

Governance Plan Update

May 20, 2019

Priority: Equity for All

Objective: Eliminate the opportunity and achievement disparities for African-American students, families, and employees of the Kirkwood School District by building relationships, knowledge, and understanding of race and culture.

SMART Goal: The Task Force, or a subcommittee thereof, will reconvene and operate on a standing basis to support, review, and update the work and recommendations of the equity work.

SMART Goal: Develop a five-year plan to address and report progress on the 65 action steps recommended by the Task Force. Yearly goals will be established and progress reported, with budget allocations made as indicated (August 2019).

Task Force Subcommittee Meetings

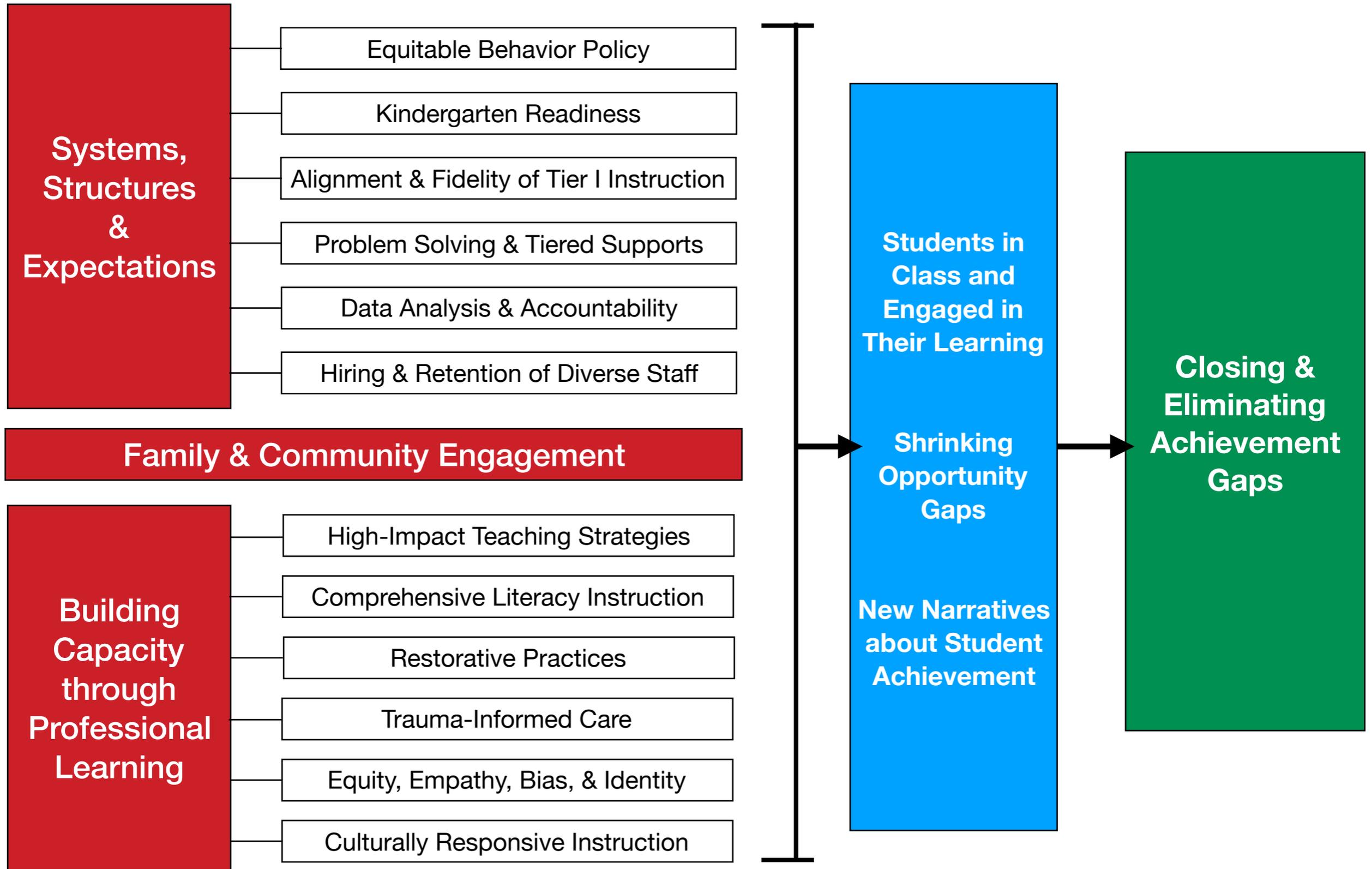
October 30, 2018

April 24, 2019

Revisiting the Task Force Report

7 Strategic Objectives & Corresponding Action Steps

1. We will learn from others (8 action steps)
2. We will ensure that our systems, practices, and policies are equitable (7)
3. We will engage our community to build shared ownership and responsibility for the success of all (7)
4. We will exhibit shared leadership that is courageous, collaborative, and transformative (6)
5. We will ensure that all staff members can successfully meet the varied needs of diverse learners (5)
6. We will teach into an inclusive curriculum that represents and respects diverse cultures and promotes rigorous and relevant instruction for all (6)
7. We will ensure that all learning environments are inclusive and reflect a commitment to the success of all students (5)



Update on Task Force Efforts - Highlighted Efforts

Objective 2: We will ensure that our systems, practices, and policies are equitable.

2.1 - Conduct equity audit of policies and procedures

Progress and Accomplishments

- Discipline policy revised in 2017-2018 for implementation in 2018-2019
- Intentional focus on restorative practices
- Behavior/discipline data reports provided regularly to building principals, district administration, and Board of Education

Potential Next Steps

- Possible refinement of policies, based on experiences this year
- Goal-setting at school level to further minimize incidents and out-of-school suspensions, particularly long-term suspensions
- Additional restorative practices training for staff and school leaders
- Explore possible audits of other policies

Update on Task Force Efforts - Highlighted Efforts

Objective 5: We will ensure that all staff members can successfully meet the varied needs of diverse learners.

