

TRUSD Strategic Equity Plan

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E Q U I T Y

Twin Rivers Unified School District: *Inspiring each student to extraordinary achievement every day!*





▼ Purpose

- To provide an overview of the process used to create the equity plan.
- Share the goals and implementation goals identified in the three-year strategic equity plan.
- Seek approval of the Strategic Equity Plan.

Twin Rivers Unified School District: *Inspiring each student to extraordinary achievement every day!*



Overall Participation: 71
Participated in five or
more meetings: 39



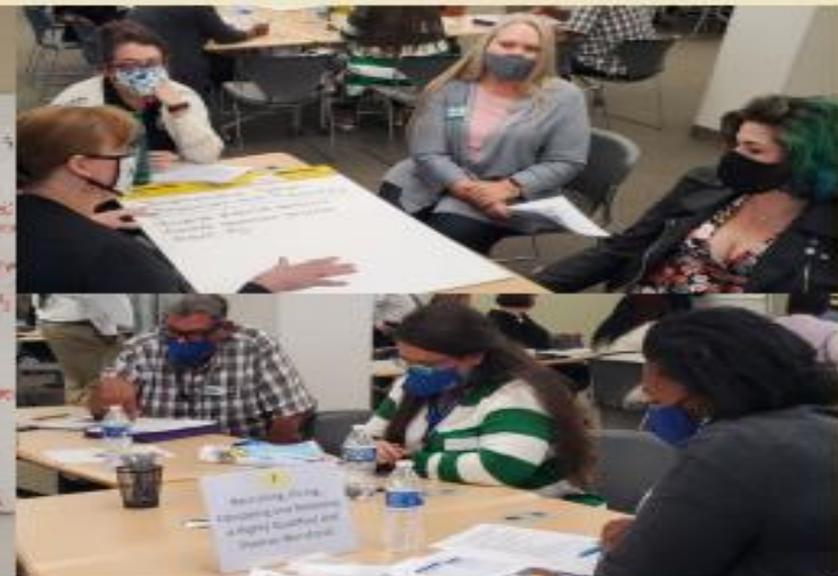
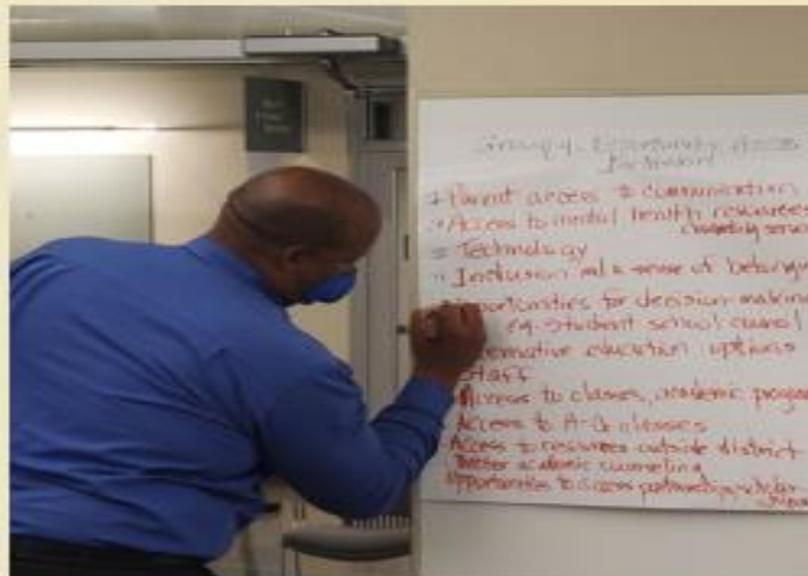
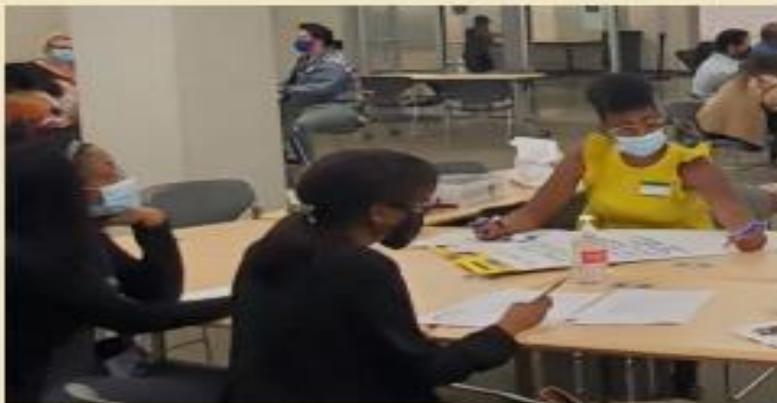
**THE EQUITY TASKFORCE
CONVENED EIGHT TIMES FROM
SEPTEMBER-FEBRUARY.**



