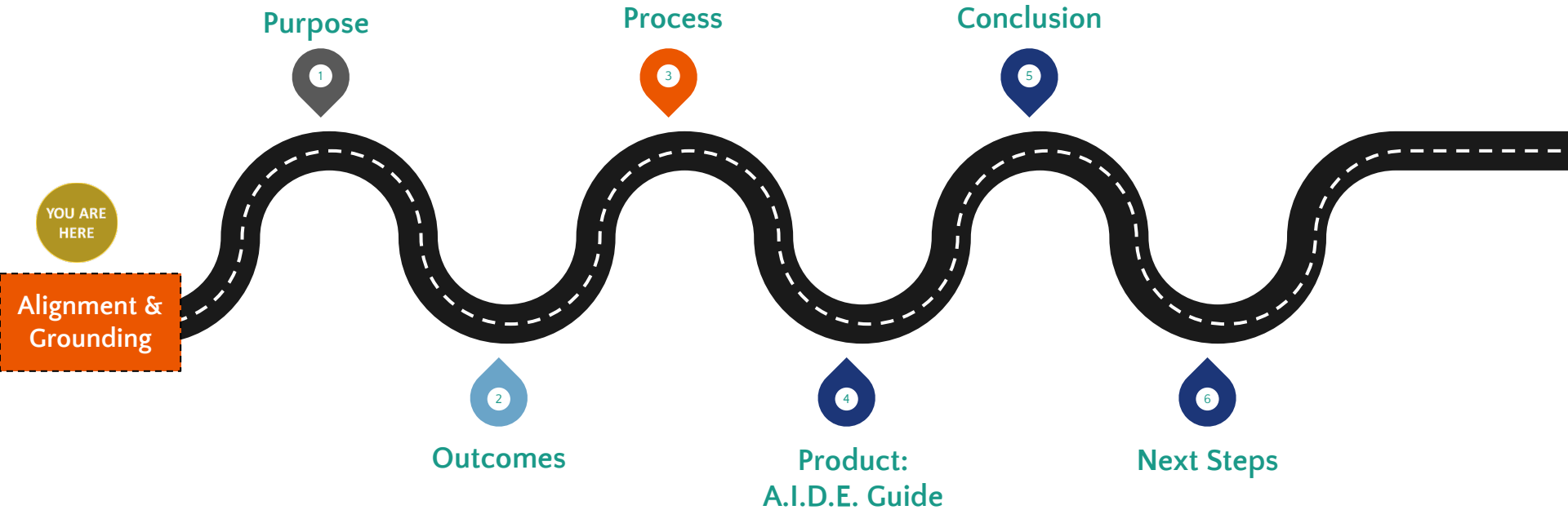


Anti-Racism, Diversity, Equity, and Inclusion (AIDE) Guide

School Committee -- May 30, 2024

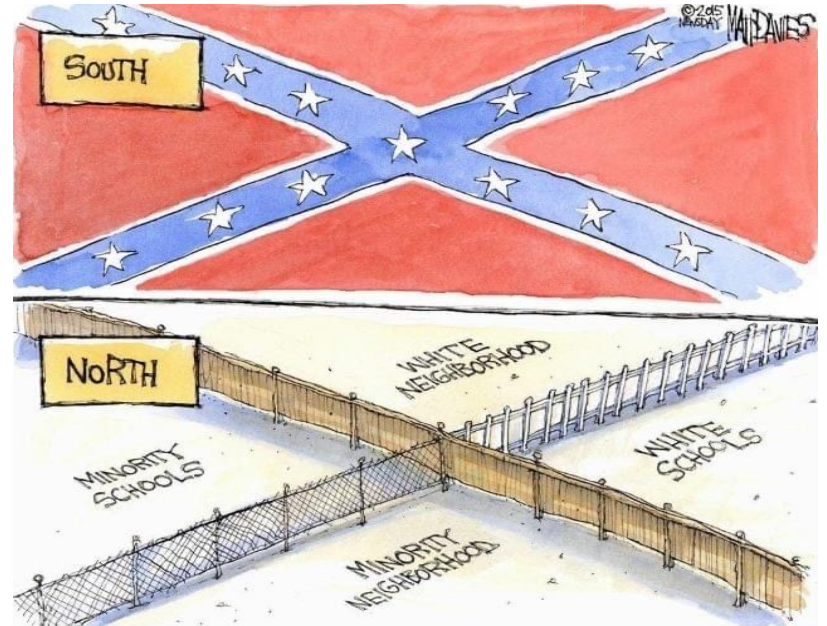
Agenda



Alignment & Grounding



Alignment & Grounding



Alignment & Grounding


Antiracism
Inclusion
Diversity
Equity

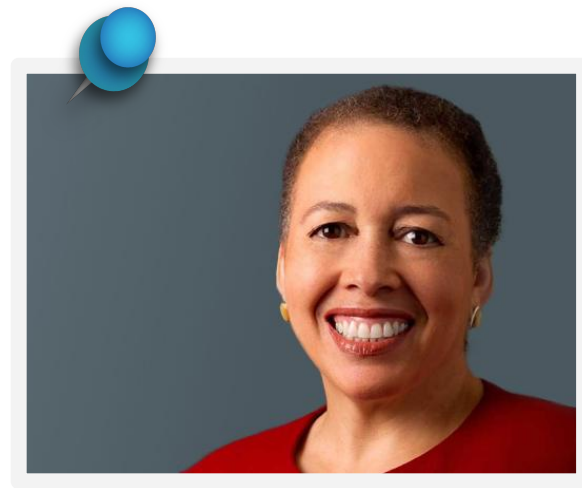
As public educators who have a professional, moral obligation and human responsibility to educate all students, we strive to ensure that every individual in our district community has access to what they need to grow and thrive. Therefore, we are committed to examining the ways that discrimination presents itself in our district.

LPS District AIDE Stance

Why put Antiracism first?

“Like smog, racism is in the air we breathe... sometimes it is so thick it is visible, other times it is less apparent, but always, day in and day out, we are breathing it in.”

