

SAN RAMON VALLEY UNIFIED SCHOOL DISTRICT
699 Old Orchard Drive, Danville, CA 94526

DATE: **NOVEMBER 16, 2021**

TOPIC: **STRATEGIC DIRECTIONS: EQUITY**

DISCUSSION:

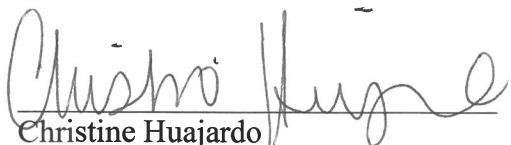
The SRVUSD Board of Education approved the District's strategic plan in June. One of the six strategic directions (Equity) focuses on ensuring that all students are empowered to reach their full potential by valuing student voice, addressing systemic inequities, and closing opportunity gaps. The Educational Services department will present an overview of the equity work in our District including our goals, strategies we are using to meet these goals, and how we will assess progress over time.

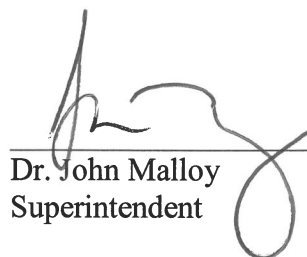
RECOMMENDATION:

Presentation

BUDGET IMPLICATIONS:

None


Christine Huajardo
Assistant Superintendent, Educational Services


Dr. John Malloy
Superintendent

9.2
Item Number



EQUITY

San Ramon Valley Unified School District

Tuesday, November 16, 2021



San Ramon Valley Unified School District Strategic Directions

Built on a foundation of academic excellence, we are broadening our definition of success. **Success** means our teams create and nurture:

Equity



We will ensure all students are empowered to reach their full potential by valuing student voice, addressing systemic inequities, and closing opportunity gaps.

Social Emotional Well-Being



We are committed to creating and nurturing inclusive learning environments where all students, staff, and families feel deeply connected to their school community.

Deep Learning and Innovation



We will create learning environments that empower students to own their learning so they find purpose, meaning, and joy in their education and excel in post-high school endeavors.

Shared Leadership



We will create the conditions for shared leadership by building a culture of trust, collegiality, and shared responsibility with students, staff, and families.

Stewardship of Resources



We will maximize resources including time, talent and finances, to advance our student success goals.

Culture of Responsiveness



We will effectively serve all stakeholders by listening, responding promptly, changing practices when appropriate, and communicating the rationale for decisions so students remain the focus of our efforts.

SRVUSD... Dedicated to academic excellence where all students thrive and succeed in innovative and inclusive learning environments.



Success means our students:

- Achieve academically
- Experience social and emotional well-being
- Develop curiosity, confidence and independence as learners
- Appreciate the importance of teams and collaboration
- Demonstrate empathy and compassion
- Determine their purpose and understand the importance of service
- Set and achieve goals
- Love learning

SRVUSD'S SIX STRATEGIC DIRECTIONS

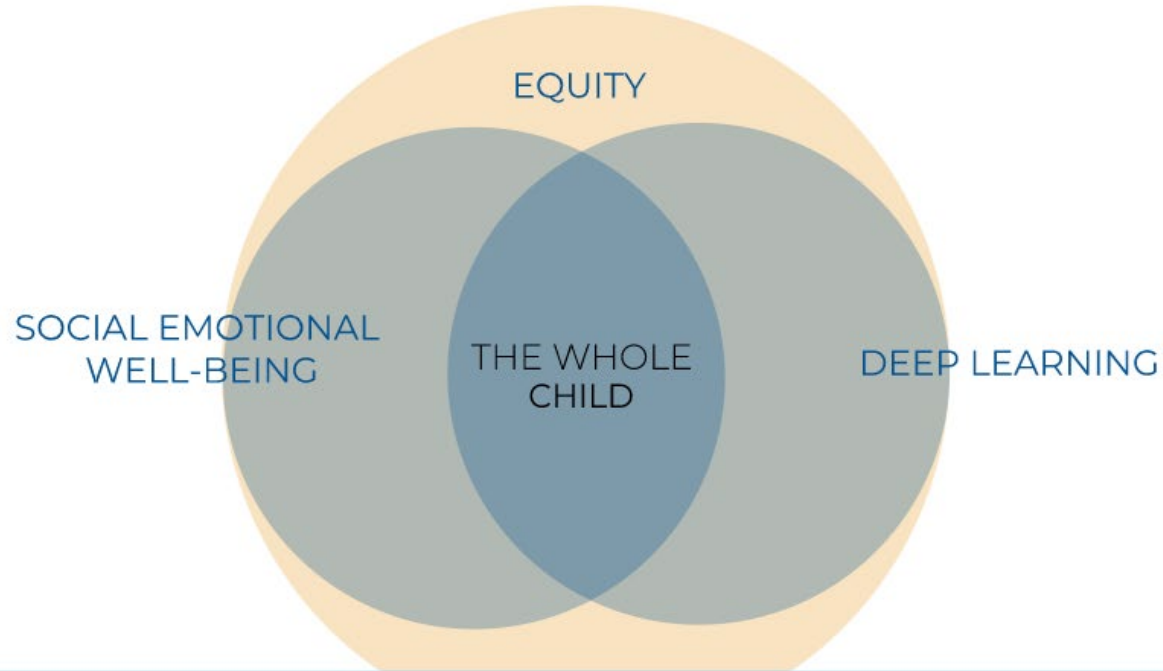
- **Equity**
- Social Emotional Well-Being
- Deep Learning and Innovation
- Culture of Responsiveness
- Stewardship of Resources
- Shared Leadership



