

Equity Taskforce Meeting 4

November 8, 2021



Agenda

- I. Review of logistics and norms
- Opening Activity
- Review of priority areas and taskforce role/goal
- Review of where we were and where we are headed
- Overview of feedback
- Work to fully develop leverage areas and link them to data and equity gaps.
- Group Presentations
- Dinner
- What systems or supports currently exist

Logistics and Safety Protocols

- Restroom
- Dinner Instructions
- Phones
- Safety Protocols



Be	Be on time
Come	Come prepared to participate
Commit	Commit to the focus topics and protocols
Stay	Stay engaged
Speak	Speak your truth through civil dialogue
Be	Be comfortable with discomfort
Expect and accept	Expect and accept non-closure
Be	Be willing to put aside personal agendas and use data and information to guide decision making.
Assume	Assume best intentions
Commit	Commit to attend all meetings (6 of 8)

Eighteen & Under Activity

Directions:

- At your table, each person share an accomplishment they had before turning 18 years old.
- Chances are you'll discover people's secret talents, creative skills, or lesser-known accomplishments.

Group
Community
Building
Activity



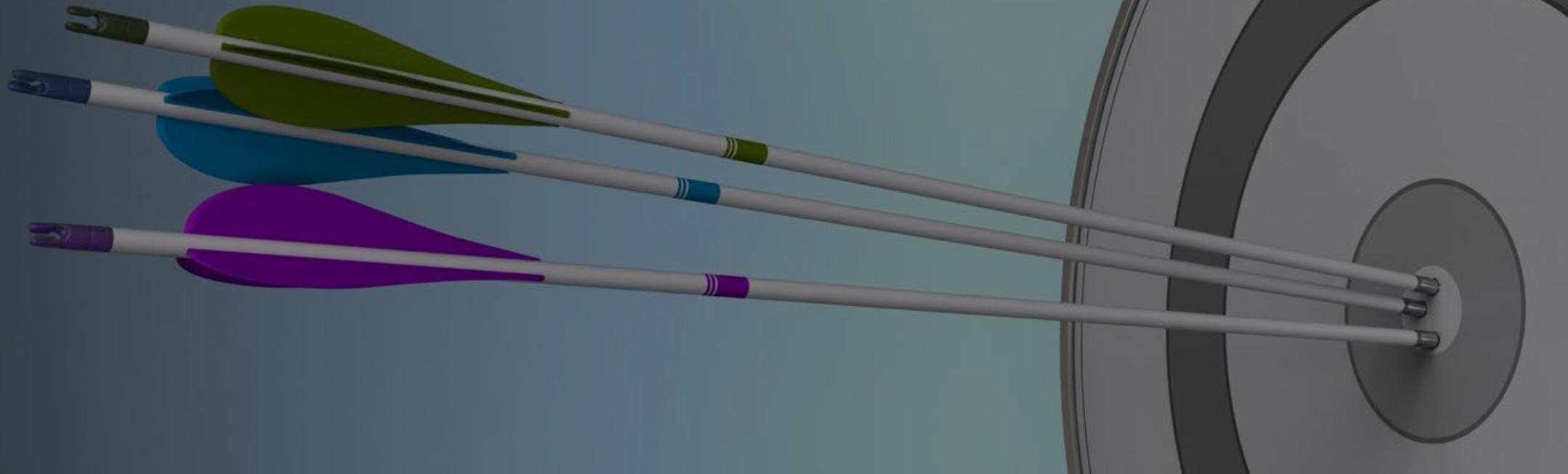
Priority Areas:

Every Student ,
Every Day,
Leaving No One Behind



Taskforce Goal

Through the work of the Equity Taskforce develop strategic equity plan with clearly outlined data guided goals and action items.



Taskforce Role

The role of the equity taskforce is to assist in the development of a TRUSD Strategic Equity plan.

The taskforce will use data to provide guidance in the development of plan goals.

