

# Equity Plan Development Process

Board Presentation  
September 21, 2021





# Aligning Equity work to support District Mission and Vision

Mission: To inspire each student to extraordinary achievement every day.

Vision: An unwavering focus on powerful and engaging learning experiences that prepare students for college, career and life success.

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# Equity Development Plan

1

## Taskforce Creation

- Transparent and Open selection process.
- Taskforce is reflective and representative of the TRUSD Community

2

## Plan development

- Informative
- Stakeholder Driven
- **Data Guided**
- Reflective Analysis
- Systems Oriented
- Collaborative Decision Making

3

## Plan Completion and Approval

- Identified shared beliefs
- Clearly outlined Goals
- Clearly identified action steps to obtain goal success.



# Taskforce Creation

**TASKFORCE  
REPRESENTATION**

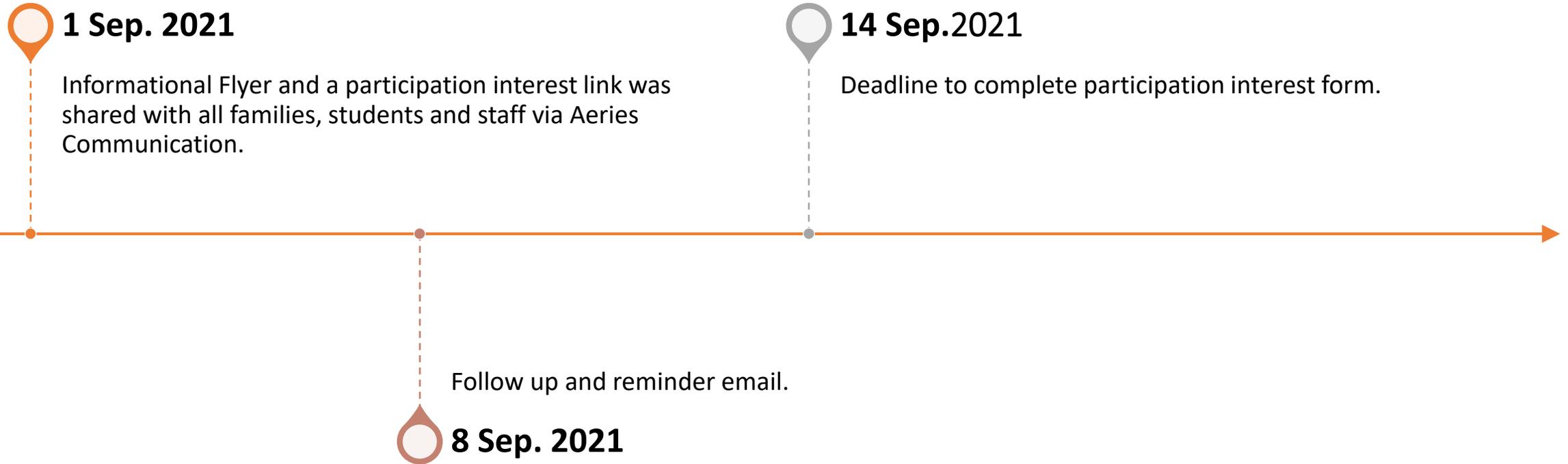
Parents and  
Families

TRUSD  
District and  
Site Staff

TRUSD  
Community  
Partners

Students

# Taskforce Recruitment Process



# EQUITY TASK FORCE

TWIN RIVERS UNIFIED SCHOOL DISTRICT

Twin Rivers Unified School District is seeking students, families, staff, and community members to participate in an Equity Task Force.

## PURPOSE

THE PURPOSE OF THE TASK FORCE IS TO PROVIDE INPUT AND FEEDBACK INTO THE DEVELOPMENT OF A DATA DRIVEN STRATEGIC EQUITY PLAN.

## COMMITMENT

EACH MEETING WILL HAVE A DESIGNATED FOCUSED TOPIC. IN ORDER TO ACCOMPLISH TASKFORCE GOALS, WE WILL BE USING PREVIOUSLY DISCUSSED INFORMATION TO MAKE DECISIONS AND COME CONSENSUS. AS A RESULT, WE ARE ASKING THAT YOUR PARTICIPATION BE CONSISTENT AND THAT YOU MAKE A COMMITMENT TO ATTEND ALL MEETINGS.

## SIGN UP @

IF YOU ARE INTERESTED IN PARTICIPATING, PLEASE USE THE LINK BELOW TO FILL OUT AN INTEREST FORM:

<https://bit.ly/TR-Equity>

## MEETING DATES & TIMES

SEPTEMBER 28, 2021 3:45-6:45 P.M.

OCTOBER 12, 2021 3:45-6:45 P.M.

OCTOBER 19, 2021 3:45-6:45 P.M.

NOVEMBER 9, 2021 3:45-6:45 P.M.

DECEMBER 7, 2021 3:45-6:45 P.M.

