



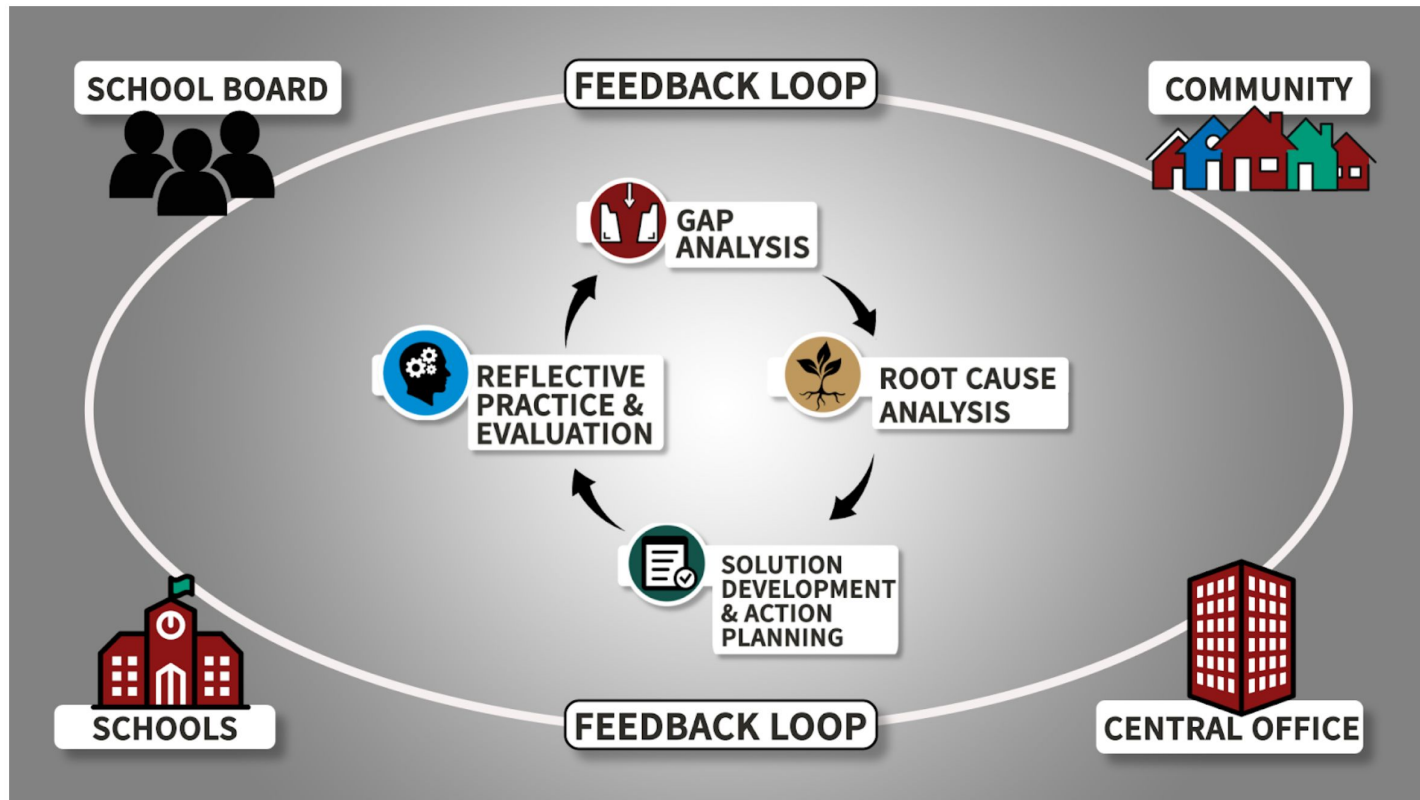
Mountain View
Whisman
School District

Community Engagement

Equity Advisory Committee
(EAC): A Proposal



Equity Feedback Loop



Why do we need an advisory committee for Equity?

- transforming systems of oppression to achieve equity requires collaboration across stakeholder groups

National School Reform: Considerations for Responsive Facilitation

- process of implementing equity *systemically* and *sustainably* across a district involves family and community engagement

“District and School Improvement Framework for Systemic Improvement”, American Institutes for Research

How does it relate to the SP2027?

- **Goal Area 3 - Inclusive and Supportive Culture**
 - A. Expand and enhance opportunities for stakeholder engagement
 - B. Expand and enhance culturally relevant approaches to student, parent and community engagement
 - C. Enhance capacity of all parents to support student learning

Why does stakeholder engagement matter?

- increases likelihood that projects will be supported
- increases trust in community
- integrates multiple perspectives
- creates opportunity for discussion

What have other districts done?

Franklin-McKinley School District

- Standing committee of the Board (DEIB)
- Year-round task of developing DEIB initiatives and policies
- Sets annual priorities and begins drafting district-wide policies
- Recommends policy to Board



Fremont Unified School District

- District Equity Team
- Goal is to establish partnerships with families and community to increase academic success for all students
- includes staff, parents, and students



What is the goal of this committee?

Goal of Equity Committee:

To increase meaningful stakeholder engagement towards creating an inclusive and supportive culture (SP2027 - 3.A-C) and to initiate discussion and review of equity-related materials

What is the role of a committee member?

Role of Committee Member:

Committee member will be asked to participate in **discussion** and **review** of equity-related materials in order to monitor progress towards equity.

A committee member is a **thought partner** and a **community advocate** and will provide input on the district's equity efforts.

Who will serve on the committee?

- **Board of Trustees Member**
- **Administrators**
 - Directors
 - Coordinators
 - Principals
- **Teachers**
- **Staff**
 - SCEF
- **Parents**
- **Students**

How will members be selected?

Member Selection:

All community members interested in serving on the Equity Advisory Committee (EAC) will complete an *application*, which will be reviewed by the District Advisory Committee (DAC) and selected by the Superintendent or Designee

Recommendations will be made to the Superintendent

What are the short-term goals of this committee?

- Discuss issues and resources related to:
 - Using pronouns in the workplace and in the classroom
 - Review various Equity metrics and make recommendations
 - establishing a clear unity of purpose for the coalition
 - defining 'Educational Equity' for our district

What are the long-term goals of this committee?

- Discuss issues and resources related to:
 - engaging in self-reflection and growth for Equity
 - supervising for improvement of equitable teaching and learning
 - construction and enacting an Equity Vision
 - fostering an equitable school culture
 - collaborating with families and communities

What is left to consider when forming a Equity Advisory Committee?

- Application for Participation
 - Questions soliciting information about member goals, experiences, and aspirations related to Equity
- Meeting and reporting cadence
 - Meetings monthly
 - Reporting once a trimester to Board of Trustees
- Consultant Support
 - Hanover and/or Equimetrics