The taskforce will make recommendations on research-based strategies to ensure equity and access for all students, families and staff of TRUSD.

Meeting Focus

Framing the Focus

1

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

Identifying Areas of Growth

2

- Identifying equity gaps
- Creating Strategic Focuses

Examining Best Practices

3

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

Analyzing Existing Practice

4

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

Developing Goals

5

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

Determining Strategic Action

6

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

Plan Review

7

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

Final Consensus and Approval

8

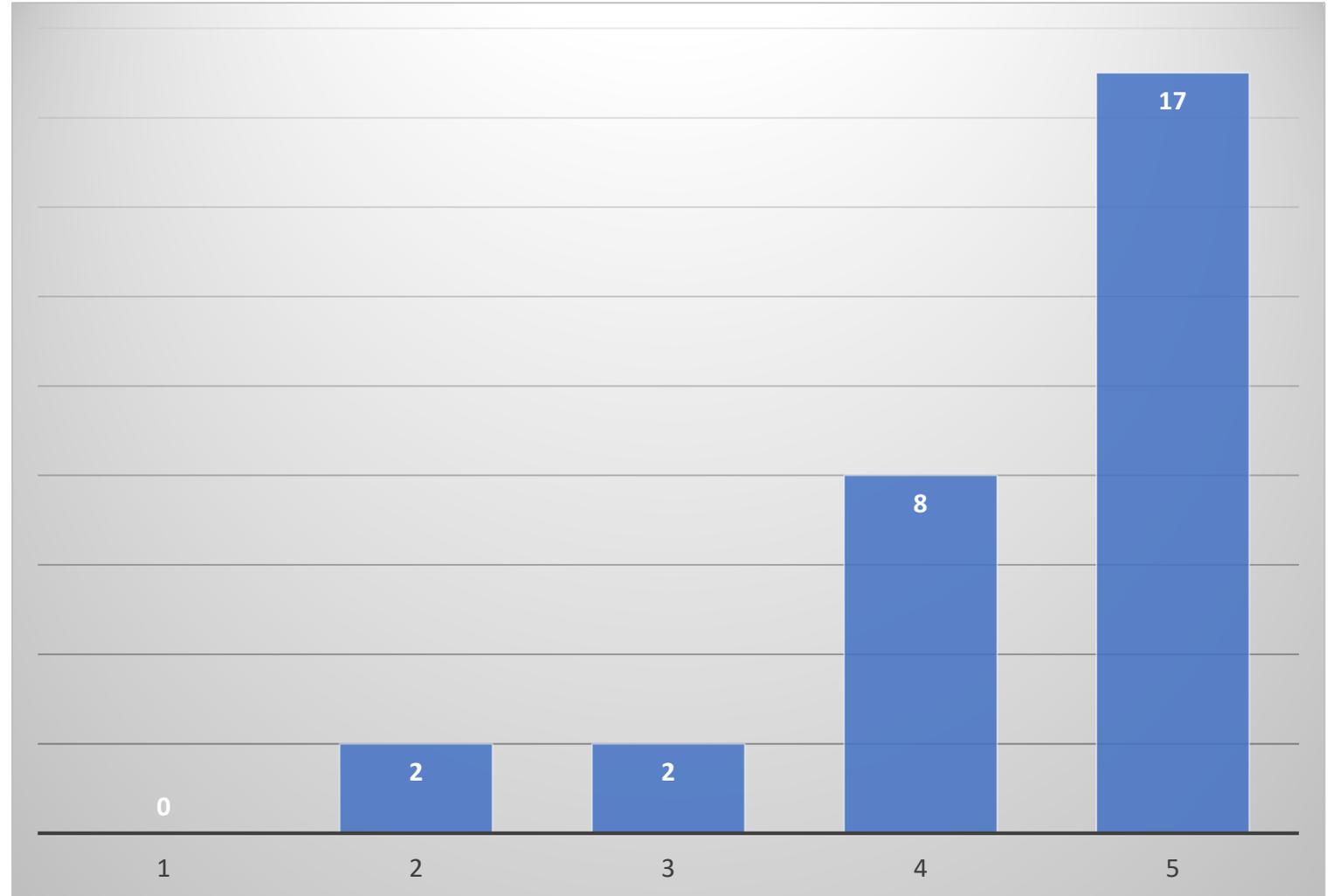
- Gain plan consensus and approval
- Next Steps

