

CVNIC College Ready external successes in DEI:

- Teams continued and deepened their work with NEP
- Teams are better equipped to have hard conversations regarding access for student groups
- Teams are leveraging multiple sources of data (student and staff voice, course analysis, student progress) to identify possible barriers and consider ways to respond
- All 14 teams on-boarded teachers to the Site Improvement Team including sharing their site's data, the need for this work, and what they learned this year
- COE coaches deepened their understanding and coaching of the discourses to support teams during team meetings
- COE coaches reflected that their focus on equity in CVNIC CR is supporting their work with other districts in their county
- CVNIC CR was able to put into practice learnings from previous networks (CVNIC 1.0, CVNIC 2.0) to truly place equity at the center of the work through supports for teams and equity-focused investigations that leveraged multiple sources of data
- 83% (61) of Network Health Survey respondents reported agreeing or strongly agreeing to the statement "Our network collects or reviews a rich array of qualitative and quantitative data relevant to the problem."
- 79% (58) of Network Health Survey respondents reported agreeing or strongly agreeing to the statement "Our network studies how the problem is perceived by the students closest to it."
- 79% (58) of Network Health Survey respondents reported agreeing or strongly agreeing to the statement "We use data to identify unjust and inequitable practices."
- Network Health Survey items about the Equity-Driven culture all show 68% or higher for agreeing or strongly agreeing that the network is comfortable discussing issues of race, gender, class, power, and oppressive systems.

TCOE internal successes in DEI:

- Engagement with Leadership Team (45-50 leaders across all TCOE organization)
 - [Department Alignment of Equity Foundations to Organizational Pillars and Core Values](#)
 - [Equity Foundations & Team Facilitator Guide](#)
- [Superintendent attending Equity Design Team meetings and supporting ways to identify and target areas that need to be strengthened internally](#)
- Expanded learning and application within teams to further equity
- Foundations
 - Designing and facilitating agendas for equity
- [Equity Design Lead supporting department teams with equity presentations](#)
- 3rd annual TCOE Equity Conference was held
- A permanent role within within the organization include DEI

CVNIC College Ready external challenges in DEI:

- Individuals and teams expressed some challenges/discomfort during DEI learning, data analysis, course sequence etc. e.g. community college data vs. 4-year university data and existing beliefs
- Tracking data about team growth in this area is difficult → We're considering analyzing team slides for evidence of DEI conversations and responsiveness
- Reporting data about COE Coach learning beyond the Network or TCOE provided professional learning in this area
- 63% (46) of Network Health Survey respondents reported agreeing or strongly agreeing to the statement "In our improvement work we regularly identify the strengths of the students and families with which we work."
- Network Health Survey respondents varied in their agreement of whether Hub Leaders value diverse perspectives. This variance occurred by race, network role, and district.

TCOE internal challenges in DEI:

- Due to staff changes and covid, EDT was siloed in DEI work within the organization.
 - Equity Ambassador meetings were put on hold
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- Defining the focus of Internal and external equity challenges within the organization and county for staff to understand and reflect on their work
 - Data focus and connections made within the organization and county
- Scheduling and routines have been challenging due to covid
- Identifying, creating, and collecting data internally to support identification and needs

Evidence that CVNIC CR DEI is making a difference:

- Equity conversations are essential elements of the CVNIC CR Hub meetings, COE Coaches Meetings, and Math Department meetings
- COE coaches reflected that their focus on equity in CVNIC CR is supporting their work with other districts in their county

Evidence that TCOE DEI is making a difference:

- [Leadership](#) interest in continuing NEP offerings and future presentations from others during the leadership team meetings.
- Part of our work in the coming year is determining what data we have & what we need to identify equity challenges and monitor progress on addressing them.
- Cross-department equity book study: Grading for Equity
- Cabinet members engaged in DEI conversations that extend to other depts within the organization by branch and dept.
- Staff is verbally speaking to the need for resources and support to become more actionable in their equity-focused efforts

CVNIC CR Impact on Students Served through DEI capacity building:

- Student empathy interviews provided data from students for teams to use with their additional sources of data. Teams used this information to design what they wanted to try in their system.
- 79% (58) of Network Health Survey respondents reported agreeing or strongly agreeing to the statement “Our network studies how the problem is perceived by the students closest to it.”
- Through our work this year, we have seen cases of success with sites in these areas. For example, through Investigation #6, A site team identified juniors that were not in 3rd year math and the counselors met with each student individually to learn about their post secondary interests and enroll them in a Math 3 or equivalent course.
- 79% (58) of Network Health Survey respondents reported agreeing or strongly agreeing to the statement “We use data to identify unjust and inequitable practices.”

TCOE Impact on Students Served through DEI capacity building:

- State Seal of Biliteracy support and countywide celebration
- Continuous Improvement for Equity (CIE)- coaching districts teams around improvement efforts
- Staff participating in Improvement Science for Equity offering
- [Equity Conference](#) highlighted district efforts
- Connections to other initiatives that infused equity (Content-focused work, college & career work, district/school support)
- Community Engagement Initiative
- Cross-department equity book study: Grading for Equity ready

How have you engaged students and families in your work over the last year?

