

# **Anti-Racism, Diversity, Equity, and Inclusion**

***LPS Plan for 2020-21***

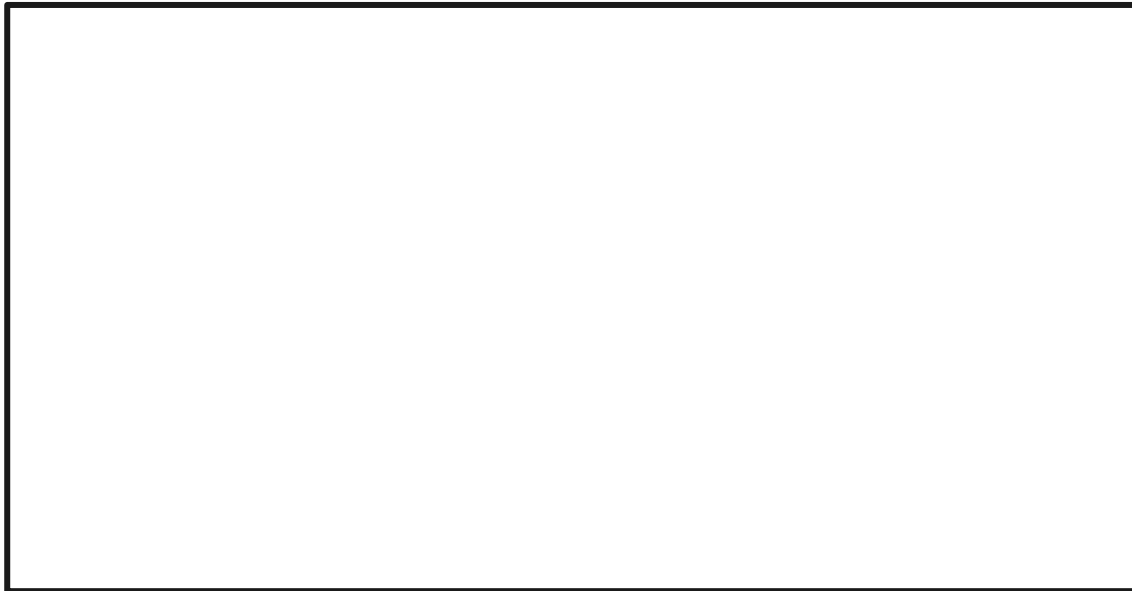
School Committee -- September 10, 2020



# Agenda

- Vision/Mission
- Outcomes
- Advisory Group
- NCBI
- Timeline
- Tiered Approach
- PD
- Synergy
- Connection to Deeper Learning
- Equity Audit
- A metaphor for our work

## Vision / Mission -- Our Why





# Outcomes

## This Year...

- 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.



# Advisory Group

## Composition of group: 5 key voices

- Student
- Faculty/Staff
- Parent
- Community/SC rep (*internal/external partners*)
- Administration - Marika/Jess and Principals/Preschool Director (*for training*)



