



EQUITY REPORT - June 2022



### Student Learning

Improve literacy and math achievement by establishing common expectations for instruction and building systems for early intervention to ensure every child is making progress and individual needs are being met.

Create a district wide plan to support behavioral/social emotional health of all students.

Expand opportunities for students to have choice, challenge, and success through differentiation and personalization of instruction.

Provide more ways to apply creativity and learning to solve real world problems to better prepare students to pursue career paths in the armed services, trades, work force, college, etc.

Prepare students for postsecondary life by incorporating curriculum in financial and digital literacy.

Reduce time spent on K-8 assessments and improve the use of data to drive instruction to meet the needs of all students.



### Support for Student Learning

Center equity in our policies and programs by amplifying student voice and acting on District Equity Statements.

Recruit and retain a high quality and diverse staff.

Maintain safe and nurturing learning environments.

Implement a three year professional development and coaching plan to support Envision 308.

Develop a vision of the future of instruction/student learning that will drive the prioritization of technology acquisition and use.

Provide experiences/instruction to develop staff and students' ability to collaboratively build an inclusive learning community.

Develop and strengthen the continuum of services for Special Education, English Learner, and gifted students.



### Finance & Facilities

Maintain a balanced budget each year.

Build a 20% fund reserve by 2026 to avoid short-term borrowing and address emergencies.

Explore ways to increase private and grant funding.

Review the needs for general maintenance for the next ten years and allocate funds accordingly.

Develop a five-year plan to address the physical capacity of our building and program needs. (Brokaw, Transition Center, etc.).



### Community Partnerships

Elicit internal and external feedback and ideas in the formation and evaluation of district programs.

Foster mutually beneficial partnerships with universities, trade schools and mental health, business, civic, and charitable organizations

Create a comprehensive listing of parent education and engagement opportunities across the district.

Grow and strengthen alumni, staff, students, parents, and the community to inform and involve them in the positive development of the district.

Communicate the progress of Envision 308 through regular community updates, data dashboard, and annual reports to the board and community.

# Student Learning



Priority	2021-22	Updates for June 2022	What does success look like in 2026?
<b>Expand opportunities for students to have choice, challenge, and success through differentiation and personalization of instruction.</b>	Provide K-8 staff training on how this can best be done through guided and independent reading time in the literacy framework. Develop survey for students. Implement Expectations for <a href="#">Engagement</a> to model this type of instruction when staff is trained.	<ul style="list-style-type: none"> <li>• Junior High: Training for staff on elements of the Expectations for Engagement was held on Sept 7 (Learning Targets).</li> <li>• Training for administrators on elements of the Expectations for Engagement was held on Aug 2 (Learning Targets), Sept 16, Nov 18 and Jan 20 (Collaborative Structures, Inquiry, Collaborative Study Groups).</li> <li>• Implementation of daily independent reading in grades 6-8 English Language Arts classes.</li> <li>• A high school student survey was administered on Feb 23.</li> <li>• Senior English Electives to have choice in texts</li> </ul>	At K-8, there is differentiation in literacy instruction as described in the literacy framework. Administrator and teacher surveys will indicate improvement in staff development that is differentiated and engaging.

# Support for Student Learning



Priority	2021-22	Updates for June 2022	What does success look like in 2026?
<b>Center equity in our policies and programs by amplifying student voice and acting on District Equity Statements.</b>	Finalize and approve Equity Statements with Board of Education. Support high school staff in creating structures to amplify and act on student voice and feedback. Visit and observe each school building to collaborate with building administrators to support the building's culture and climate through an equity lens. Develop structures/systems for collecting feedback from stakeholders.	<ul style="list-style-type: none"> <li>Equity Statements were utilized in a PD for Building Administrators; the Building Administrators then provided PD to their staff on the Equity Statements and Scenarios; Director of DEI supported some schools with this training as well.</li> <li>DEI director collaborated with Student Ambassador Advisory Committee to complete Action Plan/Steps and draft a Sexual Harassment Policy that is student friendly.</li> <li>DEI director collaborated with the DEI committee to support student voice (The Coalition) with Amplify, Teacher PD's, and Community Cafe's</li> <li>DEI Director w/ Alli Anderson (many), (Drew Mundsinger, Erin Gleason, and Dominique Rquibi) provided over 50 PD's to teachers, admin, and departments</li> <li>Added "microaggressions" to bullying policy in Student Rights &amp; Responsibility</li> </ul>	Have a system of feedback/data around the District Equity statements that are used annually to provide feedback and identify areas of celebration as well as for continued improvement.