CVNIC CR has engaged in students and families through the following ways:

- Student empathy interviews
- Investigation #6 - A site identified and interviewed 5 families about A-G and the importance of staying enrolled in math during junior and senior year
- **Strength:** 79% (58) of Network Health Survey respondents reported agreeing or strongly agreeing to the statement “Our network studies how the problem is perceived by the students closest to it.”
- **Opportunity:** 63% (46) of Network Health Survey respondents reported agreeing or strongly agreeing to the statement “In our improvement work we regularly identify the strengths of the students and families with which we work.”

TCOE has engaged in students and families through the following ways:

- Student, Family and Community Events:
- [Readership](#) Community Video, [Website](#), [CDE Discussion Guide](#)
- [CIE projects](#) engaged students and families to learn more about their needs.
- Regional Migrant Services held a [parent health conference](#) and [Feria Migrante](#) to celebrate cultural awareness, health, and STEM activities.
- College & Career held [college night](#) for college information and support for first generations and underserved student populations and the Tulare Kings College and Career Expo in collaboration with a local community college to support career expiration, awareness and preparation.
- [STEAM EXPO](#). Families participated in a variety of STEM activities and received free Planetarium tickets.
- [Slick Rock](#) Film festival competition for seven counties to support creativity for middle and high school students.
- [Expanding Your Horizons](#) to support learning about career opportunities for women working in Math, Science, Engineering and Technology.

What are your DEI goals for the coming year?

DEI Goals for CVNIC CR:

- Establish a shared equity focus and be able to identify, discuss, and create a plan to address inequities within your system.
- Leverage the different perspectives and experiences of the Site Improvement Team to uncover, understand, and take responsibility for the key barriers to A-G completion at your school site. Prioritize barriers and take action to remove these barriers (system, support, classroom)

TCOE Goals for DEI:

- Using data from (equity culture survey, etc) to develop a strategic plan
- The implementation and use of engaging staff with the equity foundations and identifying how to address/attend to equity in their dept (context).
- New staff position that will include equity work as a role and responsibility
- Expansion of data team to support learning cadences focused on equity and improvement internally and externally
- Equity Conference may return to an in-person event
- [Continue to develop our TCOE Equity website page](#)
- Intentionality and focus for equity within all team scorecards as we implement improvement cycles
- State seal of biliteracy first student award celebration to support increased outcomes for multilingual pathways

Sustainability and Spread

How is your organization thinking about sustaining this work in the target schools/districts after the grant period ends? *If you have existing materials that help answer this question, please provide the hyperlink(s) to these materials in the box below.*

- Intentionally design support for CI leads to leverage practices learned through the network: data routines, CI Tools (empathy interviews, root causes), PDSA to deepen their team's work and as an approach to support work in other contexts.
- Establishing the need for a multi-level Team to provide diverse perspectives and experiences
- Continued involvement of teams in aligned opportunities and networks
 - Improvement & Equity [Regional K-16 College & Career](#) infused and modeled CVNIC CR
- Regional collaboration to support continued deepening of work

How is your organization thinking about spreading this work (e.g., deepening work in schools, spreading to more schools/districts, expanding your organization's role in the improvement ecosystem)? *If you have existing materials that help answer this question, please provide the hyperlink(s) to these materials in the box below.*

- We're building internal capacity through partnering an improvement coach and a content coach to support each site team's work, while this is beneficial for the teams, it also support our coaches in developing their understanding of continuous improvement and how it can be used to support teams as they work to understand their system and focus on improving a problem area within their system
- CVNIC CR engages people from across our organization to experience CI in action with district and schools to better understand this model, how it is working, and how it can be applied to other areas of our organizational work
- Through this experience, TCOE team members can utilize the CI approach, a focus of DEI, and content learning/A-G with their districts not involved in the network
- Our learnings of the barriers that students experience within CVNIC CR this past year will have a direct impact on the approach and design of the TCOE Counselor Network, CCR Regional Collaborative, CNVIC Mathematics (grades 3-8), Readership Network, Quail Arts initiative, District differentiated support, Social Emotional Learning COP and planning of 1st Summit, Data team configuration, roles and responsibilities, and NTLD program planning and review
- [Commitment to continuous improvement](#) learning and implementation supported by level 1 system of support TCOE funds (57 completed ISP/ISB, 21 Coaching, network teams attended IHI).
- Plan for remaining District Services all staff to complete ISB/ISP over the next two years, 19 staff to complete Coaching, and alternating smaller teams to attend IHI annually.
- Tulare County and regional collaboration to offer improvement opportunities for varied audiences
- Learning Leadership Forum topics aligned to leadership and improvement
- Full implementation of Organizational Excellence work to support improvement cycles for each department team aligned to Equity Foundations, Core Values and Pillars

How is your organization thinking about overall organizational sustainability after the grant period (if applicable)? *If you have existing materials that help answer this question, please provide the hyperlink(s) to these materials in the box below.*