--Dr. Beverly Daniel Tatum



POP: Purpose -- Our Why

- Establish consistent A.I.D.E. practices across the District
- Remove barriers that hinder each student
- Provide clear, effective, and equitable guidelines for students, families, staff, and community partners
- Create a supportive and inclusive school environment for each student and staff member





POP: Purpose

Benefits of our A.I.D.E. Guide:

- AIDE will not be siloed
- Improve student outcomes and well-being
- Increase cultural competence which drives cultural humility
- Foster a sense of belonging among students, families, and staff
- Enhance diverse staff recruitment and retention
- Build stronger community relations



POP: Outcomes

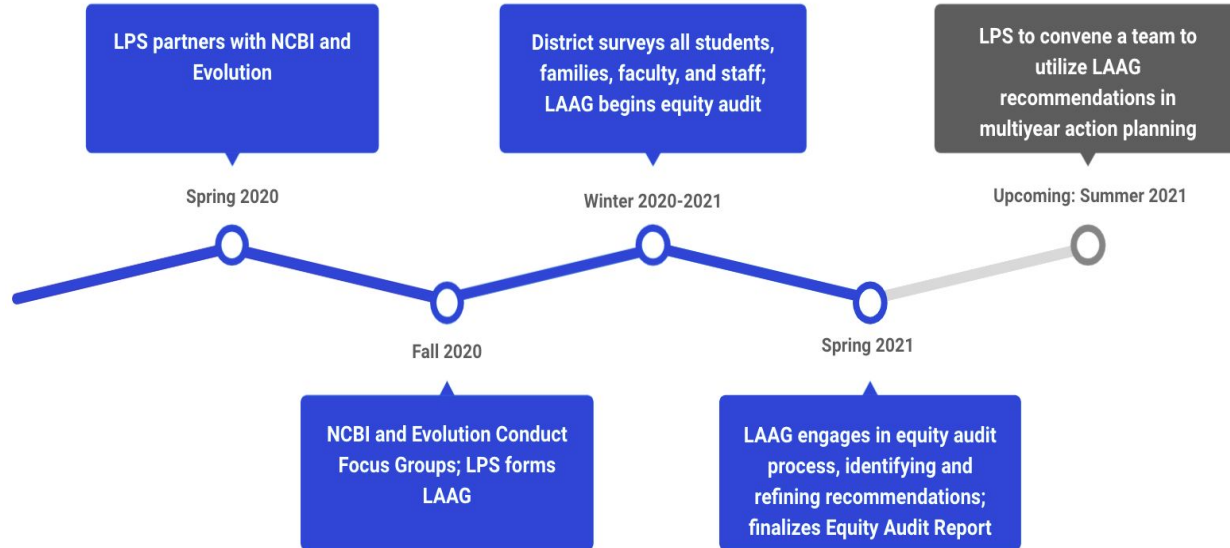
Prior Years...