Feedback

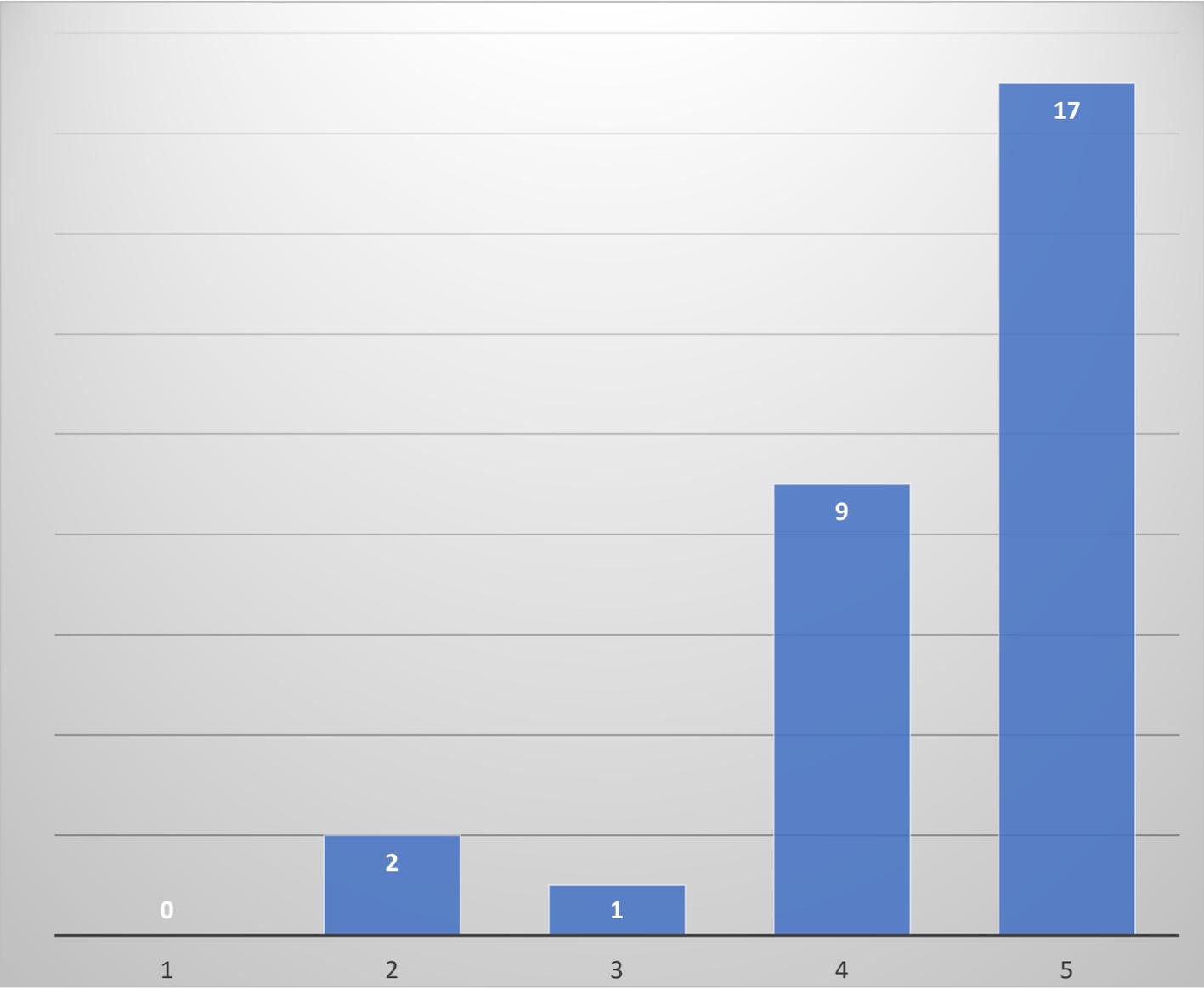
Ranking Scale: 1 to 5 with 1 being the lowest and 5 being the highest.