Equity

We will ensure all students are empowered to reach their full potential by valuing student voice, addressing systemic inequities, and closing opportunity gaps.

THE INTERSECTION



SHARED LEADERSHIP CAPACITY ENABLES AND EMPOWERS CHANGE

EQUITY STRATEGIC GOALS

3-5 YEARS

- ¹ Create learning environments that are safe, equitable, and provide a sense of belonging for all students and staff.
- ² Create culturally responsive and equity-informed policies, procedures, and practices that lead to equitable outcomes for students.
- ³ Develop teaching and learning experiences that are responsive to and supportive of diverse cultures and identities.
- ⁴ Recruit, hire, and retain a more diverse staff.

EQUITY BASELINE DATA

- College and Career Readiness
- Suspension data
- CAASPP/Fastbridge and ESGI (Screeners data)
- Graduation rates
- Staff demographic data

EQUITY DRIVERS

- Every child needs the opportunities to succeed in education
- The FAIR Education Act and the California Common Core State Standards demand that students see themselves in the curriculum and that the curriculum resources are reflective of the diversity of the community
 - Adopted resources
 - Supplemental resources
- Empower every student to reach their full potential by valuing student voice
- Foster awareness around culturally responsive learning environments
- Promote inclusive practices for all students
- Students will see themselves reflected in staff who educate and support them

KEY ACTIONS

- Engage administrators in implicit bias professional development
- Support the effective implementation of Gender Support Plan
- Nurture inclusive learning environments
- Build capacity in staff to lead restorative justice work
- Diversify District staffing
- Review District policies, procedures, and practices

IMPLICIT BIAS PROFESSIONAL DEVELOPMENT

- All administrators will understand their own implicit bias in their position
 - Three cycles of professional development learning series for all administrators
 - Anti-Racist Facilitator Training
 - Courageous Conversations
- District and site-based professional development
- Trainings will inform our own implicit bias in the classroom and hiring practices

GENDER SUPPORT PLAN

- Gender Support Plan training for administrators, social workers, counselors, psychologists, registrars, office managers, and site designees
- Updating Student Name and/or Gender Change process
- District Website

INCLUSIVE LEARNING ENVIRONMENTS

- Increasing opportunities and access for all students
- Gender inclusivity and support of Gay-Straight Alliance (GSA)/Prism Clubs
- Student and staff affinity/focus groups
- Analysis of health curriculum

RESTORATIVE JUSTICE

- Responding to Discrimination and Hate Handbook training
- Implementing restorative justice/practices in schools to reduce suspension rates, improve student behaviors, and repair harm
- Deepen the work on restorative justice at our school sites
- Student forums and seminars
- Professional learning and partnerships
 - MEB Consulting
 - AASA Equity in Action Cohort
 - SEEDS
 - San Ramon Valley Diversity Coalition
 - Discovery Counseling Center
 - PFLAG