- Advisory Group formed
 - agreed upon mission statement for the group written, a vision for the district re: Anti-racism & DEI recommended to AC Leadership Team
- Advisory Group trained in NCBI train-the-trainer model
- Comprehensive assessment/equity audit conducted, prioritized recommendations, and report made to encapsulate findings
- PD trainings for faculty/staff
- Learning opportunities for students, parents, and community
- Development of a multi-year strategic plan

Looking Ahead...

- Ensure a positive inclusive educational experience for ALL students on BOTH campuses.
- Support METCO families to prepare their children to enter a predominantly white school environment.
- Assist teachers in their classroom to develop and maintain safe and welcoming atmosphere and to have culturally relevant materials and teaching methods for all students.
- Assist faculty and staff to be culturally competent and aware of their own privileges and biases.
- Co-create and define a school and learning culture where faculty and staff want to embrace and be accountable for creating a fully equitable and inclusive school environment where all can achieve.

POP: Process



POP: Process

Revisit/Review

District Leadership Team held retreat where Torrance & Marika walked the team through an exercise to review the present 5-Year AIDE Plan in order to assess progress and identify actions items for 2023-2024

Fall 2023

Summer 2023

Revisit/Assess

Marika and Torrance reviewed feedback from the District Leadership Team and revised the AIDE plan based upon their recommendations.

Revise

Revisions presented to the Superintendent Senior Leadership Team. Further revisions made to tie in the Superintendent Findings. Decisions made to name the plan an AIDE Guide.

Spring 2024

Finalize/Implementation

Finalize AIDE Guide with Task Force and present to larger community (staff, faculty, students, and families).

Fall 2024

Summer 2024

Compile

Marika and Torrance will use summer work to compile all components of the AIDE Guide and plan for Fall task force development and 2024-2025 implementation plan.



Product

Key Components of a AIDE Guide:

- Definitions and foundational concepts
- AIDE goals and objectives for the district
- Inclusive curriculum and teaching practices
- Policies for addressing discrimination and bias
- Support services for diverse student needs

Superintendent Findings=Strategic Priorities:

- Curriculum, Instruction, & Learning
- AIDE, Community, & Human Resources
- Grade-Level & Classroom Management
- Academic & Social-Emotional Supports and Interventions

Product (Draft)