# Partnering with NCBI, Ira, and Joyce

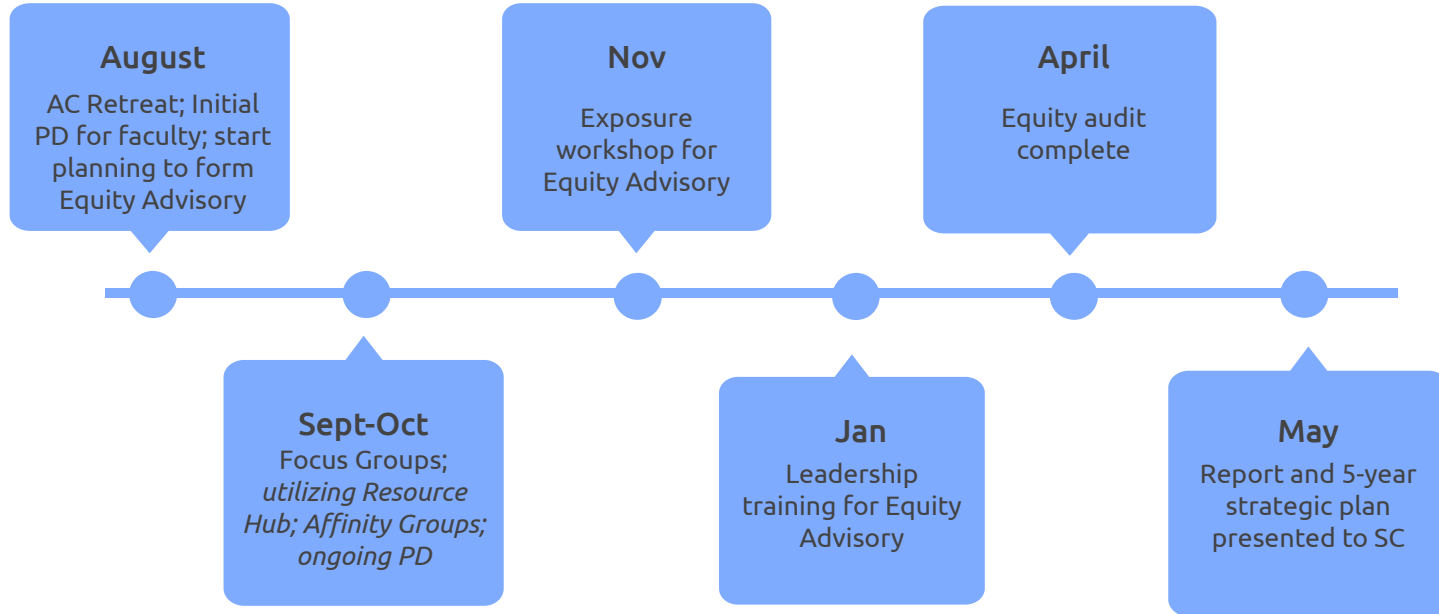
## *Phase 1:*

- District Data Analysis/Identifying Themes
- AC Retreat--Leadership Training and Plan Development Sessions

## *Phase 2:*

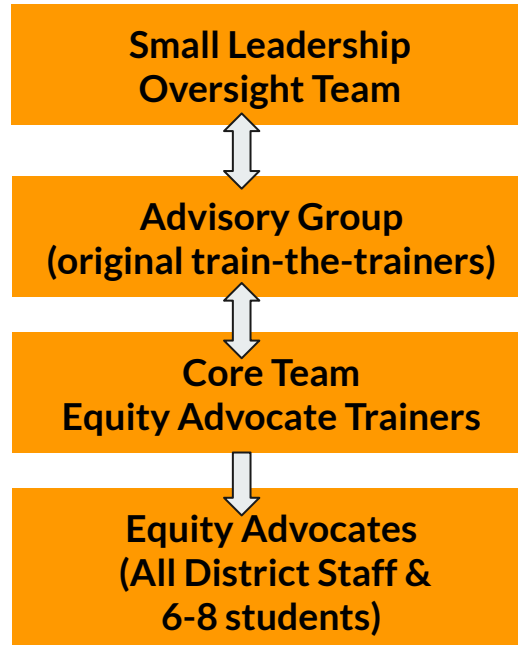
- Focus groups
- Survey for all stakeholders
- Exposure Workshop for Equity Advisory
- Leadership Training for Equity Advisory
- Ongoing coaching and support

# Timeline





# Tiered Approach







## PD

- Developing a series of professional learning experiences across the year that build foundational knowledge and skills and weaving race and equity work with deeper learning
- More details to come as we continue to plan...

### Some ideas...

- Understanding implicit biases and how this impacts students' self esteem and attitude towards their academics
- Time for a check-up: checking our privilege
- Overcoming fear/trauma and learning how to address parents of color
- Understanding how to positively build up and pour into students of color even though you are white
- Navigating conversations on racism and inclusion
- Building bridges with students of color (strategies to connect with all students)
- Cultural identity
- Language sensitivity workshop
- Raising the academic bar for students of color and lowering the behavior monitoring bar



# Synergy

**“Book” and Action  
Groups led by faculty and  
LEA**

**Focused & Guided  
Collaborative Practice**

**NCBI; focus groups**

**Optional Professional  
Practice Evaluation  
Goals**

**Affinity Groups led by  
admin (faculty, student)**

**Equity Audit**

**PD Funds allocated for:  
Race, Equity, Inclusion  
Deeper Learning  
Remote Learning**

**Kaleidoscope**



## Equity Audit

- Equity Advisory group will select a tool
- Marika and Jess to oversee audit, but will need all administrators and many faculty to actually complete it
- Goal is to help us identify a full set of strengths and areas for growth to develop a full 5-year strategic plan

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# A Metaphor for our Work

