

# Updates re: Board Resolution #20/21-08 Commitment to Racial Equity

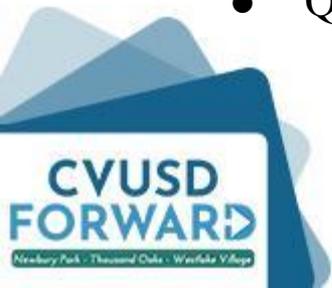
May 3, 2022

Student Services, Instructional Services & Human Resources



# Presentation Outline

- CVUSD Resolution #20/21-08: Commitment to Racial Equity
- Awareness and Recognition
- Student Services & Instructional Services Actions
  - Parent/Guardian and Community Forums
  - Student Forums
  - Professional Development
  - Curriculum and Student Learning
- Human Resources Actions
  - Recruitment Initiatives and Strategies
  - Hiring Practices
  - Employee Retention
- Questions



# Awareness and Recognition

- Addressing race/ethnicity based inequities requires an ongoing and long-term commitment
- This presentation is not intended to convey inequities and discrimination are solved in CVUSD - we know that is not true
- This presentation is also not intended to suggest staff are congratulating ourselves for the actions taken thus far - as long as there are opportunity gaps, disproportionate data and other indicators that not all students are experiencing success, congratulations is tone-deaf and premature
- We recognize and acknowledge much work lies ahead
- Acknowledge not all requests and recommendations from educational partners to address inequities have been fully implemented yet, or cannot be implemented
- This presentation captures actions taken since #20/21-08 was approved



# Resolution #20/21-08: Commitment to Racial Equity

- Signed on September 1, 2020, by CVUSD Board of Education vote of 5-0
- Acknowledgement of past and present racial injustices experienced by CVUSD students, families and staff
- Recognized the importance of students at all levels being able to talk about, recognize and address racism and bias
- Established commitment to promote racial equity, including long-term and timely changes needed in Conejo Valley Unified School District
- This presentation does not represent an exhaustive list of all actions



# Student Services & Instructional Services

Actions Towards Racial Equity



# Parent/Guardian and Community Engagement

- Equity Task Force formed in September 2020
  - Examples of actions that reflect ETF recommendations:
    - Confidential/anonymous reporting
    - Equity specific professional development with principals and counselors
    - Diversify core literature
    - Include equity-centered questions for staff interviews
    - Proposed CVUSD make intentional efforts to recruit and hire diverse individuals
    - Implement Ethnic Studies course offering sooner than the CDE requirement implementation year of 2025-2026
- Project 2Inspire:
  - Provides training to Spanish speaking parents in the areas of how to navigate the United States educational system, California State Standards, home-school communication, etc.



# Parent/Guardian and Community Engagement

- African American District Advisory Council formed in October 2021
  - Actions:
    - Created and distributed anti-bullying posters
    - Sent reminders to all stakeholders on confidential reporting and CVUSD's commitment to safe learning environments
    - Strengthened investigation procedures to address allegations of racism/discrimination
  - Presentations:
    - Diversifying core literature
    - Math pathways and A-G requirements
    - Local Control Accountability Plan (LCAP) and School Plan for Student Achievement (SPSA)



# Parent/Guardian and Community Engagement

- BreakThrough Parent/Guardian Information Series
  - More than 100 parents/guardians attended two trainings provided in partnership with the Anti-Defamation League
  - Presented information on identity and culture and the impact of culture on communication and conflict
  - Provided multiple strategies for recognizing bias and supporting children in becoming anti-bias allies
  - Discussed how bias operates in digital spaces and how to respond to it

# Parent/Guardian and Community Engagement

- District English Language Advisory Council and school site English Language Advisory Councils (DELAC and ELACs):
  - Actions:
    - Increased bilingual staff at each school site to provide more support with students and families
    - Increase of DELAC representatives' decision making in school plans and LCAP process at the sites
  - Presentations:
    - Home to School Connection
    - TK Expansion
    - A-G Requirements
    - Reclassification Process
    - Career Technical Education
    - Dual Language Immersion Program



# Student Forums

- Student District Advisory Committee
  - Educational Equity Sub-Committee meets monthly and made contributions to:
    - Expansion of the Diverse Core Literature list
    - Ethnic Studies course pilot feedback/input
    - Representation of different cultures, races, and ethnic backgrounds (Student Survey input)
- Black Student Unions (BSU)
  - BSUs regularly meet at all comprehensive high schools and at three middle schools
  - BSUs provide a safe space for Black or African American students to build knowledge and awareness about the historical and current racial experiences through engaging activities
  - Meetings have included: listening to guest speakers, sharing challenges with microaggressions, and addressing unconscious bias.

