

Agenda items for October 5, 2018

1. Recap of previous activities
2. Discuss goals and interests for equity work in Capital School District

3.4 Education Equity Work

Next Steps for Equity Activities

1. Form an Equity Leader team of administrators, teachers, parents, and possibly students from each school
 2. Perform an inventory of current & past Equity professional development & activities
 3. Review Equity goals, plans &/or policies in other districts
 4. Support Equity Leaders to champion Equity work in school specific contexts & across district
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3. Thoughts and examples from the field
 - Start with Equity Champions (Leaders) teams in schools or districts
 - Pennsylvania
 - District is super & director of support to pick topics of interest
 - Meet monthly (on training) with equity leaders
 - Trainings are specific to need
 - How roll-out is done is LEA specific
 - Portland, Maine
 - Addressing Native American issues
 - How do equity leaders interface with other initiatives?
 - Process where there is a consistent leader team to coordinate the work across the district.
 - Near Boston, team reviewed data across the district to identify needs
 - Coatesville, Massachusetts: Rita Perez
 - Portland, Maine: Barrett Wilkenson
 4. Preliminary discussion of first steps
 - Equity Leader team construction



- Need a Vision: Integrated part of how we do schools with evidence that it is present
- CEE Rec: Planning meeting with district team
- 1st Action to create a charge for the team (Dr. Shelton's purpose for equity work) - Cabinet
 - Message from Superintendent & School Board
 - Expectations that this work matters & will happen
- Create Equity Leadership Committee - District team with representatives from
 - Building administrators
 - Educators (SEL team, PBIS, Instructional Coaches, DSEA)
 - District staff
 - Families
 - Community Organizations
- (District) Equity Leadership Committee:
 - Schedule meetings for 1st Week December, February, April
 - Remember the point from focus groups that not everyone always feels invited (do targeted invitations to key members but be open to additional members)
 - CEE can be called on to support us in messaging & invitation planning (except last week of October)
- TIMELINE:
 - October 8th Cabinet - Present summary & get visioning team
 - Visioning Message Creation
 - Get CEE feedback
 - By 1st week of November - Send Vision Message & do targeted invitations
 - Hold Planning Meetings: December, February, April
 - Create school Equity Champion teams (Timeline?)
 - Starting Summer 2019 - Provide training & support to school teams