Cultivating Opportunities for Respectful Reflection on Identity through Education
Corrie LLC

Vision: A Balanced Educational Ecosystem

School Climate & Culturally Relevant Teaching

Adults collaborating and committed to examining our policies, practices and procedures through a racial equity impact lens, in order to build a more equitable learning environment that constantly strives to eliminate the racial predictability of achievement.
Strategy: Assessment, Analysis & Action Plan

Three key components to realize the vision.

1. **Equity Walks**
   Assessing the District 65 learning environment in terms of policies, practices, procedures, curriculum, professional development, programs and community outreach, through an equity lens.

2. **Professional Development, Training & Awareness**
   Providing the teachers, staff and administrators with training to foster a more equitable learning environment.

3. **Creation of Equity Plan to Address Findings**
   Creating a SMART plan focused on addressing the key themes from the Equity Walks to implement over the next 5–10 years.
Updates on how things are progressing…

August 29, 2016
Updates: Equity Walks

Equity Walks
Assessing the District 65 learning environment in terms of policies, practices, procedures, curriculum, professional development, programs and community outreach, through an equity lens.

Updates:

• Whole Child Council & School Climate (Biz)
• Human Resources (Beatrice)
• Data (Peter)
• Communication (Melissa)
• 1–on–1 Principal meetings to discuss equity walks
  – Corrie has met with 14 principals
  – Equity Walks scheduled for 10 sites

Next Steps:

- Grants & Resource Allocation
- Technology
- Equity Walks
Updates: Professional Development, Training and Awareness

Providing the teachers, staff and administrators with training to foster a more equitable learning environment

Updates:

- Beyond Diversity, Northwestern – 6/17-6/18
- Cabinet retreat equity session - 6/14
- Racial Justice Leadership Institute - 7/21
- Despite the Best Intentions
  - Book discussions (July & August)
  - Author visit 8/15
- New Staff EDI (Equity, Diversity & Inclusion) Training – Biz & Corrie 8/16 and 8/18
- Gloria Ladson-Billings Repaying Education Debt & Culturally Relevant Teaching video – 8/22
- Equity Advisory Committee Invitations mailed 8/24

Next Steps:

- Exploring conferences/training to support open and effective conversations on race and racial identity development
  - Regional Summit, Race Forward, National Summit, ASCD: Pedro Noguera, National IGR Dialogue Institute
- SEED (44 registered to date representing 12 schools)
- Equity Leadership Team
- FAN: Congressman John Lewis, 8/29 @ ETHS
Timeline

September
- Oakton
- Washington

October
- Dewey
- Willard

November
- Lincoln
- Nichols

December
- Walker
- School #8

January
- Bessie Rhodes
- Kingsley

February
- School #11
- School #12

March
- School #13
- Chute

April
- School #15
- School #16

May
- School #17
- School #18

Online Questionnaire, Focus Groups, Data Collection/Analysis, Recap of Findings, Recommendations (short, mid, long term)
Critical Success Factors

• Deadlines are met and adhered to per the agreed upon timeline

• Active participation by all participants (Administrators, Teachers, Parents, Students, and Community)

• Realization that there is no “magic solution” to address creating a more equitable learning environment; acknowledging that each component of the educational ecosystem is essential in supporting the whole child and each student’s unique needs

• Increasing equity professional development opportunities

• Understanding and appreciation that this will be an iterative process based on the feedback, output and data received from Parents, Teachers, Students, Administrators and the Community
“Simply desegregating schools will not make a difference until the power relations within such settings are challenged.”

--Sonia Nieto 1992