

Equity Plan 2022-2023

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CVESD Shared Values for Equity

- We believe there is no significant difference in educational outcomes based on race, gender, or economic status.

- Solutions, resources, programs, services and support are applied in a manner which develops the full potential of each child.



Why Equity?

2020 – 2021 End of Year

- Grades K-2 Smarty Ants Reading: 55%
- Grades 3-6 Achieve 3000 Reading: 54%
- Grades K-6 iReady Math: 33%
- 1,626 Students were Chronically Absent
- 173 Suspensions, 269 Behavior Intervention Plans
- Total 9,037 students who are considered Overweight or Obese



Overarching Goals for Equity

- To Ensure Effective Alignment with LCAP Goals, Actions, and Funding Support.
- To Strengthen the Conditions of Learning for all District and Site Staff, Students, and their Families.
- To Increase and Guarantee the Well-being of All Students Academically, Social/Emotionally and Physically.
- To Actively Encourage Strong Parent/Family Engagement and Collaboration to Successfully Achieve These Goals.





Goal 1: Becoming Culturally Proficient Systemwide

Hallmarks of a Culturally Proficient System

Esteem and learn	Know	Interact	Advocate
All stakeholders esteem and learn from differences as a lifelong practice.	All stakeholders know how to learn about and from individual and organizational culture.	All stakeholders interact effectively in a variety of cultural environments.	All stakeholders relentlessly advocate for others.

Equity Driven Actions

Providing	Collaborating	Planning
Provide weekly communication to school and district leaders to develop knowledge on Equity, Social Justice, Anti-racism, and Microaggressions.	Collaborate with MTSS and Language Acquisition to review data and identify potential barriers towards becoming a culturally proficient system.	Plan ongoing differentiated professional development with ISS, Equity Hub, and MTSS for all staff to support systemic integrity and culturally proficiency.

Goal 2: Recruiting, Hiring, and Retaining a Highly Qualified Diversified Workforce



Highly Qualified Diverse Staff

- Promotes respecting the unique needs and perspectives of a diverse group of thinkers.
- Contributes to the decision-making process supporting greater diversity of ideas and solutions to problems.
- Improves the potential for creativity and innovation.



Equity Driven Actions

- Conduct ongoing ThoughtExchanges to gather input and feedback from stakeholders.
- Review, revise, and make recommendations regarding current policies and practices.
- Collaborating with SDSU, National University, and Point Loma Nazarene to ensure highly qualified and diverse candidate pool.
- Attending upcoming job fairs to recruit highly qualified candidates that reflect our community and society at large.



Goal 3: Reduce Suspension, Referrals, and Promote Restorative Practices



Reducing Suspensions & Referrals

- Promote greater access and engagement for learning.
- Support restorative practices not punitive.
- Decrease the likelihood of more serious consequences in the future.

Equity Driven Actions

Providing

Providing weekly information to site leaders that supports equitable practices for students with behavior concerns.

Collaborating

Collaborating with MTSS Department to monitor discipline referrals and provide ongoing training and support for schools that have greatest needs.

Planning

Use ThoughtExchange input to create Professional Development for schools.

Planning with the Western Educational Equity Assistance Center (WEEAC) to development training and support for families.



Goal 4: Curriculum and Instruction

Equity Driven Actions

Review and Revise	Collaborating	Planning
Review and Revise grading and homework policies and practices. Review school/classroom traditions, instructional themes, and activities that are not inclusive of all students and their families	Collaborate with the Instructional Service and Support (ISS), CVE and Consultation. Identifying needs of classroom/school curriculum and resources that are inclusive and diverse.	Plan professional development to support diverse and inclusive schoolwide practices.

Equity Driven Ongoing and Future Plans

Train and Support

- New Principal's Academies
- SDSU Inductees Coordinate
- NCUST Partnership
- WEEAC Partnership
- Teacher Prep Programs
- Collaborate with ISS

Monitor, Analyze, and Align

- Monitor quarterly progress towards site SPSA Goals & Actions
- Analyze LCAP expenditures and reallocate financial and human resources if needed
- Routinely assess how schools are meeting student needs based on data
- Monitor school cultural health and climate

Participate and Support HR

- Human Resources and participate in recruitments efforts
- Review hiring, onboarding, and training practices
- Discuss standardizing interview process
- Conduct ongoing Policy and Procedure reviews