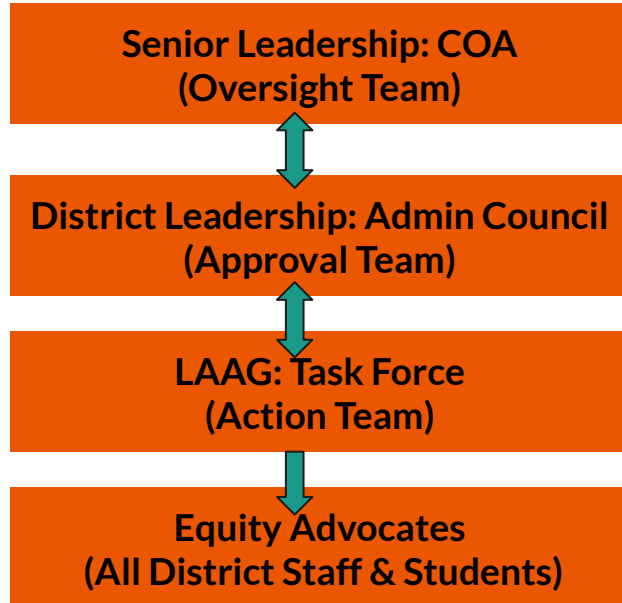
Vision			
The Lincoln Public Schools' AIDE (Antiracism, Inclusion, Diversity, & Equity) Guide strives to cultivate each student and staff member to be collaborative leaders, who are critical thinkers, equity-oriented, and growth-minded.			
Theory of Action			
<p>IF we:</p> <ul style="list-style-type: none"> • create a culture of continual learning and growth built on a shared vision of equitable and effective teaching; • provide curriculum that shares the histories, experiences, and accomplishments of people of varying ancestry and cultures, and that is innovative, relevant, and cognitively engaging; • and plan and facilitate instruction that is student-centered and differentiated to meet the needs of each student; <p>THEN, we will strengthen the engagement, achievement, and social and emotional development of each student and staff member.</p>			
Strategic Priorities			
<p>Curriculum, Instruction, & Learning</p> <p>Curriculum, instruction, and learning are pivotal to ensuring that each student has access to and receives a rich, inclusive education that values diverse perspectives. By integrating AIDE principles into the curriculum, we aim to provide equitable learning opportunities and foster an environment where each student feels represented and empowered. Through culturally responsive teaching practices and ongoing professional development, we commit to creating an educational experience that acknowledges and celebrates the unique backgrounds and experiences of each student, preparing them to thrive in a diverse world.</p>	<p>AIDE, Community, & Human Resources (HR)</p> <p>AIDE capacity-building, Community Engagement, and Human Resources are integral to our AIDE Guide, forming the foundation for a diverse and inclusive environment. By prioritizing AIDE work in our HR practices, we ensure a workforce that reflects our district community's diversity and fosters a culture of belonging. Through active community engagement, we build strong, collaborative relationships and partnerships that support and amplify our AIDE initiatives. Together, these efforts create a supportive ecosystem where every individual is valued, empowered, and able to contribute to our collective success.</p>	<p>Classroom & Grade-Level Management</p> <p>Classroom and Grade-level Management focuses on establishing a positive climate and culture that promotes fairness and respect. By implementing equitable discipline practices and fostering a supportive learning environment, we ensure that each student and staff member feel safe and valued. Our approach to behavior management emphasizes curiosity, understanding, and addressing the diverse needs of students, while cultivating a community where positive interactions and mutual respect are the norm. We aim to create classrooms where each student thrives, contributing to a holistic and inclusive educational experience.</p>	<p>Academic & Social-Emotional Supports and Interventions</p> <p>Academic and Social-Emotional Supports and Interventions for students are essential components of our AIDE Guide, designed to address the diverse needs of our students and provide targeted support. By providing tailored and robust academic and social-emotional support, we aim to guide each student's unique learning journey and personal growth. These interventions ensure that each student has access to the resources and support they need to succeed academically and develop crucial life skills. This strategic priority reflects our commitment to fostering an inclusive environment where each student can achieve their full potential and feel proud of their success.</p>

Conclusion: Practical Metaphor for Our AIDE Work



1. Plan to take a trip = Decided by our District **Values**
2. Trip Destinations = Set by **District Strategic Plan & Superintendent Findings**
3. **School Improvement Plans** = How each school will travel to various destinations, which have been prioritized based on the needs of its stakeholders
4. **AIDE Guide** = Provides a list of what to pack and the maintenance schedule for an equitable and efficient trip

Next Steps: Tiered Approach



- District Leadership Retreat
- Finalize Guide
- Professional development for educators and staff
- Formation of Task Force and school-based AIDE committees
- Collaboration with community organizations, parent groups, and other stakeholders