A large yellow triangle is positioned in the bottom right corner of the slide, pointing towards the top right.

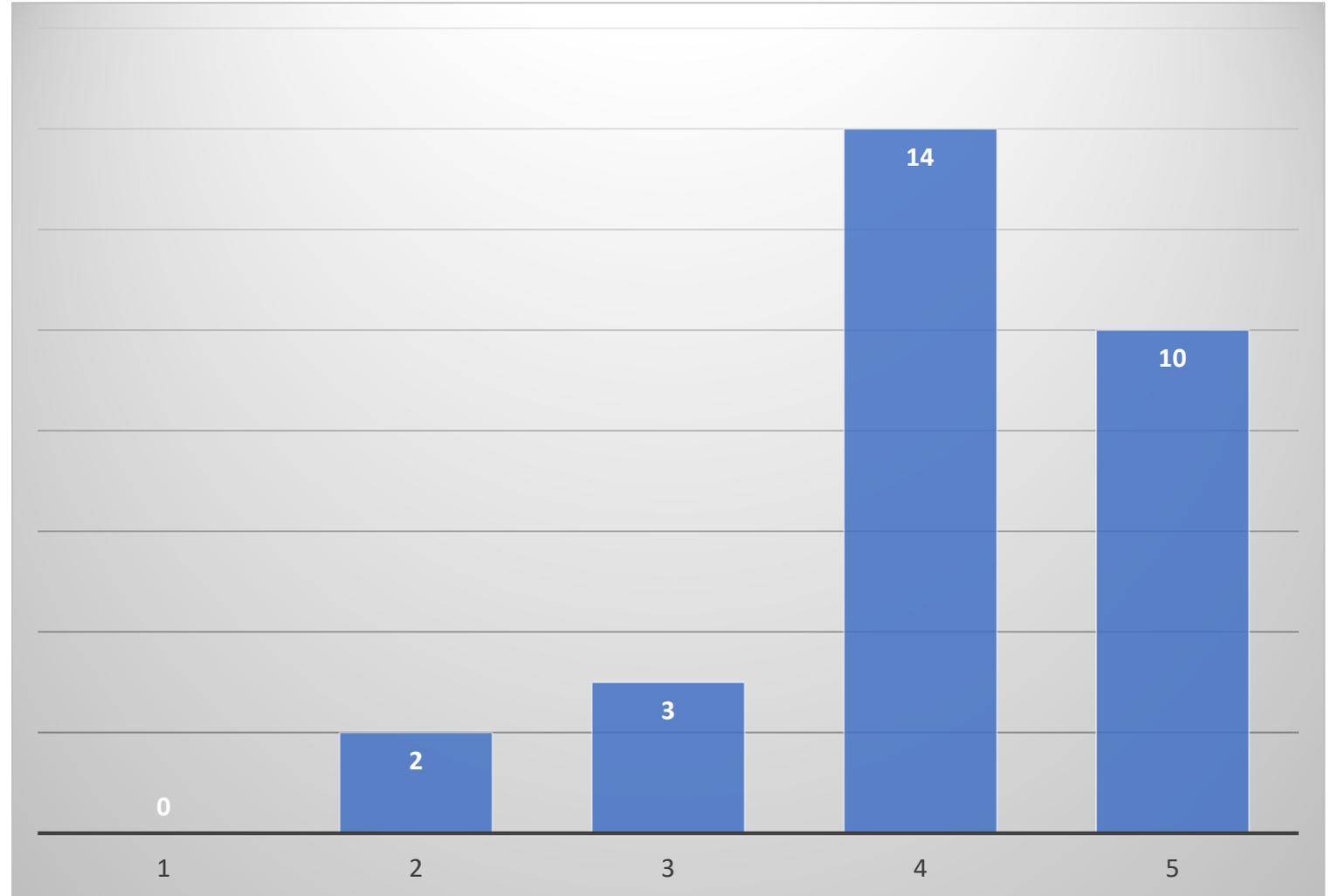
Please rank
your level of
comfort during
tonight's
meeting.