JANUARY 18, 2022 3:45-6:45 P.M.

FEBRUARY 8, 2022 3:45-6:45 P.M.

FEBRUARY 22, 2022 3:45-6:45 P.M.

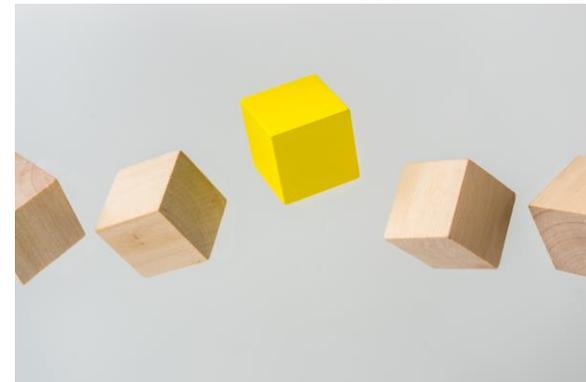
AT THIS TIME ALL MEETINGS WILL BE HELD AT THE DISTRICT OFFICE:

[5115 DUDLEY BLVD.](#)  
[MCCLELLAN PARK, CA 95662](#)

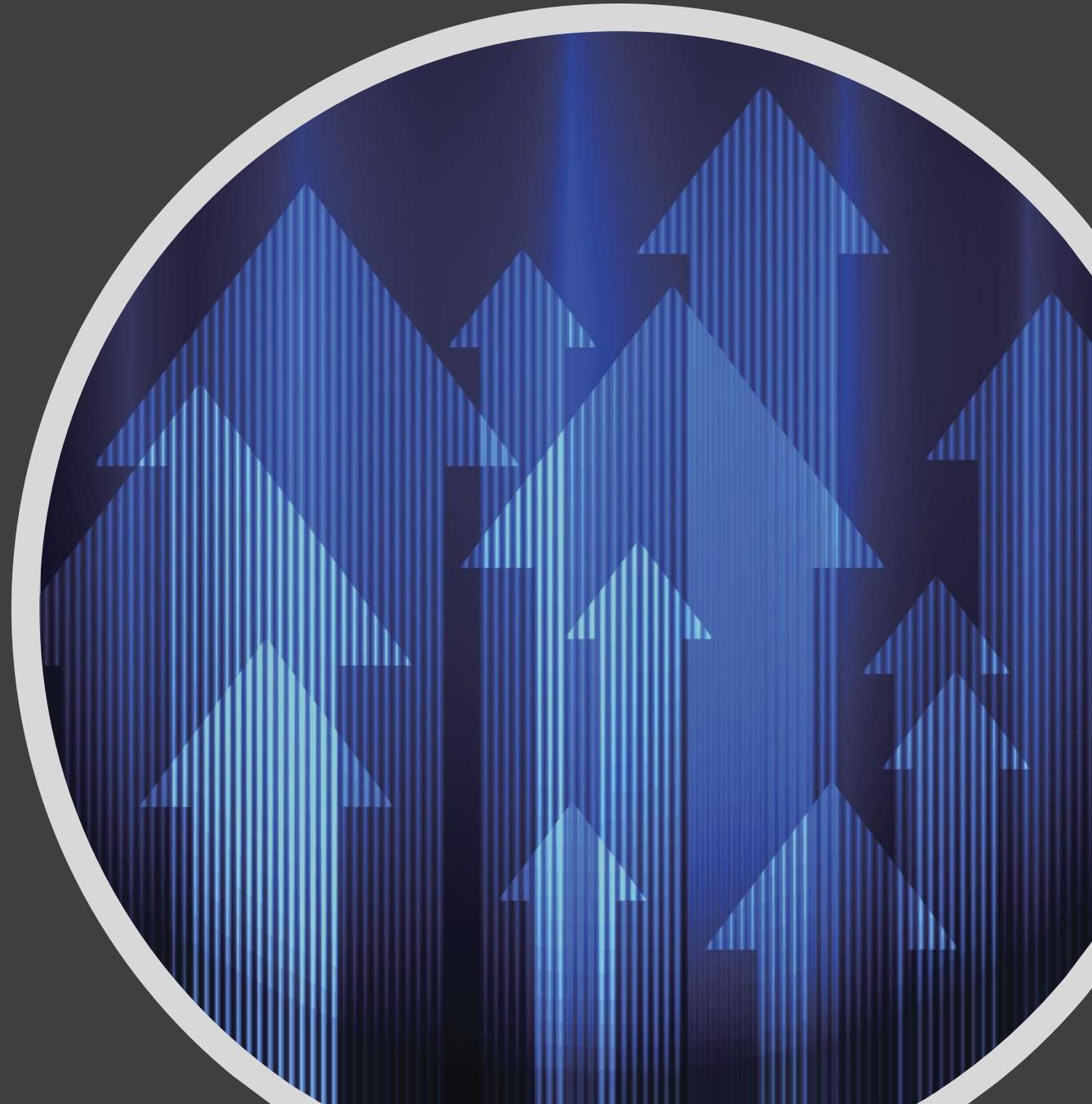


[Link to PDF of flyer translations](#)