**TASKFORCE MEMBERS LOOKED AT
DATA, REVIEWED EXISTING
PROCESSES, PROCEDURES AND
PROGRAMS.**



**GOALS WERE DRAFTED AND
REVIEWED BY THE TASKFORCE.**



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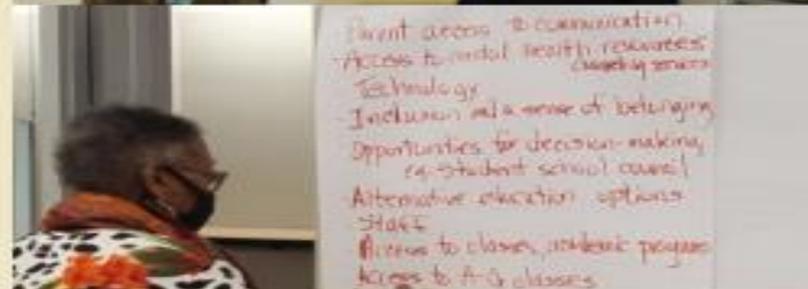
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Equity Taskforce





Stakeholder Input

Equity Taskforce

SSAC and SPAC

ISLT

Executive Cabinet

GOAL 1

Diversify employee demographics by increasing the number of qualified new hires of underrepresented employee groups across job classifications, including management.

PRIORITY AREA 1

GOAL 2

Retaining Staff who are qualified, diverse, culturally responsive, and reflective of the student communities they serve.

Recruiting, Hiring,
Equipping, and
Retaining a Highly
Qualified and
Diverse Workforce

IMPLEMENTATION GOAL(S)

- During the 2022-2023 school year, the district will create systems for data collection to identify diversity baselines.
- Beginning with the 2023-2024 and continuing through the 2024-2025 school year, address equity gaps based on collected data to increase the diversity of qualified

IMPLEMENTATION GOAL(S)

- TRUSD will work toward annual increases in the staff retention rate to meet and maintain 95% staff retention and ensure proportionality amongst employee groups.

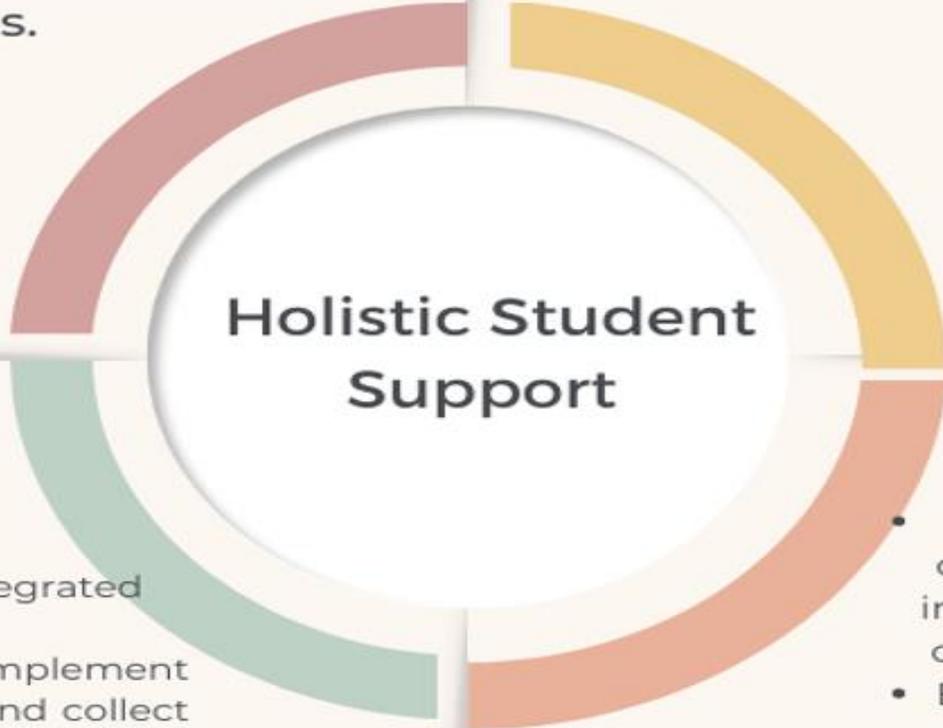
GOAL 3

Develop and implement a framework for site-based Integrated Student Support System teams that proactively identify and addresses student needs such as academic, physical, social-emotional, and cultural equity gaps.

