



TUHSD Equity Work Update

June 23, 2020



Overview

- Equity non-negotiables
- Data analysis
- Focus on equity
- Professional learning
- Work ahead of us

Equity Non-negotiables



Vision of the Leadership Team: Staff, students and families will report feeling a part of a trusting, inclusive community that values multiple perspectives. This learning community will eliminate the predictability of student achievement based on race or socioeconomic status.

We believe that...

- The success of all students is our individual and collective responsibility
- Instructional practices can mitigate the impact of any external factors on achievement
- Equity is a personal and professional journey
- All people can grow and learn
- Racism is endemic in our society and our systems and it is our responsibility to be actively anti-racist

Equity Non-Negotiables cont.



In light of our beliefs, we will...

- Hold high expectations for all staff, students and families
- Disrupt racist policies and practices
- Build trusting relationships among all stakeholders through engagement, honesty and learning other perspectives
- Use data to measure our progress and inform our practices on eliminating our opportunity and achievement gaps
- Continuously develop our collective capacity around equity and anti-racist leadership
- Provide culturally-relevant curriculum and engage in culturally-responsive practices
- Develop the cultural proficiency of all stakeholders

Data Analysis



- Data show persistent opportunity gaps among our student groups
 - African American students are overrepresented in our lowest math class and underrepresented in our advanced classes
- California Healthy Kids Survey (CHKS), showed that our African American students:
 - are the only student group that reports feeling less safe on our campuses as juniors than they did as freshman
 - Reported having the lowest rates of connectedness to school
- Our African American students have the highest rate of chronic absenteeism, which is not surprising given the previous data point
- Through data analysis it became apparent that we had some systemic issues and that we, as a district, were not serving all kids well



Professional Learning

For the past several years, the District has provided professional learning in:

- Racial Consciousness through *Beyond Diversity: Courageous Conversations about Race* through Pacific Education Group
 - Approximately 60% of all staff have attended at least Beyond Diversity I; about 20% of staff have attended Beyond Diversity I & II
- Anti-racist leadership through District Equity Leadership Team also through Pacific Education Group
- Culturally Relevant Pedagogy workshops
- Trauma Informed Practices
- Instructional Coaching with an Equity Focus
- Leading and Facilitating for Equity- Elena Aguilar



Students Organized for Anti-Racism-Pacific Education Group

- Student anti-racist leadership program led by Dr. Lori Watson
- Student groups at each site trained in how to be an anti-racist
- Student training mirrors the Courageous Conversations About Race training that adults engage in
- SOAR students plan educational events for their peers and staff at their sites



District Equity Team

- Group of teachers and administrators who come together monthly to discuss issues of equity and make recommendations to the district regarding policy and practices
- Drives equity based practices on the sites and pushes for greater diversity on committees and decision making bodies within the district
- Provides guidance to other district teachers around equity based practices and supporting students of color

Community Partnership



- **Marin Promise:** Focus on ensuring all students have access to high levels of learning and are college and career ready
- **Success Network at Tam-**tracks student progress and provides intervention and connection with community based organizations
- **Math Challenge Group-** collaboration among Tam High, Bayside MLK, and Willow Creek to ensure successful completion of Algebra I in 9th grade
- **Bridge the Gap College Prep-**The mission of Bridge the Gap College Prep is to provide comprehensive educational, social, and emotional support with the goal that every Marin City youth completes high school and graduates from college.
- **10,000 Degrees-**To help students from low-income backgrounds get to and through college in order to positively impact their communities and the world.

Marin Educators for Equity Initiative



[Marin Educators for Equity Initiative](#) (MEEI).

1. Increase the number of educators of color in Marin County from approximately 245 to 285 by June 2021.
2. Retain 80% of existing educators of color in Marin County through June 2021
 - a. Affinity space attendance for 25% of Educators of Color in Marin (61 individuals)
 - b. Develop a vibrant community of educators of color, potential educators of color and their allies.
 - c. Increase the inclusiveness of institutions who hire educators
3. Identify 64 teachers of color candidates for Fall of 2021 by June of 2021.

This group also provides affinity spaces for educators of color across Marin to capture their voices on what, specifically, needs to improve within our system for them to want to stay working in our county



Marin Teachers of Color Scholarship

- Dominican University:
 - The Marin Teachers of Color Scholarship is to be used for scholarships to benefit underserved students, with preference given to African American and/or Latinx students living in Marin County who intend to teach, or currently teach, at a Marin County public school and are working on the Teaching Credential portion of the MS Education degree.
 - We held an informational meeting for 11 current staff members in early March



Much Work to Be Done

- Full audit of our courses of study for inclusion of anti-racist content
- Review and revision of policies that reproduce educational injustice
- Adoption of a District anti-racist policy
- End of practices that limit student opportunity and access to all courses offered in the District
- Mandate professional learning on implicit biases, racial consciousness, culturally responsive pedagogy, and trauma informed practices
- Purposeful recruitment of educators of color
- Support our current staff of color who wish to earn a teaching credential



Resolution in support of Anti-Racist Education

- Set direction and make a commitment to make meaningful change
- Send a clear message to our students, parents and staff about our values
- Inform professional development and parent engagement



3 Anchors 2020-21

Racial Equity

Positive Relationships

Cycles of Inquiry