# Student Forums

- Latino Connection Clubs
  - All three high schools have worked collaboratively to bring students together
    - Fall and Winter Dance Celebrations at TOHS
    - Cal Poly Pomona Field trip through the Latino Youth Leadership
    - Latino professionals as guest speakers
    - Latino graduation celebrations in addition to the high school graduation
    - Club activities such as Día de los Muertos raises awareness about the Latino culture

# Professional Development

- Restorative Practices Training
  - To re-think disciplinary practices from punitive to relationship restoration
  - Particular focus on interrupting disproportionate disciplinary practices
  - To engage with students progressively and in a manner that is culturally competent
  - To build systems that address misbehaviors in a way that strengthens relationships
  - Next steps include expanding the training to High School and Elementary School staff, while also revisiting with Middle Schools to check on progress and reinforce practices
- Trauma Informed Practices (TIPS) Training
  - To address the impacts of adverse childhood experiences and how to create trauma sensitive environments at school



# Professional Development

- Improved Investigation Procedures for Reports of Racism/Discrimination
  - 2021-22 school year - trained principals on procedures to conduct a fair and unbiased response to allegations of racism/discrimination/harassment/bullying based on protected class status
    - Provided templates and resources for site administration
    - Created interview procedures, and investigation notifications
    - Providing ongoing monitoring, support and coaching from Directors.
- Diversity, Equity and Inclusion Professional Development
  - 2020-2021 school year - all principals and central office administration participated in 8-month long series focused on bias awareness and how to lead for equity
  - Provided introductory DEI training on August 16, 2022 and November 1, 2022, to all CVUSD certificated staff
  - 2021-2022 school year - all mental health providers participated in a series focused on cultural competency

# Curriculum and Student Learning

- Expansion of Core Literature
  - Restructured secondary lists to require at least one diverse text each year
  - 16 high school diverse titles moved to Extended/Required list
  - 8 middle school titles moved or added to the diverse reading list
  - Secondary English teachers worked in the summer to develop a library of resources for current diverse texts
  - 5 new titles approved during the 2021-22 school year
  - 19 English teachers participating in the UCLA Center X professional development
- Provided resources/lessons to teachers on teaching contributions from underrepresented groups through Monthly Observances Slide Decks for Hispanic Heritage Month, Black History Month, and Asian American Pacific Islander Month

# Curriculum and Student Learning

- Ethnic Studies
  - Ethnic Studies Working Group created the Course Outline and Course of Study to be piloted in Fall 2022
  - Solicited feedback/input from: Equity Task Force (ETF) and SDAC Educational Equity Committee
  - Presentation to Board of Education on 4/12/22 for pilot approval
  - Planned summer training for Ethnic Studies teachers for implementation of curriculum and lesson planning

# Curriculum and Student Learning

- Dual Language Immersion Program
  - Prepared to open CVUSD's first Spanish/English DLI Program for TK and K students in August 2022
  - Grade level expansion each subsequent year
  - Parent/guardian/community outreach throughout the year
  - Reached enrollment goals for both grades
  - 30 staff and community members were provided over 10 hours of training on the guiding principles for dual language education
- Newcomer Academy
  - Launched in August 2021
  - Designed to provide wrap-around support to students and families
  - Created specific academic sections with bilingual staff to support academic development
  - Free transportation from WHS and TOHS to NPHS
  - Enrollment grew by 68% this year



# Curriculum and Student Learning

- School Plans for School Achievement (SPSA)
  - SPSA must include:
    - Disaggregation of student performance data to include racial and ethnic student groups
    - Actions that support Diversity, Equity and Inclusion
  - Advisory council representatives must review and provide suggestions prior to the approval of SPSA

# Human Resources

Actions Towards Racial Equity



# Processes and Initiatives

- Recruitment
  - Marketing efforts expanded: Facebook, Indeed, lawn signs, etc.
  - Local and National outreach through job fairs and posts on multiple job boards
    - Job Fairs - City of Thousand Oaks, CLU, CSUCI, school sites
    - College job boards
    - Diversity in Ed job board
    - Speech-Language-Hearing Association (CSHA) job board
    - [Governmentjobs.com/schooljobs.com](http://Governmentjobs.com/schooljobs.com)
- Job Description Review
  - Statement indicating involvement in District's efforts to seek competency in diversity, equity, and inclusion
  - Review of minimum entrance qualifications

# Processes and Initiatives

- Hiring/Selection Panels
  - Interview panel/committee composition
  - Equity centered interview question incorporated into candidate assessment
- Employee Retention
  - New Teacher Induction Program - support provided by the District at no cost to the teacher



Questions?

