

Equity Audit Recommendations

La Honda-Pescadero USD
June 23, 2022

Domain 1: Structures, Systems and Resources

1.1 Rebuild the Climate Assembly with a cross-section of staff members across the district and empower them to take an active role in leading the district's improvement in equitable opportunities for all students.

Outcome: District Equity Plan- June 2023

1.2 Develop and adopt a board equity policy to establish clear guidelines for operationalizing equity and removing systems that prevent equitable outcomes for all students.

Outcome: District Equity Policy to guide expectations for development of Equity Plan- December 2022

Domain 2: Culture and Community

2.1 Enlist the school community to work toward establishing a supportive community focused on equitable outcomes and inclusivity

Outcomes: 2022-2023 (LCAP Goal #1)

Expanded Climate Assembly to include more stakeholders.

Quarterly meetings with LHPUSD leaders, staff, caregivers, students on issues relevant to them.

A set expectation that equity work is non-negotiable for everyone in the district. Training and support for staff members and honest conversations about why people are hesitant to engage.

Domain 3: Equity in the Educator Workforce

3.1 Develop or refine talent management strategies for the district which address recruitment, retention and development of a talent pipeline.

Outcomes: Still in planning phase

Partnerships with local universities to actively recruit teachers of color and bilingual teachers.

Recruitment plan.

Career ladder pathway to ensure opportunities for career growth for staff of color.

Domain 4: Professional Learning and Professional Growth

4.1 Capitalize on staff members' interest in receiving robust, equity focused professional learning by implementing a district-wide, consistently implemented program of professional learning related to cultural competence.

Outcomes- Planning in Progress June 2022 for 2022-2023 implementation

Elevated PL opportunities for leadership of the Climate Assembly

Short-term learning opportunities, based on individual's needs, to build staff's cultural competence

Multi-year training plan with an external partner organization

Domain 5: Curriculum, Instruction, Learning

5.1 Inspire educational gains among most vulnerable student populations by developing a plan to ensure tiered interventions across grade and content areas.

Outcomes:

Theory of action regarding the importance of improving core instruction and tiered interventions.

Aligned intervention programs to core curriculum.

Tier 2 and Tier 3 training for staff

Communication plan for families to know what intervention opportunities are available.

Cont-Domain 5: Curriculum, Instruction, Learning

5.2 Develop and staff an internal data alignment, data evaluation and systematic review process, with clear expectations for closing opportunity and achievement gaps.

Outcomes: LCAP Goal #2 for 2022-2023

Data Dashboard

Standardized method of data review