DIVERSIFY DISTRICT STAFFING

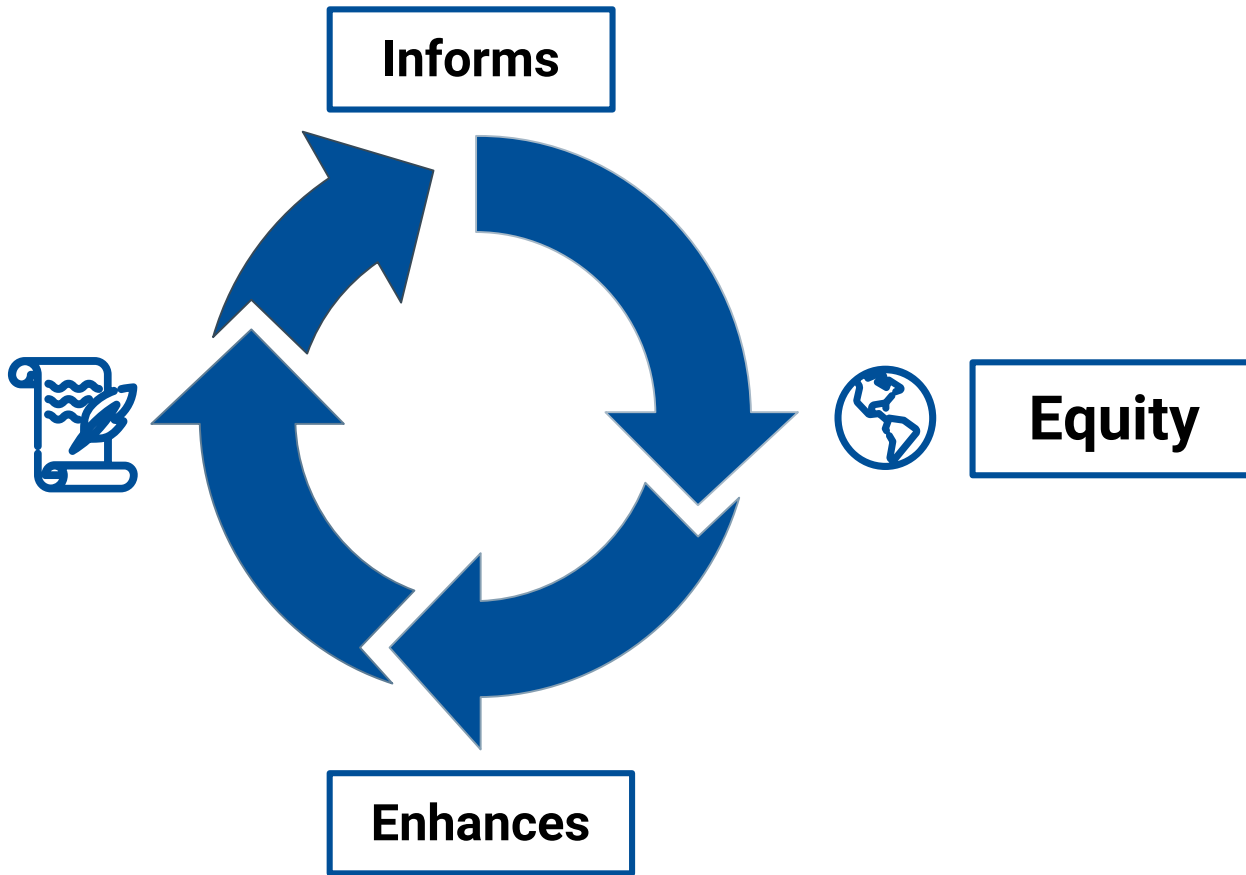
- Expand staff recruitment strategies and plans
- Examine existing staff selection processes for bias
- Revise and standardize staff selection processes to reduce/eliminate bias
- Implement strategies to attract, recruit and select more diverse leaders

DISTRICT POLICIES, PROCEDURES, AND PRACTICES

- Review Board Policies and Administrative Regulations
- Examine current practices (i.e. math pathways)
- Refine Responding to Discrimination and Hate Handbook and Gender Support Plan procedures

EXISTING WORK AND EQUITY

- **Implicit Bias**
- **Gender Support Plan**
- **Inclusive Learning Environments**
- **Restorative Justice**
- **Diversify District Staffing**
- **District Policies, Procedures, Practices**



INTENDED OUTCOMES

2021-2022 SCHOOL YEAR

- Foster a sense of belonging and community for all students
- Increase capacity at focus schools in restorative justice
- Increase self-awareness and understanding of bias
- Embracing more systemic interventions
- Improve learning outcomes for underrepresented students

INTENDED OUTCOMES CONTINUED

2021-2022 SCHOOL YEAR

- Decrease in suspensions
- Increase in engagement per California Healthy Kids Survey
- Decrease in discrimination and hate incidents
- Increase hiring of Black, Indigenous and People of Color (BIPOC) staff; Expand strategies to attract, recruit, develop & retain BIPOC leaders
- Establish BIPOC staff and student forum opportunities

NEXT STEPS

- Implement strategies outlined in this presentation
- Adjust strategies based on data
- Continue to regularly monitor progress toward goals
- Continue to update the Board as we progress

