How Do We Strive for Equity in Schools?

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.

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

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

**LGBTQ Equity Roadmap**

**Completed**
- 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

**In Progress**

**Next Steps**

**Recommended Tasks**

**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

**Evaluation**

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

---

**Needs Assessment**

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

**2018 Iowa Assessment Proficiency in Math**

- **White**
  - Not Proficient: 39%
  - Proficient: 49%
  - Advanced: 12%
- **Black**
  - Not Proficient: 66%
  - Proficient: 23%
  - Advanced: 11%
- **Latino**
  - Not Proficient: 60%
  - Proficient: 36%
  - Advanced: 4%
- **Asian**
  - Not Proficient: 61%
  - Proficient: 37%
  - Advanced: 2%

**Disparities among Students in Reporting General Concern from Teachers**

- **Race**
  - White: 29%
  - Black: 17%
  - Latino: 43%
  - Asian: 4%
- **Gender**
  - Male: 30%
  - Female: 70%
  - Non-Binary: 1%
- **Sexual Orientation**
  - LGB: 3%
  - Non-LGB: 94%
- **FRL**
  - Yes: 80%
  - No FRL: 20%

---

**Identification of Implicit Bias Definitional Elements**

1 Ellment, 6%
2 Elements, 25%
3 Elements, 35%
4 Elements, 45%