Connect and Collaborate

- Language Acquisition and MTSS Departments
- Work with Student Placement and Attendance Protocol
- Social Services
- Parent Support Groups DAC/DELAC, B-LAC and Parent Liaison
- Community organizations

Attend and Stay Involved

- San Diego County Office of Education (SDCOE)
- California Department of Education (CDE)
- Association of California School Administrators (ACSA)
- Southwest Administrator's Association (SAA)
- Legislative Analyst Office (LAO)

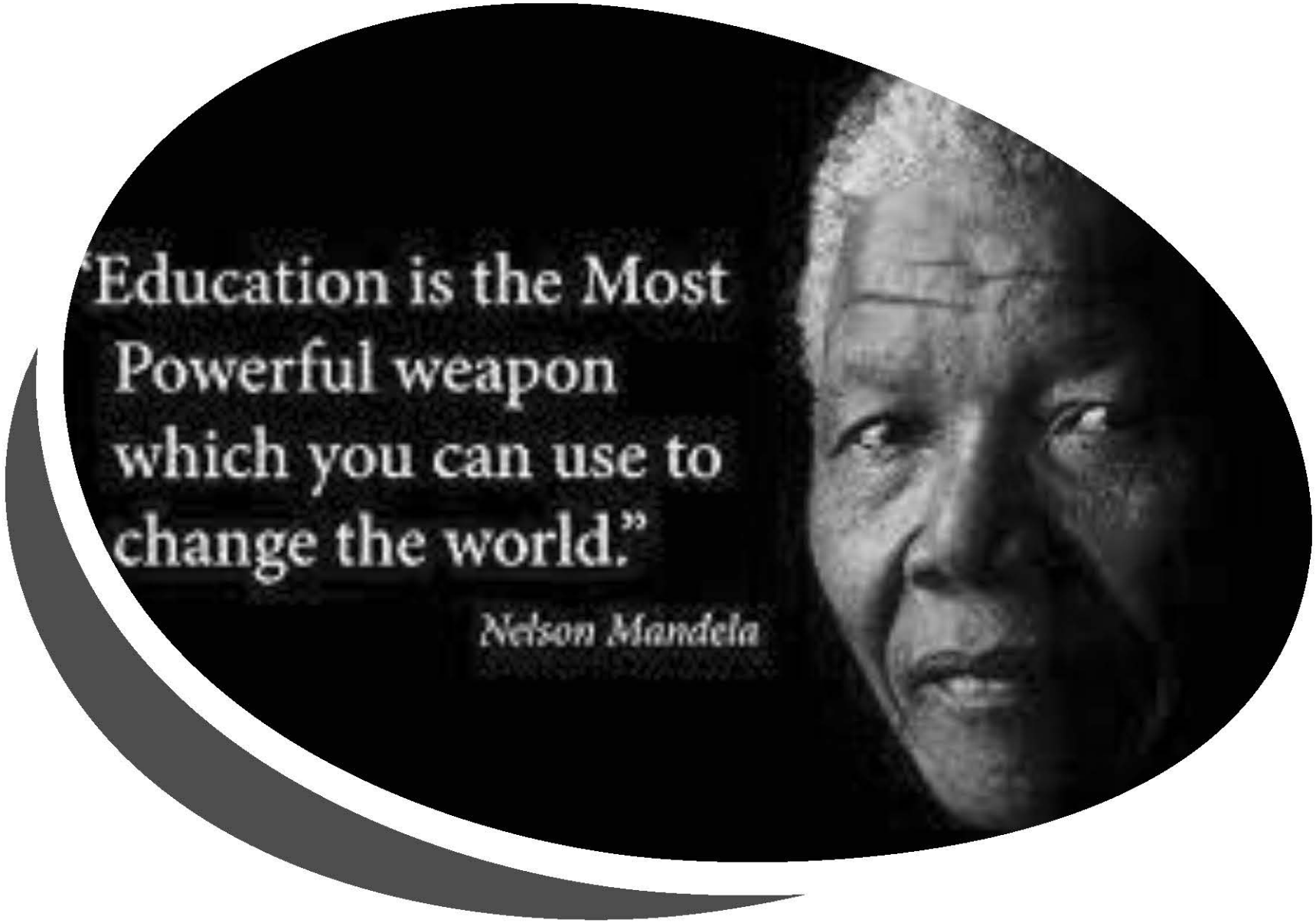
Outcome of Equity Driven Goals

To guarantee all children have access and are provided with meaningful and relevant learning that is connected to their individual needs, culture, and experiences.