PRIORITY AREA 2

GOAL 4

Increase access to social-emotional and mental health supports and services.



Holistic Student Support

IMPLEMENTATION GOAL(S)

- During the 2022-2023 school year, a framework will be created for the Integrated Support System team.
- During the 2023-2024 school year, implement Integrated Support System Teams and collect relevant measurement data.
- During the 2024-2025 school year, sites will provide an evaluation of measured data collected by the Integrated Student Support Teams that outlines areas of growth toward meeting student needs.

IMPLEMENTATION GOAL(S)

- By June 2023, TRUSD will have collected data that will be compiled into a district mental health report card.
- By June 2024, TRUSD will develop a system of services and support to meet the needs identified in the 2023 report card.
- By June 2025, increase the percentage of students receiving district-linked or provided services.

GOAL 5

PRIORITY AREA 3

GOAL 6

Grow school communities focused on student-centered and culturally responsive practices through the implementation of training in the following areas:

- Implicit/Unconscious Bias
- Trauma-Informed Practices
- McKinney Vento (homeless)
- Culturally Responsive approaches
- Instructional Strategies
- Restorative Practices
- LGBTQIA+ Responsive Practices

Ensure all parents and families have access to site-based supports, resources, and engagement opportunities.

Family and Community Engagement and Impact

IMPLEMENTATION GOAL(S)

- Increase the number of TR staff participating in Equity-Based training by 5% annually over the next three years.
- By June 2023, Principals will be trained on conducting site equity audits.
- By June 2024, Principals will conduct a site equity audit to identify priority areas of focus.
- By June 2025, Principals will create a focused site-based professional development plan based on areas of need identified during the equity audit.

IMPLEMENTATION GOAL(S)

- By January of 2023, develop an effective process to collect and monitor data to fully capture parent engagement district-wide.
- By January of 2023, all TR school sites will develop a parent engagement plan outlining opportunities, site resources, services, programs, events, and communication.
- By June 2024, demonstrate an increase in parent and community engagement opportunities at school sites.
- Sites will increase parent engagement by 5% annually over the next three years.
- By June of 2025, review and revise, parent engagement plan to ensure continued increase in parent engagement.

GOAL 7

PRIORITY AREA 4

GOAL 8

Increase graduation rates for all students in TRUSD, with an intentional focus on student populations whose graduation rates fall below the district average.

Increase the number of graduates who meet A-G requirements, with an intentional focus on student populations that fall below the district average.

Opportunity,
Access and
Inclusion

IMPLEMENTATION GOAL(S)

IMPLEMENTATION GOAL(S)

- Beginning with the 2021-2022 school year, Twin Rivers will have a 92% cohort graduation rate with each high school increasing by 2% each year or maintaining 95% or higher and demonstrate a 2% annual increase for student populations falling below graduation rate average.

- By 2021-2022, TR will have 55% of all graduating seniors meeting A-G criteria, with each high school increasing rates by 3.5% each year and demonstrating a 3.5% annual increase for each student populations falling below the district average.

GOAL 9

Decrease the number of discipline referrals for students of color, foster youth, McKinney Vento (homeless), and students with disabilities.

IMPLEMENTATION GOAL(S)

- Sites will decrease student discipline referrals by 3% annually and demonstrate a 3% decreases for student populations with a disproportionate referral percentage.

PRIORITY AREA 5

Organizational Systems and Culture

GOAL 10

Utilize new and existing community partnerships to create an integrated system of resources and services to holistically address the needs of students and families.

IMPLEMENTATION GOAL(S)

- By January 2023, create a district community engagement plan
- By June 2023, Create a community collaborative where community partners meet regularly with TRUSD staff.
- By June 2023, develop a rubric that identifies how effectively these partnerships meet family and student needs.
- Beginning in August 2024, collect and analyze effectiveness data to measure how successfully student and family needs are being addressed.
- By June of 2025, compare collected data on community engagement with previous year's data and revise the community plan as needed.

GOAL 11

PRIORITY AREA 6

GOAL 12

Identify an intentional approach to lesson design that leads to implementation of a rigorous, relevant and engaging curriculum that supports the diverse needs of all students.

Increase representation and access of underrepresented student groups in advanced placement and concurrent enrollment courses.

Instructional
Design,
Resources, and
Practices

IMPLEMENTATION GOAL(S)

IMPLEMENTATION GOAL(S)

- Increase student academic achievement levels each school year beginning in the 2022-2023 school year.

- Increase enrollment in Advanced Placement courses annually over three years beginning with the 2022-2023 school year.

Questions?

Thank You

ers Unified School District: *Inspiring each student to extraordinary*

