2020-2021 Excellence and Equity Initiative Mapping

Equity Initiative	Goal	Lead	2020-2021 What will success look like this year?
Student Voice and Participation Supt. Goal Areas: 1, 2, 3, & 4	The goal of student voice and participation is to actively include student voice in decisions related to students' classroom and school experiences, the district curriculum as measured on surveys, student focus groups and analysis of student representation.	Office of the Deputy Superintendent	- Implementation of a Student Equity Leadership Team - Implementation of a four part series of "Town Hall Meetings" - Use of video messages to students in support of our district's Excellence and Equity Agenda - Engagement of students via site-based focus groups and student led activities
Principal Supervision and Support Supt. Goal Areas: 1, 2, 3 & 4	The goals of principal supervision and support are to equip principals with skills and hold them accountable for ensuring that student outcomes reflect success for all students.	Office of the Superintendent	- Self-assessment of principals and assistant principals on the revised domains and dimensions as a baseline for continuous improvement - Assessment of principals and assistant principals by their supervisors on the revised domains and dimensions as a baseline for continuous improvement - Knowledge of the characteristics for a culturally relevant and responsive classroom by principals and assistant principals - Demonstration by principals and assistant principals of their school's progress on their Building Equity Audit action plan
Social Emotional Learning and Supports Supt. Goal Areas: 1, 2, 3 & 4	The goals of social emotional learning and supports are to promote an understanding, examine biases, build cross-cultural relationships, and cultivate adult and student practices that close opportunity gaps and create more inclusive school communities.	Office of School Support Services	- Development of teachers' and administrators' working knowledge of the Collaborative for Academic, Social and Emotional Learning (CASEL) Competencies & Social Emotional Learning (SEL) Student Outcomes through professional development - Initiation of a continuum of integrated levels of support with resources for Tier I-III discipline practices, restorative justice and identity development - Integration of SEL objectives into core and elective content and instruction - Design and deployment of adult SEL supports
Community Engagement Supt. Goal Areas: 1,2 & 5	The goals of community engagement are to develop and build trusting relationships with all stakeholders, create systems that provide opportunities for diverse perspectives to be shared and to enhance district methods for interacting with parents.	Office of Organizational Equity and Engagement	- Support of the development and approval of the Learning Continuity and Attendance Plan and Local Control Accountability Project through the development of an Engagement Process Framework - Development and support of the work of the Equity Leadership Team - Engagement with all community stakeholder groups during the Budget Engagement Process - Maintenance of community engagement data, feedback and recommendations - The offering of sessions through Parent University that align with key initiatives described in this document, including Canvas training, social-emotional learning support for families, etc.
Curriculum & Professional Development Supt. Goal Areas: 1, 2, 3 & 4	The goals of curriculum and professional development are to support teacher and leader development in the eight competencies for culturally responsive teaching and ensure a culturally relevant curriculum.	Office of Curriculum, Instruction & Professional Development	- Defining what a culturally relevant and responsive classroom looks like - Establishment of a set of recommendations for curriculum changes based on a district curriculum audit - Creation and deployment of a professional development plan that incorporates training for principals and teachers around culturally relevant and sustaining practices centering on academic success, cultural competence, and critical consciousness and their relationship to students' social-emotional learning and well-being
Equity Leadership & Talent Development Development Supt. Goal Areas: 2, 3 & 5	The goal of equity leadership and talent development is to support teacher and administrator growth and development in the 7 domains and 21 dimensions of our administrator standards.	Office of Equity Leadership & Talent Development	- Expansion and implementation of pipeline programs (14) from teacher leader through new director - Creation of equity centered curriculum for each pipeline program - Ensuring equity focused recruitment and retention efforts (ie. application, questions, writing task) - Expansion of partnerships with community organizations to support LBUSD's Equity Centered Pipeline
Budget Engagement Supt. Goal Areas: 1 & 5	The goal of the Budget Engagement process is to solicit recommendations for the budget utilizing community engagement processes for recommendations for a budget that is transparent, equity driven and addresses the needs of the District.	Fiscal Services Branch	- Development of processes for public engagement into budget priorities - Creation of foundational knowledge of district budget among stakeholders so that they can provide relevant feedback - Creation of opportunities for cross departmental collaboration for projected enrollment, staffing and allocation of discretionary resources to sites

			● Development of capacity for multi-year plan for supplemental resources that reflects current priorities
Workforce Diversity & Human Resource Practices Supt. Goal Areas: 2 & 3	The goals of workforce diversity and human resource practices are to develop a diverse and inclusive talent acquisition strategy to recruit and retain a highly qualified workforce that is reflective of our students and community; sustain and increase the percentage of highly qualified K-12 certificated candidates by 10% in under-represented groups and to develop improved organizational structures to promote equity and excellence organizational objectives while creating an environment that promotes employee engagement and retention.	Human Resource Services	● Analysis of hiring practices, interview scores, and new hire survey data and create an annual report that measures diversification data and progress, and data repository ● Partnership with community college, key higher education institutions to develop a campaign to increase the need for teacher prep programs to raise the profile of the educator profession to recruit a future diverse workforce ● Continued anti-racist and anti-basis HR training/professional development ● Development of preliminary teacher contracts and establish a criteria for identifying students recipients based on teacher elective courses ● Establishment of stakeholder equity focus groups and incorporate feedback and suggestions into the interview process while standardizing interviews at the site level to increase equity
Metrics and Opportunity Gaps Supt. Goal Areas: 1, 2, & 3	The goals of Research and School Improvement are to identify and define an equity dataset and visualization paradigm that is aligned to district equity priorities and initiatives. Site leaders and teachers will consistently use the equity centered data to drive programmatic decisions and interventions that increase access, opportunity, and success for students.	Office of Research and School Improvement	● Development and definition of the prioritization of LBUSD's equity measures and support sites in using them ● Creation of a detailed plan for building data systems' architecture in support of shifting data use models ● Implementation of a protocol for site data and systems' enhancement requests that build capacity to ask data-driven equity research questions
Business Engagement and Strategic Partnerships Supt. Goal Areas: 1 & 5	The goals of Business Engagement and Strategic Partnerships are to foster partnerships and connect LBUSD students to businesses and organizations through inspiring work-based learning opportunities.	Office of Business Engagement & Strategic Partnerships	● Providing and facilitating equitable Internship opportunities through established business partnerships ● Development and establishment of new partnerships to support student success and district initiatives ● Diversifying advisory council members ● Creating opportunities and processes to engage business partners with K-12 students
Learning Acceleration, Support & Enrichment Supt. Goal Areas: 1, 3 & 5	The goal of Learning Acceleration, Support & Enrichment is to ensure that every student has access to academic and social emotional supports that ensure student success and well being.	Early Learning & Elementary Schools Office; Middle & K-8 Schools Office; High Schools Office	● Development of a Learning Acceleration, Support & Enrichment Plan to address students' academic learning and social emotional/well being needs through research based targeted intervention instruction and programs, online and in person tutoring, Saturday School, credit recovery and other extended learning opportunities (from the Learning Continuity and Attendance Plan) ● Development of intervention models for literacy and math to support students during school day (elementary literacy programs, middle school math intervention courses)