

Monitoring Response Document

Policy Monitored: EL-10, Race and Equity

Date Report Submitted: 10/12/2022

Date of Board's Monitoring Response: 11/9/2022

The Board has received and reviewed the Superintendent's Monitoring Report referenced above. Following the Board's review and discussions with the Superintendent and his representatives, the Board makes the following conclusions:

<u>Ends Reports:</u>	<u>Executive Limitations Reports</u>
- The Board finds that the Superintendent: - has achieved the goals established in the policy. - is making reasonable progress towards achieving the goals. - is making reasonable progress towards achieving the goals, but a greater degree of progress is expected in some areas.* - is not making reasonable progress in achieving the goals established. * - cannot be determined*	- The Board finds that the Superintendent: is in compliance, with the acknowledgement that there is always more work to be done. - is making reasonable progress towards compliance, except for item(s) noted.* - is not making reasonable progress toward compliance.* - cannot be determined*
<i>*see comments below (No. 3)</i>	

- Please note commendable progress over the last year.

Dr. Velasquez Farmer and Mr. Oliver working on the two-year planning grant to increase and sustain diversity in the workforce.

Significant increase in students who know how to access the tipline.

There is ample evidence of community involvement and dialogue to elevate multicultural perspectives. Among others, the cited example of our mature and growing Family Engagement program stands out. Not mentioned in the report are the many emails shared with the Board where the superintendent is engaging and dialoguing with parents/community members around equity issues

There is ample evidence on both the ground and policy-level of work around EDI. Literally from crayons to map boundaries, the district is showing a commitment to EDI.

Recruitment, retention and professional development efforts for staff are all indicative of a deep commitment to lasting change and reflective of the values of the promise.

- Please note areas for additional improvement.

In the future it would be helpful to hear some details on the work of the district's "Bias Team."

- Comments on the report itself.

Appreciate the clear outlined item by item format reporting on each element of the policy. Clear and concise.

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5. Possible changes to the policy.

No changes identified.