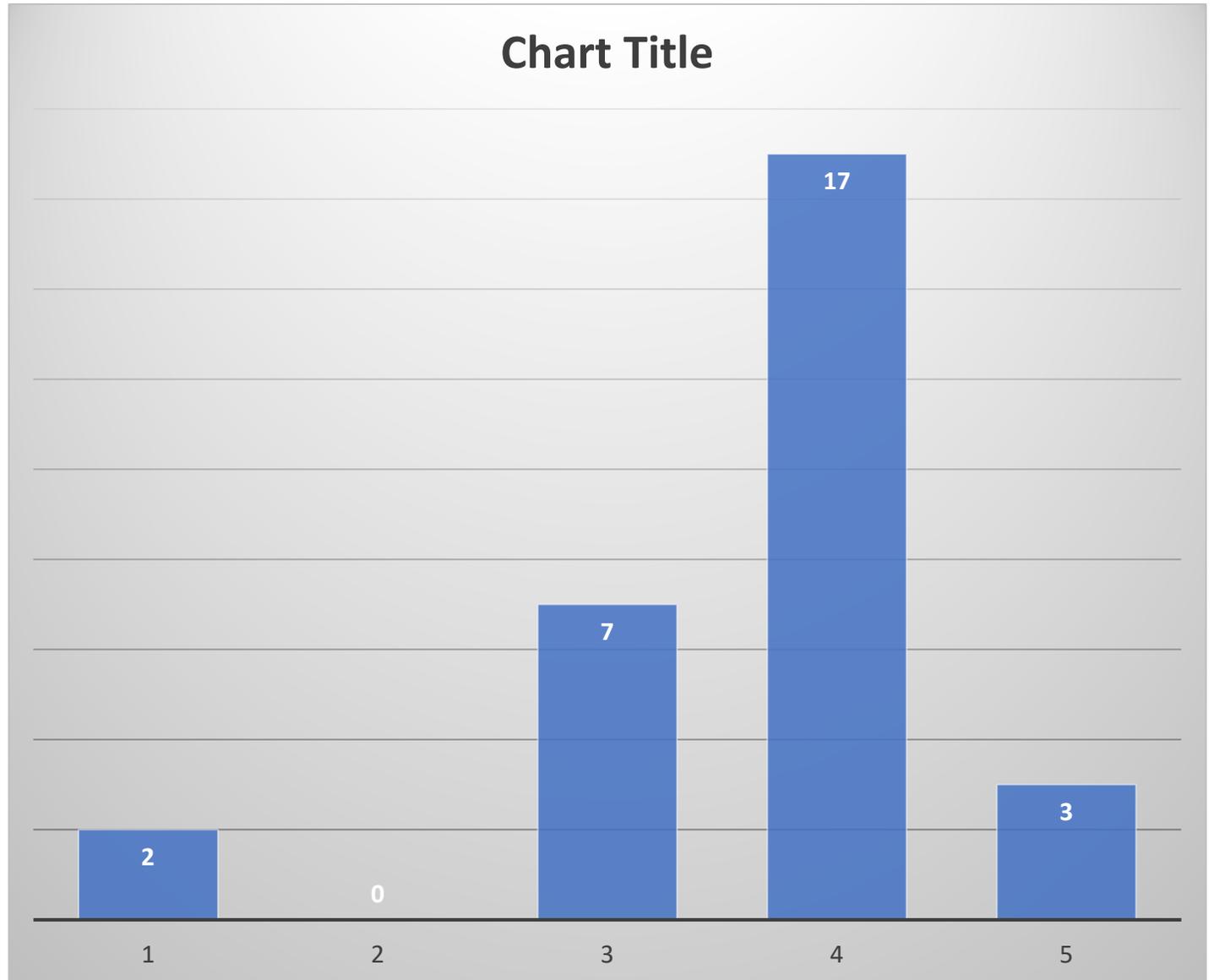
Please rank your sense of inclusion and belonging in your focus group during the meeting.



