



Every Child, Every Day, Whatever it Takes

**TO:** Evanston/Skokie District 65 Board of Education  
**FROM:** Maria Allison, Chief Strategy Officer  
Peter Godard, Chief Officer of Accountability, Equity, & Organizational Development  
**CC:** Dr. Paul Goren, Superintendent  
**DATE:** January 22, 2018  
**RE:** Strategy-Equity Reflection

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**Objective:**    \_\_\_ Information     X  Discussion    \_\_\_ Follow-up    \_\_\_ Decision

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### Overview

The Strategy-Equity Reflection is organized according to the five strategic plan priority areas: High Quality Teaching and Learning, Thriving Workforce, Family and Community Engagement, Safe and Supportive School Climate, and Financial Sustainability. In each section, we review the overall goal and provide our reflections on how we are approaching the work at the midpoint of the plan. We then describe each of the strategies, paying particular attention to how our learning on equity is informing our work. We also provide specific illustrations of the work in action, with a list of more implementation details in the appendix.

### Purpose

We are now half-way through our 2015-2020 strategic plan--a document developed with the input of nearly 2,000 diverse voices. Over the past two years, we have accomplished much and learned even more. We have heard from students, families, staff, and community members urging us to more boldly address the root causes of racial inequity in educational opportunity.

Reflecting on these many voices and on our work thus far, we have sharpened our focus on racial equity and refined our approach to strategic plan implementation. As we discussed in the crosswalk conversation in November 2017, we have incorporated the recommendations from the Equity Walk Report, as well as other equity-focused initiatives, into this document. These recommendations are well-aligned to the framework of the strategic plan and by integrating them into a single document, we can ensure that they stay at the forefront of our planning and implementation rather than being seen as an add-on. We also shared a draft of the document for review with the District Equity Leadership Team and revised it substantially based on their feedback.

This process had three major aims which are reflected in this document:

- 1) To provide an opportunity for reflection on the past two years of community input and our learning on racial equity.
- 2) To integrate and align our equity-focused work within our strategic framework in order to ensure sustained focus and faithful execution.
- 3) To raise awareness of the work that is currently underway using concrete examples that did not exist at the time the strategic plan was written.

### **Next Steps**

Our existing processes of annual work planning and quarterly progress reporting have served us well. These processes facilitate strategic plan implementation by clearly defining how we will achieve each strategy and supporting public accountability for our progress. In addition, we have updated our strategy indicators scorecard with additional metrics that better reflect the work described in this document, which will be covered in a separate agenda item at this meeting.

This document does not replace the strategic plan or our annual work plans. Instead, we will build on these processes as we implement the work reflected in the attached document. We will continue to inform this work with ongoing stakeholder input gathered from a wide variety of stakeholders through multiple methods such as surveys, community cafes, family advisory groups, and public participation in board meetings. Our hope is that this document provides a more up-to-date touchpoint for this continued planning and conversations.