## Area 1- Diversity and Equity Training throughout the district/ Inclusivity within Curriculum (e.g., History/English Literature)



Professional Development Topics	Professional Development Departments Total Trainings/PD since
<p>Narratives/Perspectives</p> <p>Personal Identity</p> <p>LGBTQ+, Gender/Identity/Gender Neutral Terms</p> <p>Cultural Proficiency Continuum</p> <p>Equity Literacy Continuum</p> <p><a href="#">Microaggressions</a></p> <p>Color Blindness</p> <p>Intersectionality</p> <p><a href="#">Recognizing &amp; Responding to Inequities</a></p> <p><a href="#">Deficit Ideologies</a></p> <p>Co-conspirators</p> <p>Spirit Murdering</p> <p>Culturally Responsive Teaching &amp; The Brain</p> <p>Low &amp; High Context Cultures</p> <p>Impacts of Desegregation</p> <p>Loss of Identity &amp; Cultural Assimilation</p> <p>AVID Instructional Strategies</p> <p>Empathy (elementary students)</p> <p><a href="#">Multicultural Ed vs Culturally Responsive Teaching vs. Social Justice Ed</a></p> <p>Equity Dimensions (Personal, Instructional, Institutional)</p> <p>Confirmation Bias</p>	<p>District Administration</p> <p>Principals</p> <p>Assistant Principals</p> <p>Special Education Services</p> <p>Special Education Administrators &amp; Related Services</p> <p>Dean's/Student Services OE</p> <p>3 of 5 JH Staff received PD (PJH, Thompson, &amp; MJH)</p> <p>4 Elementary have received supports/resources for teacher trainings</p> <p>(PT, CH, HS, GP)</p> <p>7 Elementary have received direct trainings</p> <p>(LB, HC, OP, SB, WC, BH, FC)</p> <p>All elementary schools are engaging in DEI work - LC, CH, TW have equity leaders</p> <p>BH, SB, OP have received the most trainings</p> <p>OH - teacher trainings (3 sessions &amp; 1 whole group)</p> <p>OE, Plank, Traugher, SB, &amp; GP - student PD's &amp; support</p> <p>OE, Thompson, OH, GP, Plank, Traugher, Bednarcik - student and parent support</p>

