



## Agenda Item Details

Meeting	Dec 08, 2020 - Board of Education Meeting, 6:00 p.m., District Office, Lancer/Spartan Board Room
Category	7. Discussion Items
Subject	A. Diversity, Equity and Inclusion Workgroup: Equity Non Negotiables (ENN) - Tanya Fredrich
Type	Discussion

**Presentation:** Tanya L. Fredrich, Ph.D. Assistant Superintendent of Teaching and Learning will present an update on the work of the equity nonnegotiable workgroup related to membership, process, current status, and next steps

### Background/Context:

On July 14th the Board of Education modified the [core values](#) to include "*Fostering teamwork and inclusive environments that embrace ideas and people with attention to diversity and equity.*"

The School District of Elmbrook updated the Great Place to Learn Strategy Map for 20-21 to include the *OBJECTIVE: Continue to foster an environment that provides equitable access and inclusion so that all students can fully participate in our schools, classrooms, programs, and activities.*

In the winter of 2019-2020, the district formed a workgroup equity opportunity nonnegotiable facilitated by [Integrated Comprehensive Systems for Equity \(ICS Equity\)](#). As background, the purpose of creating Equity nonnegotiable is to:

- operationalize equity for the District
- leverages the work toward the District and Vision
- guide all decisions forward
- cross-check for all policies and funding practices
- create sustainability of equity
- define equity through a board policy
- grow the system to be more responsive to the needs of all learners
- Ensure high-quality teaching and learning for all learners

In March 2020 the work was interrupted by the pandemic. At the time, the group felt strongly that they wanted to wait until we could resume face to face. In hindsight, there was not a clear understanding of how much life was going to change over the next 6 mos. The workgroup re-engaged in this work starting August 31, 2020, with a hybrid of face-to-face and using technology. The recent events regarding racism in our country have led to an increase in interest in this workgroup therefore we have been able to expand it. Mr. Scott Wheeler and Dr. Mushir Hassan are members of the workgroup on behalf of the Board of Education.

### Rationale:

School districts across the country have mission and vision statements that allude to aspirations for successful graduates. For example, all students will do well and have post-secondary options as they become productive members of their communities. However, few districts have delineated the core principles or Equity Non Negotiables that can define how we will meet those aspirations, basically how to operationalize equity.

The notion that each student is entitled to a high quality integrated and comprehensive education with their peers is not negotiable. Leaders for diversity, equity, and inclusion have a strong Equity Non-Negotiable vision that each student belongs. Simply claiming goals such as "improving achievement for all children" or "success for all" is not enough. Leaders for diversity, equity, and inclusion make it clear that all students are a part of this vision, including those who have been historically marginalized based on student and family identities such as, but not limited to, race, color, national origin, citizenship status, ancestry, religion, sex (including sexual orientation and gender identity), economic status, disability status, and age.

The School District of Elmbrook adopted the core value of "Fostering teamwork and inclusive environments that embrace ideas and people with attention to diversity and equity" and making Elmbrook a Great Place to Learn with the strategy to

"Continue to foster an environment that provides equitable access and inclusion so that all students can fully participate in our schools, classrooms, programs, and activities."

But without a delineation of Equity Non Negotiables that can provide a road map to assist in making such goals operational, school systems, tend to continue to perpetuate achievement/opportunity gaps for students with disabilities, linguistically diverse, students of color, and students of poverty. Therefore, the Equity Non Negotiables have been drafted as a starting point to provide clear and succinct verbiage that builds a common language and understanding of the disparity between our aspirations and our realities. They shall serve as guideposts for ongoing decisions, and illuminate a pathway forward—step by step over time—to a better reality for every student, every time, all the time.

The workgroup met four times as a collective with Dr. Elise Frattura. The focus of the sessions included:

- Introduction to Integrated Comprehensive Systems for Equity (ICS), Historical Practices of Marginalization & Identity Work
- ICS Four Cornerstones & Intro to Collaborative (C3) Proactive Structure with Identify Relevant Teaching and Learning (IRTL)
- Hattie's Research & Thoughts/Reflections on Non Negotiables Exemplars
- Group Work Time to Draft Non Negotiables & Share-Out

The workgroup created a draft document that outlined the Equity Non Negotiables ICS model statement, the intent of the ENN, and a draft ENN for Elmbrook on November 23, 2020. This draft was shared with the stakeholder groups for input the week of November 30, 2020.

- Building Principals and Associate Principals
- Middle School Teaching and Learning Specialists
- Teaching and Learning Directors and District Coordinators
- Student Services Teams (K-12 Psychologists and 6-12 Counselors)

From the input, draft revision recommendations from district stakeholders to date need to be reviewed for alignment between the intent of the ENN and the drafts. It is anticipated that this work will take place in January and February. The anticipated revisions will come back to the board for discussion/action sequence in spring 2021.

[Draft Equity Non Negotiables 12.8.2020.pdf \(117 KB\)](#)

[Equity Non Negotiable Workgroup Members.pdf \(60 KB\)](#)

[SDE Equity Non Negotiables BOE 12\\_8\\_2020 .pdf \(367 KB\)](#)