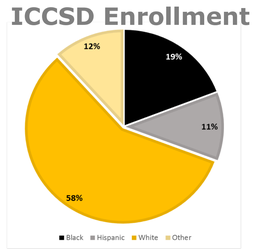
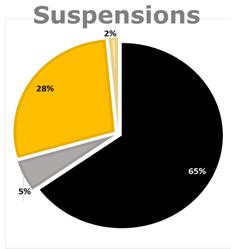
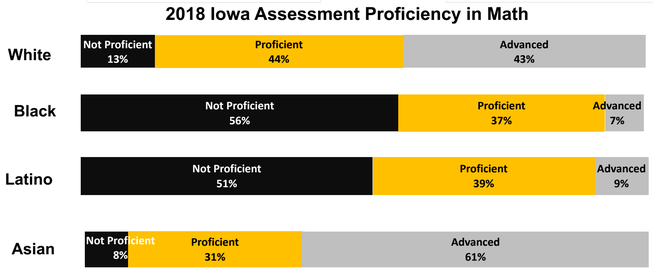
How Do We Strive for Equity in Schools?

Conceptualization

Aim to create more equitable experiences and outcomes for all students in the ICCSD using a data-informed, evidence-based, inclusive process of decision-making.

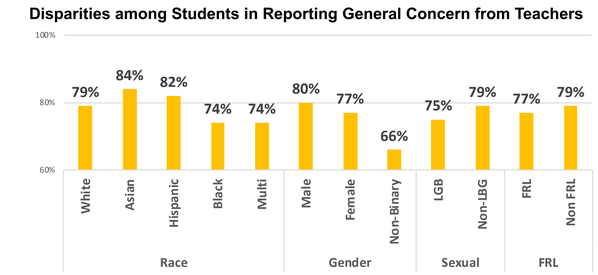


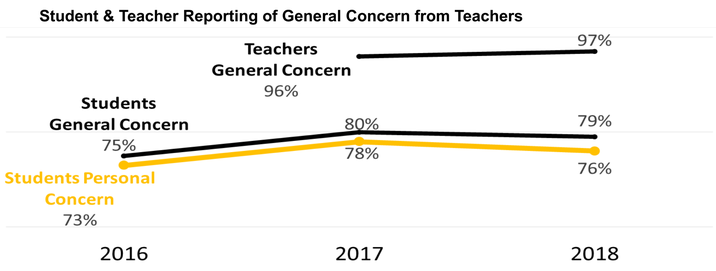




Needs Assessment

Collect student and teacher survey data to identify patterns of disparities for students & school-specific challenges.





Focus Areas

Develop policy briefs on key focus areas detailing evidence-based strategies drawn from education policy research.

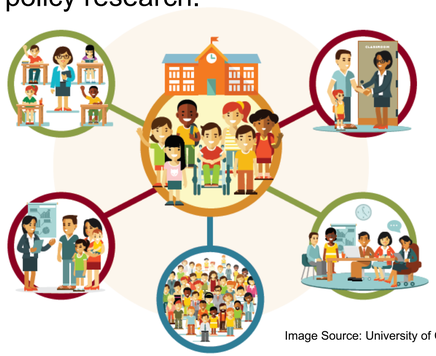


Image Source: University of Chicago Consortium on School Research

Equity Implemented Partnership

Multi-stakeholder Task Force

Convene diverse multi-stakeholder task forces to provide input regarding strategies, policies, and programs.

Race

- Conduct implicit bias and cultural competency training for teachers/staff
- Support the use of restorative justice in addressing student behavior
- Recruit and retain greater diversity of teachers/staff

LGBTQ

- Support students and student groups
- Enhance the inclusivity of class materials
- Improve educator knowledge and skills
- Create supportive/inclusive school environments
- Strengthen district policies & practices

Implementation

Facilitate within District communication & planning to coordinate implementation of recommendations.

LGBTQ Equity Roadmap

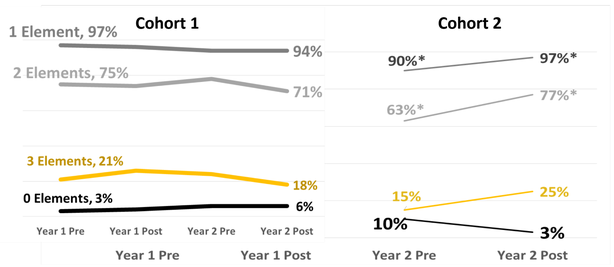
Completed | In Progress | Next Steps

Recommended Tasks	Status
•Gender Inclusive Restrooms	
•Improved awareness and accessibility of bullying/complaint process	
•Building connections with larger LGBTQ+ organizations	
•Improving inclusive [sex] education	
•Gay-Straight Alliances in elementary schools	
•Diversify course offerings	

Evaluation

Evaluate equity initiatives & assess progress on creating more equitable experiences & outcomes for students.

Identification of Implicit Bias Definitional Elements



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