5.1 - Hire, train, and retain high quality teachers of color

Progress and Accomplishments

- Over 70 teachers of color interviewed at Diversity Fair
- Formal mentoring program was established for teachers of color new to Kirkwood, working in partnership with existing mentor program
- Kirkwood Teachers of Color (KTOC) formally established to support and retain quality teachers of color in our district
- Cultural awareness training provided to principals and teacher leaders involved in interview processes

Potential Next Steps

- Increase numbers of diverse candidates moved forward to interview teams in each school and for each position
- Lead courageous conversations in buildings around perception data gathered from KTOC members
- Use KTOC members to further support training opportunities offered through PDC & C&I

Update on Task Force Efforts - Highlighted Efforts

Objective 5: We will ensure that all staff members can successfully meet the varied needs of diverse learners.

5.2 - Train all staff to support equity efforts and culturally responsive instruction

Progress and Accomplishments

- 125+ teachers/administrators have completed two-day foundational workshop with Dr. Sharroky Hollie and the Center for Culturally Responsive Teaching and Learning
- Teacher cohorts at three schools worked with CCRTL coaches on culturally responsiveness in the classroom
- Additional CCRTL workshops scheduled for July 29-30, 2019 and Summer 2020
- All-staff professional learning in February 2019 included over 50 sessions on equity and wellness, highlighted by sessions from Dr. Tyrone Howard of UCLA
- Educational equity serves as one of four key threads in new teacher training and orientation and one of eight Areas of Focus identified in the Professional Development Plan
- Kirkwood admin team read/discussed *Despite the Best Intentions: How Racial Inequality Thrives in Good Schools*

Update on Task Force Efforts - Highlighted Efforts

Objective 5: We will ensure that all staff members can successfully meet the varied needs of diverse learners.

5.2 - Train all staff to support equity efforts and culturally responsive instruction

Potential Next Steps

- All staff members will take the implicit bias survey and review/discuss results
- All staff will complete two-day foundational training with Dr. Hollie and the Center for Culturally Responsive Teaching and Learning
- Explore opportunities to continue work with Dr. Hollie and/or Dr. Howard, expanding on work established already
- Leverage leadership of teachers who self-select educational equity as their PDC Area of Focus to advance district work

Update on Task Force Efforts - Highlighted Efforts

Objective 5: We will ensure that all staff members can successfully meet the varied needs of diverse learners.

5.4 - Ensure staff have the skills and confidence to meet the academic needs of diverse learners

Progress and Accomplishments

- Intentional focus placed on comprehensive literacy instruction (Tier I), including foundational literacy work and efforts to better support those who struggle
- Ongoing efforts to improve fidelity of instruction (Tier I/II/III) and strengthen curricula and instructional resources
- Professional learning efforts focus on high-impact instructional design and use of technology to differentiate and amplify good teaching. Work has included learning with Weston Kieschnick and Apple Professional Learning consultants.
- Growing use of EduClimber, FastBridge, and Schoology AMP to identify student needs, measure growth, and inform practices (classroom, school, and district level)

Update on Task Force Efforts - Highlighted Efforts

Objective 5: We will ensure that all staff members can successfully meet the varied needs of diverse learners.

5.4 - Ensure staff have the skills and confidence to meet the academic needs of diverse learners

Potential Next Steps

- Expand use of data tools (i.e. FastBridge, EduClimber) by problem solving teams in each school
- Explore opportunities to continue learning around rigorous and relevant instruction for all students (i.e. Weston Kieschnick, Mark White, Tyrone Howard)
- Explore opportunities to continue learning with Apple Professional Learning consultants
- Leverage curriculum cycle to support teacher learning
- Use Zoom digital conferencing to connect teachers for learning conversations across our district and with colleagues beyond Kirkwood

Update on Task Force Efforts - Highlighted Efforts

Objective 5: We will ensure that all staff members can successfully meet the varied needs of diverse learners.

5.5 - Ensure staff have skills and confidence to meet the social, emotional, and behavioral needs of diverse learners

Progress and Accomplishments

- Hired three social-emotional learning (SEL) coaches to support teacher learning and work in schools
- CCRTL training with Dr. Hollie includes focus on behavior management and cultural understandings
- SAEBRS screening tools used in K-8 to identify students at-risk for social, emotional, or behavioral concerns
- Initial training around restorative practices and trauma-informed care

Potential Next Steps

- Expand training for staff around restorative practices and trauma-informed care
- Expand use of SAEBRS to high school
- Offer Mental Health First Aid training to staff and administrators
- Explore opportunities to hire additional SEL coaches

Additional Opportunities - Potential SMART Goals

Objective 1: We will learn from others.

- Actively seek opportunities to visit other schools and connect with colleagues having greater success meeting the needs of students of color

Objective 3: We will engage our community to build shared ownership & responsibility for the success of all.

- Design intentional opportunities to connect with individuals in our community, learning from families of color and developing greater buy-in from all stakeholders

Additional Opportunities - Potential SMART Goals

Objective 4: We will exhibit shared leadership that is courageous, collaborative, and transformative.

- Revisit KEES teacher evaluation document to enhance “look-fors” around equitable classroom practices; engage principals in training to support leadership and accountability efforts

Objective 6: We will teach into an inclusive curriculum that represents diverse cultures and promotes rigorous and relevant instruction for all.

- Ensure each step of the curriculum cycle includes intentional focus on the impact our work has on all subgroups of students, particularly students of color



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