[Link to participation interest form](#)

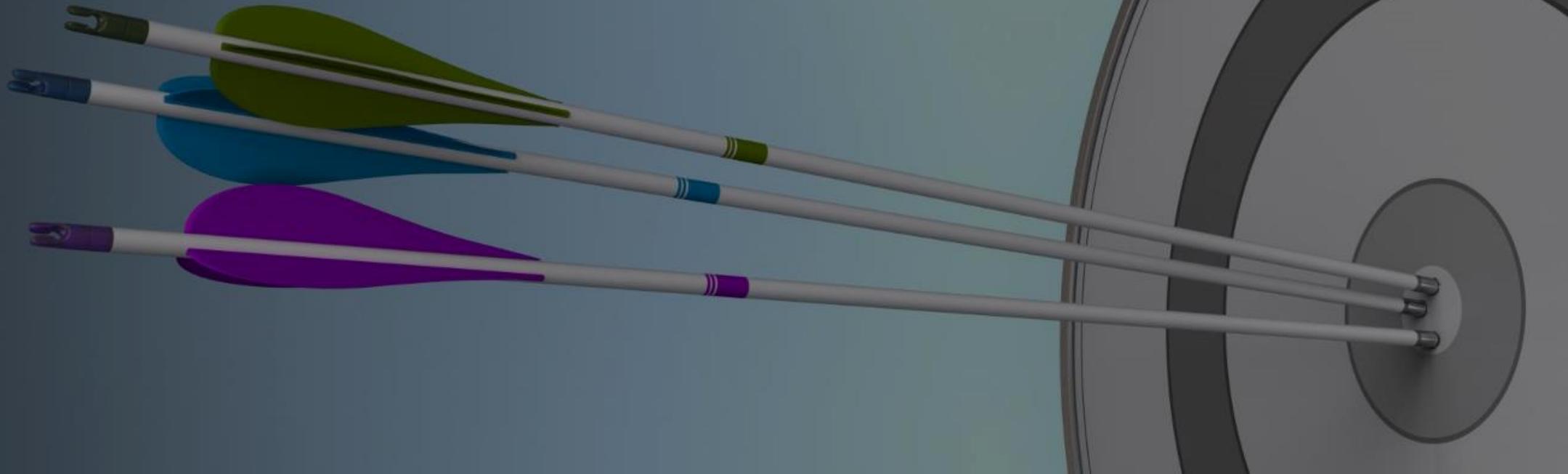


# Plan Development



# Taskforce Objective

To develop a strategic equity plan with clearly outlined data-guided goals and action steps.



# Priority Areas:

Every Student ,  
Every Day,  
Leaving No One Behind



## How does the Ethnic Studies course fit into the Equity Plan?



Instructional  
Design,  
Resources,  
and Practices

Focus on All  
Students  
with a  
strategic  
Focus on  
specific  
student  
groups

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Students of diverse ethnic and racial  
demographic groups (students of color)

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Multilingual learners

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Foster Youth

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Homeless Students

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Special Education

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LGBTQ

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# Identifying Avenues that impact Access and Equity



- Policy
- Practice
- Systems
- Resources
- Approach

# Taskforce Guiding Questions

What data, information, or resources are necessary to identify existing inequities?

What factors or systems are contributing to and promoting conditions of inequity?

What are best practices that lead to access diversity, and equity?

What goals would ensure a focus on equitable practices?

What actions need to be taken to ensure progress toward meeting these goals?

Which individuals, groups, policies, practices, systems or structures will be most impacted by the goals and action items.

# Meeting Focus

- Identify key areas of equity or inequity
- Determine what data, information and resources are key to equity work

Framing the Focus

1

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Developing Goals

- Developing priority area strategic goals
- Identifying expected outcomes and impact

- Identifying equity gaps
- Creating Strategic Focuses

Identifying Areas of Growth

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Determining Strategic Action

- Craft strategic measurable action steps
- Identify the why, who, what, and how

- Diving deeper into best practices through the lense of policy, systems and approaches.

Examining Best Practices

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Plan Review

- Review first draft of the Strategic Equity Plan
- Gather feedback and make adjustments.

- Identify existing current practices that support identified priority areas.
- Examine potential challenges and barriers to successful implementation of existing system.

Analyzing Existing Practice

4

8

Final Consensus and Approval

- Gain plan consensus and approval
- Next Steps



# Finalization of the TRUSD Strategic Equity Plan

# Plan Review and Approval



First Draft Presented to the Taskforce on



Final Draft Presented to the Taskforce



Plan presented to ISLT and Cabinet



Strategic Equity Plan presented to the board for approval

# Questions