# Support for Student Learning

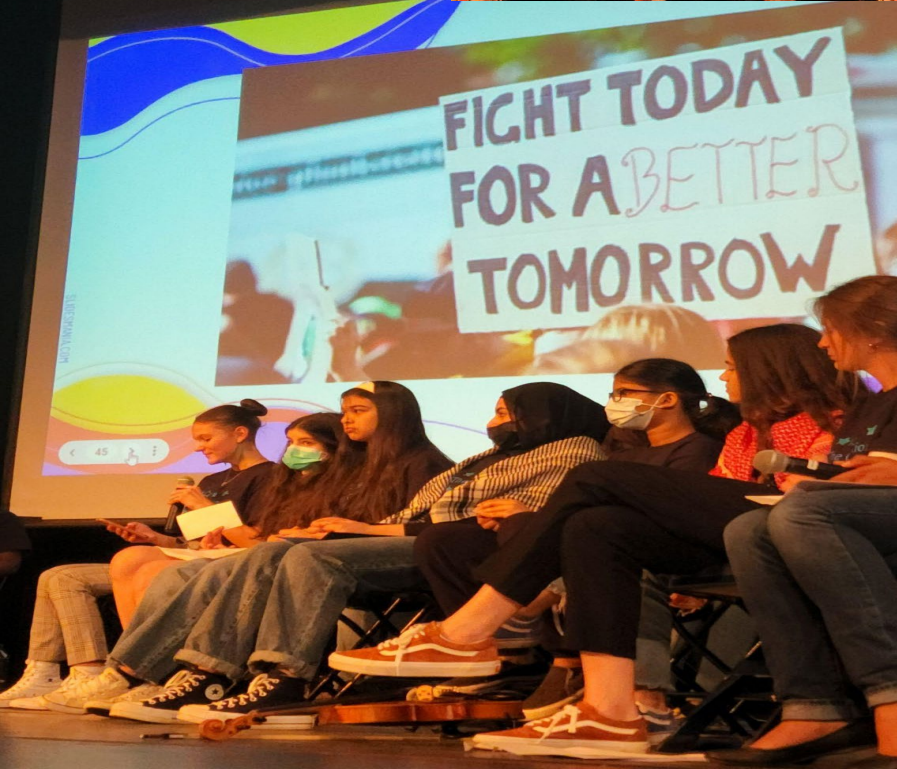


Priority	2021-22	Updates for June 2022	What does success look like in 2026?
<b>Recruit and retain a high quality and diverse staff.</b>	<p>Have Director of Equity/Exec Director of Human Resources work with small groups of administrators and staff to identify strengths and weaknesses of hiring and orientation process.</p> <p>Initiate "Committee Regarding Career Pathways" with OESPA to explore methods to increase number of ed support personnel who may become licensed educators in hard-to-fill areas.</p> <p>Have Recruit, Retain and Culture Committee continue its work and create three actionable items for improvement this year.</p>	<ul style="list-style-type: none"> <li>• Director of DEI started meeting with Recruitment Specialist to begin updating postings to reflect DEI. Director of DEI met with some administrators individually to determine areas of opportunity for retaining employees of color</li> <li>• Committee Regarding Career Pathways, and Recruitment, Retention, &amp; Culture (RRC) committee established action steps in February.</li> <li>• RRC came together to discuss strengths and weaknesses within our onboarding process</li> <li>• Redeveloped DEI interview questions for potential candidates</li> <li>• <a href="#">Developed a Culturally Responsive Flier for job fairs/potential candidates</a></li> <li>• Implemented community outreach for bilingual candidates with specific pathways outlined to fill both teaching and support roles in the district.</li> </ul>	<p>Discretionary turnover (excludes retirement, promotions, and dismissals) will be reduced by 10% compared to 2020-2021 in all categories</p> <p>Demographics of newly-hired Teachers and Administrators will meet or exceed the demographic makeup of those awarded bachelor's degrees (Teachers) or master's degrees (Administrators) in education for that year from in-state institutions of higher education as documented on the IBHE (Illinois Board of Higher Education) degree and enrollment tool.</p>













# Support for Student Learning



Priority	2021-22	Updates for June 2022	What does success look like in 2026?
<b>Provide experiences/ instruction to develop staff and students' ability to collaboratively build an inclusive learning community.</b>	Provide direct instruction to students and staff about the importance of connections and relationships. Teach and reinforce skills around conflict resolution and the importance of an inclusive learning environment for all.	<ul style="list-style-type: none"> <li>• DEI Student committee created to impact representation of diversity and inclusion within each high school. "The Coalition"</li> <li>• Student Ambassador Committee surveyed students on top issues/concerns to create/develop a plan of action. The survey revealed a need for student safety and student education around sexual harassment. <a href="#">Action plans are being developed for the 2022-23 school year.</a></li> <li>• A survey for high school students was created and administered to assess how students are feeling in regards to their school's climate as well as well as their own behaviors that impact the school climate. Will work with new Director of SEL on this.</li> </ul>	Annual survey and interview process with students to gain and act on feedback on how inclusive our learning environments are.





# Equity Indicators of Success for June 2023 *Elementary School*



## Elementary DEI Trainings for 22-23

**October 7th**

**Clusters from each school (create space)**

**February 17th**

**Clusters from each school (brave space)**

**April 4th**

**Clusters from each school (safe space)**

## Cultivating Genius - DEI Liaison from Each Building

**Thursday, September 22nd, 2022 w/ Dr. Muhammad**  
**Monday, October 17th, 2022 w/ Dr. Muhammad**

**Tuesday, December 13th, 2022 w/ Coach**  
**Tuesday, February 7th, 2023 w/ Coach**  
**Tuesday, April 25th, 2023 w/ Coach**

The cohort will be trained throughout the school year, they will debrief after each training and we will organize how we will further train staff on the 5 Pursuits of Learning for the 2023 - 2024

**Example of the 5 Pursuits of Learning**

[Click Here](#)

# Equity Indicators of Success for June 2023 *Junior High School*



## Junior High DEI Trainings for 22-23

<b>March 3rd</b>	ELA/Social Studies Content
<b>April 4th</b>	ELA/Social Studies Content
<b>Instructional Coach Collaboration</b>	Monthly Meetings
<b>Minimum 4 STAFF Meetings (Schools Choose Dates for PD)</b>	
<b>Junior High Teacher Trainings</b>	<b>Elementary &amp; Junior High Admin Trainings</b>
Bednarcik Murphy Plank Thompson Traugher EVA & GOAL	DEI Director is collaborating with Dr. Allen and Mrs. Lueders to continue DEI Leadership trainings during the 2022-2023 SY

# Equity Indicators of Success for June 2023 *High School*



High School DEI Trainings for 22-23	
August 31st September 6th September 28th	ALL Staff (Continued Personal Dimension Equity Trainings)
January 27th	TBD (4 Presenters on 4 DEI Topics) Rotate Sessions OE & OH Together
3 Minimum Trainings	Student Services (ALL)
Minimum 3 Content Meetings (Per CORE)	
English	DEI Curriculum Support GOAL: Provide PD/Collaborate w/ Educators)
Math	DEI Curriculum Support GOAL: Provide PD/Collaborate w/ Educators)
Science	DEI Curriculum Support GOAL: Provide PD/Collaborate w/ Educators)
Social Studies	DEI Curriculum Support <u><a href="#">GOAL: Provide PD/Collaborate w/ Educators)</a></u>



# Equity Indicators of Success for June 2023 *Summer DEI Trainings*



## **SUMMER Trainings - June/July 2022**

### **DEI Facilitation Trainings:**

**Train the “Sweet Sixteen”**

**Two - 3 Hour PD’s This Summer**

### **Teacher DEI Summer Trainings:**

**Topic: Understanding Intersectionality**

**Topic: Recognizing Inequities:  
The Persistent Opportunity Gap**

**Topic: Courageous Conversations in the Classroom**

**Topic: The Myth Behind Desegregation**

# Administrative Recommendation for Equity Updates

## ENVISION 308 ANNUAL PROGRESS REPORTS



# Questions?

