



# Leading for Equity

## **Desired Equity Experience Statement**

We are committed to cultivating a safe, welcoming, nurturing, and supportive environment for every child, parent, caregiver, visitor, community partner, and fellow employee in every school each and every day.

## **Equity Theory of Action**

If we identify existing equity opportunity gaps, and we implement specific improvement strategies, and we establish key accountability measures, and we create a transparent system for monitoring outcomes, then we can improve equitable outcomes for all learners.



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## GOAL

To establish a community-wide understanding and commitment to key principles of centering equity in our procedures and practices that results in improved academic performance for all students.

# OBJECTIVES

To develop staff skill and awareness about culturally responsive and sustaining instructional practices at the corporation and school level.

01

To identify and eliminate opportunity gaps for marginalized student populations within MCCSC.

02

To increase opportunities for students to share their perspective on issues that impact them.

03

To increase awareness of college and career opportunities for students.

04

To provide targeted support and assistance to parents and caregivers.

05



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# ACTIVITIES FOR EACH OBJECTIVE

## 1 To develop staff skill and awareness about culturally responsive and sustaining instructional practices at the corporation and school level.

- a. To train curriculum team on culturally responsive instructional strategies.
- b. To expand and develop principal capacity to lead with an equity lens.
- c. To support the growth and development of building equity teams on supporting corporation equity initiatives.
- d. To train staff on the recently adopted IDOE social justice standards and to identify opportunities to incorporate these standards into appropriate coursework. To highlight the alignment of social justice standards and Indiana's academic content standards.
- e. To identify easy to use and practical tools for assessing bias in instructional materials. To identify 2 opportunities to support school staff on how to examine curricular and instructional resources through an anti-bias lens (e.g., early literacy curricula, elementary curriculum, etc.).
- f. To establish an ongoing training & support plan for new employees throughout the school year.
- g. To provide guidance and leadership to students and staff on how to address societal stressors related to bias in all forms.

## 2 To identify and eliminate opportunity gaps for marginalized student populations within MCCSC.

- a. To identify 5 key equity accountability metrics and corresponding actions that accelerate student achievement (e.g., graduation rate, advanced coursework enrollment, special education identification, college enrollment, discipline rate, attendance, etc.).
- b. To provide innovative ways to support the academic needs of our students during this pandemic (e.g., virtual tutoring programs, etc.).
- c. To finalize revisions to the eligibility requirements for increasing equity within elementary and high school high ability programs.
- d. To develop a coherent system of support for retaining diversity of students within high ability programs.



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# ACTIVITIES FOR EACH OBJECTIVE

## **3** To increase opportunities for students to share their perspective on issues that impact them.

- a. To establish leadership development opportunities within each of our middle schools focused on strengthening student voice while providing social emotional and cultural support.
- b. To expand the Real Talk student series across each of our high schools.
- c. To explicitly align corporation equity work with social emotional learning efforts.
- d. To collaborate with community partners (e.g., City of Bloomington, Nelms Leadership Academy, local clergy, etc.) to centrally coordinate and align their efforts in support of corporation priorities.

## **4** To increase awareness of college and career opportunities for students.

- a. To expand explicit strategic partnerships with local colleges and universities with the expected outcome of increasing participation rates of MCCSC students (e.g., 21<sup>st</sup> Century Scholars, Groups, etc.).
- b. To coordinate college and career events and activities in collaboration with schools.
- c. To expand and develop strategic business partnerships aligned with corporation academic goals and priorities.

## **5** To provide targeted support and assistance to parents and caregivers.

- a. To support the needs of families with children with disabilities.
- b. To provide supports and services to families from marginalized populations.
- c. To establish a family friendly virtual welcome center to assist caregivers in navigating services and supports for their children. A special focus will include non-English speaking families.