

Equity Update

Simsbury Public Schools Board of Education Goals

2019-2024

- I. Student Growth and Success
- II. Compassionate & Connected School Culture
- III. Premier Workforce
- IV. Strategic and Sustainable Investments

Meaningful Relationships

Strategic Goal #2

The Eye of the Equity Intersection



Equity Council

Caring and
Compassionate
School Culture
/Global Citizen

SPIRIT
Council

RE-Center &
Summer
Curriculum

Safe and Healthy Environment

Equity Council Purpose

Assess the organizational issues that impact equitable access, experiences, and outcomes for SPS students

in order to **make recommendations** that will guide strategic planning and implementation of change efforts to eliminate persistent equity gaps in the district

Equity Council Accomplishments

- Collaboration with the Center for School Change
- Monthly meetings with strong attendance of various stakeholders
- Development of individual and collective equity lens
- Professional development of membership
- Anecdotal “changes” in conversations and practice
- Data protocol implementation
- Draft of district definition, core beliefs and stance

Equity: Anticipated Outcomes 2019-2020

May 21, 2020: *Draft Test- Does it function as a sentinel tool to drive our equity work?*

- Tine test with distance learning
- Where did we hit the mark? Where have we fallen short?
- Course adjustments for the remainder of the school year?
- Adjustments to the document needed?
- Equity Self-Assessment

June 4, 2020: *Data Dive - Culture and Climate*

- Self-assessment results
- Examining Simsbury-specific data (attendance, extra-curriculars, access to programs)
 - Disparities? Assumptions? Questions?
 - Questions lead to recommendations for future examination/development

Next Steps: 2020-2021

Summary Document to Outline:

- Equity Council Process
- Membership
- Structure
- Celebrations
- Data Concerns and Questions: achievement, climate and self assessment

Equity Council - Year 2

- Examining developed questions from data
- Determine root causes
- Recommendations to Board for policy, practices and professional development