per site to be investigators

PASADENA UNIFIED SCHOOL DISTRICT
2023-2024 DEPARTMENT PLAN

Metrics

- a. school discipline data, school connectedness, sense of safety

Priority 3: Title IX Process for PUSD

[Action 1]

Complete a process for PUSD to follow for student Title IX cases and staff
Title IX cases

Metrics

- a.