

Equity Plan Year End Review 2019-2020

Raising Awareness				
Goals				
SCESD staff and stakeholders will receive training on equity related topics such as race, gender, age, sexual orientation, culture, religion family structure, socio-economics and/or disability including administration, board members, staff, parents and students.				
Staff will participate in professional development opportunities to enhance knowledge, understanding and respect for diversity and to develop culturally relevant pedagogy.				
Discussion opportunities/professional conversations to build awareness and examine attitudes, values, beliefs and practices.				
Action Plan	19/20	20/21	21/22	Responsibility
The equity team will develop three professional development opportunities including but not limited to stereotypes, bias, micro-aggressions and institutional bias that will be conducted yearly each year while advancing concepts each year.	✓	✓	✓	Equity & Leadership Team
The hire to retire committee, will review the onboarding process and establish a mechanism to onboard new staff to the equity concepts already trained within the district's three year plan.		✓	✓	Hire to Retire Committee/HR
The district will review workshops that encompass collaborative conversations and offer time within professional development days and/or staff meetings to discuss the concepts and practice skills.			✓	Equity & Leadership Team
Metric	19/20	20/21	21/22	Notes
Three sessions on equity concepts advancing in complexity occurred by June 30 each school year.	2/3			
The Hire to Retire committee will develop written mechanism to onboard new staff on equity concepts and present it to Governance Committee and the training will be conducted by September 2020.				
The district will offer trainings in collaborative conversations in 21/22 and offer opportunities to discuss at no less than 3 meetings a year by June 30, 2022.				
19.20 Review of Progress				
Three workshops using NAPE as our trainer were developed. Workshop #3 was canceled due to COVID. Topics covered included Bias, Stereotypes, Single Story, Micro-messaging, accumulated micro-messaging.				
The leadership team designated the baseline equity trainings that need to be provided to all new staff beginning in the 20-21 school year. They include Bias, stereotypes, micro-messaging and SCESD equity lens.				

Professional Development

Goals

Staff preparation and professional development will address instructional strategies which provide equitable outcomes for all learners.

Teacher preparation and professional development will provide inquiry-based opportunities for building capacity to work with under-served students

Professional/personal development for all administrators to develop skills and capacity to address issues of equity at the district, building and school level will be provided on an on-going basis.

Action Plan

	19/20	20/21	21/22	Responsibility
The Hire to Retire Committee will identify a professional development plan for teachers that support the acquisition of instructional strategies that address equitable outcomes for all students.	✓			Hire to Retire Committee
The Hire to Retire committee will prepare two workshops and provide two professional development opportunities to staff who interact with students in 20/21 and 22/22 to improve capacity to work with underserved populations.		✓	✓	Equity & Leadership Team
The equity team will identify and facilitate three Professional development opportunities for administrators increasing in complexity in the area of equity, engaging with staff in collaborative conversations around equity and identifying and addressing practices of institutional racism.	✓	✓	✓	Superintendent

Metric

	19/20	20/21	21/22	Notes
A professional development plan on instructional strategies to increase equitable outcomes for students will be developed and presented to Governance committee by June 30, 2020.	Covid Related			
Two professional development opportunities in 20/21 and 21/22 will be provided with teacher/staff action plans developed by each staff member and personal assessment of success of implementation.				
Yearly professional development opportunities will be provided to leadership by June 30 of each year.	✓			

19.20 Review of Progress

1. Administrators on the South Coast, including SCESD Admin, participated in a training provided in August prior to the start of the school year on Bias, Stereotypes, micro-messaging and analyzing school systems/processes that create barriers for under-represented populations. 20.21 Professional Development opportunity is on LGBTG1A+

2. The Hire to Retire committee met on the instructional strategies component of this plan as redirected its efforts to equitable access in the COVID environment. Additional training and work on this will need to occur in the 20.21 school year. By June 30, 2021 the team will evaluate and include additional access strategies in the more typical school environment.

Organizational Systems

Goals

Equity for students, families, staff, district partners and the community will be addressed through the development, adoption and implementation of an equity policy and equity plan.

A multi-year equity action plan will be developed, implemented and monitored yearly.

A commitment to equity tool will be developed and utilized in all areas of teaching, learning, program development and institutional practices.

A concerted effort will be made to recruit, hire and retain a diverse, qualified, certificated and classified staff.

The equity action plan will be embedded into SCESD Continuous Improvement Plan (CIP) yearly.

Action Plan	19/20	20/21	21/22	Responsibility
The equity team work with the board to develop equity policy, equity plan and monitoring plan.	✓			Equity Team
The hire to retire committee will establish a mechanism to monitor the implementation of the equity plan.	✓			Hire to Retire Committee
The equity committee will develop the commitment to equity plan, identify ways to train staff on its use and on its implementation and a review tool/checklist will be developed and utilized throughout the organization.	✓	✓	✓	Equity Team, Leadership Team/HR
The hire to retire committee will develop a list of strategies and mechanisms to embed practices that increase the likelihood of a diverse employee population at the ESD.		✓		Hire to Retire committee
The Leadership team will review the equity plan action items and embed them in the CIP.	✓	✓	✓	Leadership Team