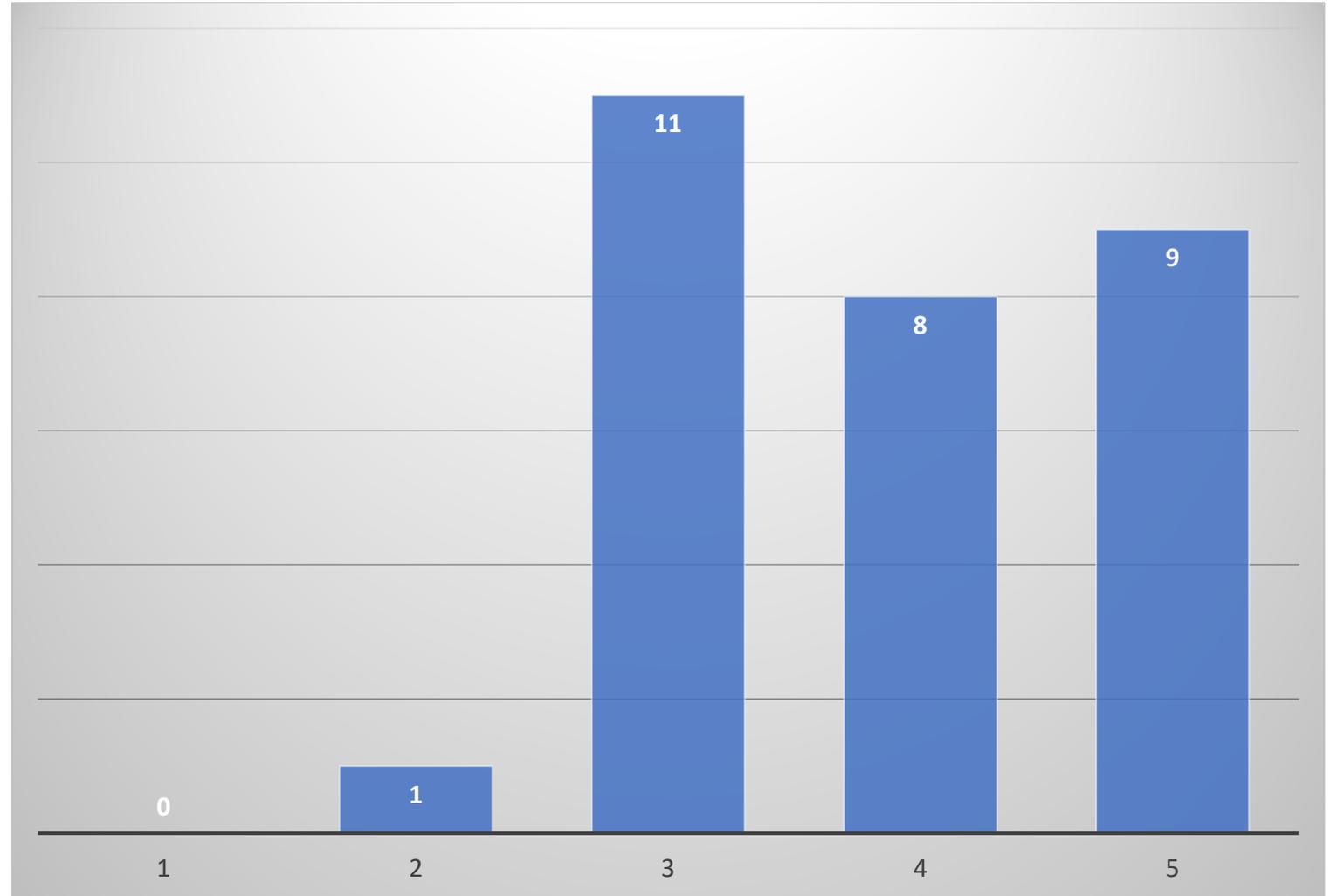
Please rank your opinion about the effectiveness of the protocols used during tonight's meeting.