To safeguard the true worth of every student and fully recognize the value of our diversity and uniqueness.

To create and maintain an environment where all children have a successful, safe, challenging, and nurturing education experience.

To ensure all children, supported by a culturally proficient districtwide system are given the opportunity and access to be high-achieving, self-reliant, and confident.


"Education is the Most
Powerful weapon
which you can use to
change the world."
Nelson Mandela



District Safety Committee & COVID-19 Update

CVESD Governing Board Meeting
March 9, 2022

Purpose

The District Safety Committee was formed by the Chula Vista Elementary School District Board of Education at their regularly scheduled meeting held on August 25, 2021.

Per the Board of Education the committee's role is to advise on the creation and implementation of COVID-19 safety measures, and to oversee site level committees.

District Safety Committee

District Administration

- Jorge Mora, Senior Director of Human Resources
- John Heredia, Director of Maintenance and Operations
- Jose Cortez, Emergency Preparedness and Security Manager
- Jennifer Venyak, Benefits and Risk Manager

Chula Vista Educators

- Rosi Martinez, President
- Linda Kucinski, School Nurse

Chula Vista Classified Employees Organization

- Angela Reed, President
- Chris Mages, Vice President

School Administrators

- Angelica Sleiman, Ph.D., Principal Feaster Charter
- Veronica Konkoly, Principal Rice Elementary
- Monica Loyce, Ed.D., Principal Marshall Elementary



Safety Committee Discussion

COVID-19 Topics

- Masking Guidance
  - Current mask mandate ending on March 11, 2022
  - CVESD District Safety Committee recommended removal of mask mandate
  - San Diego County (SDC) Decision Tree Masking Guidance
- Establishing an acceptable level of COVID positivity rate for mask removal
  - Tier system specific to Chula Vista region
- Classroom cleaning/disinfecting

General Safety Concerns

- Masking requirements must still be followed per SDC COVID Decision Tree Guidance
  - Masking requirement for Covid positive early isolation release
  - Masking requirement for immunocompromised students and staff within a classroom
- Classroom Cleaning
  - Staffing issues
  - Training personnel for disinfecting
  - Following Safety MOU with CVE



Masking Guidance

- Currently, all students and staff in K-12 are required to mask indoors
- The masking requirement will terminate on March 11, 2022
- California Dept of Health (CDPH) strongly recommends that individuals continue to mask indoors after March 11, 2022
- COVID 19 early release of isolation still requires the use of masks around others day 6 – 10
- Governor Newsom signed Executive Order extending the Emergency Temporary Standards that allows CAL/OSHA to align with CDPH guidance





CVESD Safety Committee Masking Recommendations

Recommendations

- Remove the CVESD indoor mask requirement after Spring Break, for students and staff if COVID 19 cases are below a high transmission rate
- Follow the CDC's 4-tier system that measures the level of community transmission in each county*
- Allow students and staff to continue to use masks indoors
- CVESD continue to follow San Diego County Decision Tree masking requirements



*Low transmission is less than 10 cases per 100,000; Moderate is less than 50 cases per 100,000; Substantial is less than 100 cases per 100,000; High is more than 100 cases per 100,000.





COVID Clinic

Kiosk & Surveillance Testing

- 14,012 tests administered
- 129 positives
- Testing Schedule:
  - **Monday:** Discovery, Camarena, Salt Creek, Casillas, Lauderbach, Olympic View, Hedenkamp, Eastlake, Halecrest, Clearview
  - **Tuesday:** Sunnyside, Finney, Palomar, Feaster, Silverwing, Loma Verde, Veterans, McMillin, Castle Park
  - **Wednesday:** Tiffany, Mueller, Wolf Canyon, Cook, Vista Square, Harborside, Otay, CVLCC High, Rogers, Muraoka
  - **Thursday:** Allen, Chula Vista Hills, Rosebank, Hilltop, Arroyo Vista, CVLCC Middle and Elementary, Rice, Heritage
  - **Friday:** Valley Vista, Liberty, Kellogg, Marshall, Los Altos, Rohr, Parkview, Montgomery, Valle Lindo, Bayfront

We are here to support!!!

Free VACCINATIONS:
Saturday, March 12, 2022
Otay Elementary School



Testing Open During Spring Break:

CVESD District Office
Hedenkamp Elementary

Covid Clinic Kiosks:
Eastlake Elementary
Clearview Elementary
Castle Park Elementary





Questions?