Metric	19/20	20/21	21/22	Notes
Equity policy, plan and monitoring strategy will be completed/adopted by the board by October 31, 2019.	✓			
Staff will be trained on the commitment to equity implementation process and the checklist by December 31, 2019 and by September 30, every year there-after.	✓			
The hire to retire committee will develop and implement hiring practices that increase the likelihood of a more diverse employee group, place them into the hiring process handbook and train hiring managers by June 30, 2020.	✓			
SCESD will become more diverse in race, gender, linguistic difference by 2% each year.	✓			
The leadership team will review the equity plan in the summer of each year and embed the action items within the plan yearly as evidence by inclusion of equity action items in the CIP presented to the board by October each plan year.	✓			

19.20 Review of Progress

The ESDs equity policy, plan and monitoring strategy was adopted on time. Staff were all trained at all staff date and on-boarding thereafter on the equity plan and activities. The equity team pre-planned for improving the hiring practices and the diverse workforce starting with empathy interviews of those staff members who are from underrepresented populations to understand how the ESD could make change from within and ideas to address the presentation of our organization to increase the likelihood that diverse employees are attracted to the organization but the activities were cancelled due to COVID. They will be completed digitally in the 20-21 school year and the task will be completed on-time.

Building & Facility Access

Goals

Using the Oregon Department of Education Title IX district audit document, the ESD will conduct an audit of the ESD building and facilities.

Action Plan

Using the Oregon Department of Education Title IX district audit document, the ESD will conduct an audit of the Coos Bay ESD District Office and implement necessary changes and recommend long term needs.

19/20	20/21	21/22	Responsibility
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✓			Title IX Team
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Using the Oregon Department of Education Title IX district audit document, the ESD will conduct an audit of the Gold Beach ESD District Office and implement necessary changes and recommend long term needs.

	✓		Title IX Team
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Using the Oregon Department of Education Title IX district audit document, the ESD will conduct an update audit of the Special Education Programs and implement necessary changes and recommend long term needs.

		✓	Title IX Team w/Prog. Admin.
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Metric

19/20	20/21	21/22	Responsibility
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The Title IX audit, implemented programs and long term recommendations will be shared with the board by August of each year:

- Coos Bay Office - January 31, 2020
- Gold Beach Office – January 31, 2021
- Special Education Programs – January 31, 2022

✓			Superintendent and/or designee
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19.20 Review of Progress

The Coos Bay and Gold Beach office ADA plan and audit were completed. The review and recommendations are attached to this plan review.

Communication				
Goals				
The organization will provide training and support to staff engaging in equity conversations, training on the continuum of learning equity concepts.				
Opportunities for engagement will be extended to districts, parents and community groups that utilize culturally competent strategies and concepts of culture sharing.				
The SCESD strategic communications plan will address equity concepts in all aspects of internal and external communications.				
Action Plan	19/20	20/21	21/22	Responsibility
The communications committee will review the strategic communication plan and infuse concepts of equity into communication patterns.	✓			
The communications committee and leadership team will identify a training program for teaching staff how to have effective conversations about equity.		✓		
District will develop plans for parent and community outreach and training to include: <ul style="list-style-type: none"> • Understanding what parents and community partners needs are • Develop accessible training opportunities for parents • Develop accessible training opportunities for community agencies 			✓	
Metric	19/20	20/21	21/22	Responsibility
The communications sub-committee will infuse the communication’s strategic plan with elements of equity into each section with strategies to improve access and opportunities for underserved populations and report it to the communications committee by January 31, 2020.	✓			
The communications sub-committee and leadership team will embed no less than two training opportunities for staff that addresses how to have effective conversations about equity and 75% of participants will report that they were able to implement/utilize at least three strategies in their work by June 30, 2021.				
The communications sub-committee will identify two strategies per parent and community group for outreach and training on equity by June 30, 2021.				
The equity committee will identify a training plan for each partner group identified by the communications sub-committee and present it to the communications committee by June 30, 2021.				
The communications sub-committee and the equity committee will team up to provide at least one outreach/training opportunity on equity concepts identified by June 30, 2022.				
19.20 Review of Progress				
1. The communications committee developed the long range plan and placed strategies to ensure that there was equitable access to information concepts infused in the on-going communication mechanisms. Strategies include digital and snail mail communications, multiple options to access surveys included digital and paper with self-addressed stamped envelopes, free event nights with paper survey’s. The website has an accessibility tool				

Outside Agency

Goals

SCESD staff will take an active role in encouraging involvement with the equity perspective.

Offer a variety of training or engagement opportunities that enhance knowledge, understanding and respect for diversity and to develop culturally relevant pedagogy.

Action Plan

The equity team will determine which of its trainings are appropriate for outside agencies on equity.

19/20	20/21	21/22	Responsibility
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✓	✓	✓	
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SCESD leadership and/or equity team will share their equity plan and support districts who want to develop an equity plan through the Tier 2 agreement or grant process.

✓	✓	✓	
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Metric

SCESD will offer at least one training or participate in the development/funding of a training for outside agencies by June 30 each year.

19/20	20/21	21/22	Responsibility
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SCESD will post its equity plan in their website by October 1, 2019

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SCESD will share its equity plan with at least three agency groups yearly to encourage the development of their own equity plans.

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Upon request from districts or agencies, SCESD will engage in a process of supporting others in equity plan development.

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19.20 Review of Progress

The equity team sponsored a community wide equity training in the 18-19 and 19-20 school year. The 19-20 school year also had SCESD team members slated to present. The event was cancelled due to COVID. The ESDs equity plan/status of equity implementation was presented at local equity meetings. The equity plan is posted and has been shared with numerous school districts, CCOs and various ESDs. The ESD hosted a district staff person on their equity team to assist them in understanding how the team operated and to get ideas for their own team.