Do you feel that the data provided was relevant and adequate to assist your group in identifying equity gaps?



Please share
your thoughts
about the
productivity of
tonight's
meeting.



If there was something you felt worked or didn't work, please let us know below.

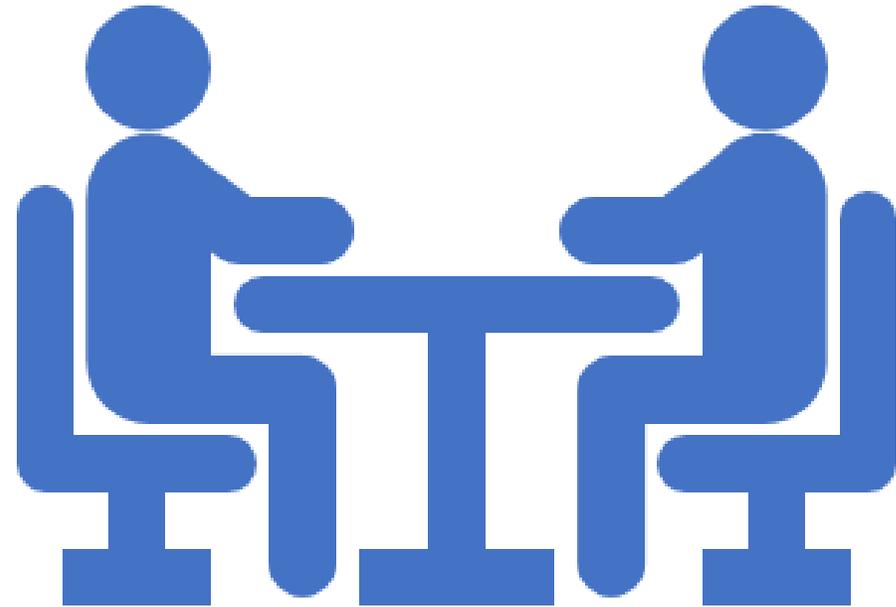
1. I'm glad we reviewed other plans
2. Please provide coffee. Please send out articles, etc. ahead of time so we can read without being rushed.
3. Not enough time to review data. There is a need for a holistic discussion of participants on subject matter
4. I'm not so sure building a chart in the last 5 minutes of the meeting is very effective. More time is needed for a task like this.
5. A little coffee/dessert would be a helpful pick me up to our participants
6. Appreciate dinner, but don't know that it's worth staying an additional 30 minutes for.
7. All was good
8. It may help for the group to develop or agree on the district's definition of equity. I fear we are all working towards a group goal but are using different definitions
9. We are really struggling to consolidate everything on our charts
10. My facilitator was very defensive and seemed to ask questions not to help but to deflect or send us in another direction. Happened several times.
11. The first part of the meeting was lost in the weeds. Trying to unpack so much at one time. Most effective part of the meeting was looking at other equity plans. Let's slow down to go fast. Allow for more time charting. Digital copies instead of paper. Have folks bring laptops to access the documents via google!
12. The data is helpful. It's a bit difficult to consolidate all the data and think through everything to formulate the plan needed.
13. It was nice to dig into examples of equity plans. Helped to see some concrete examples of what we are trying to do.

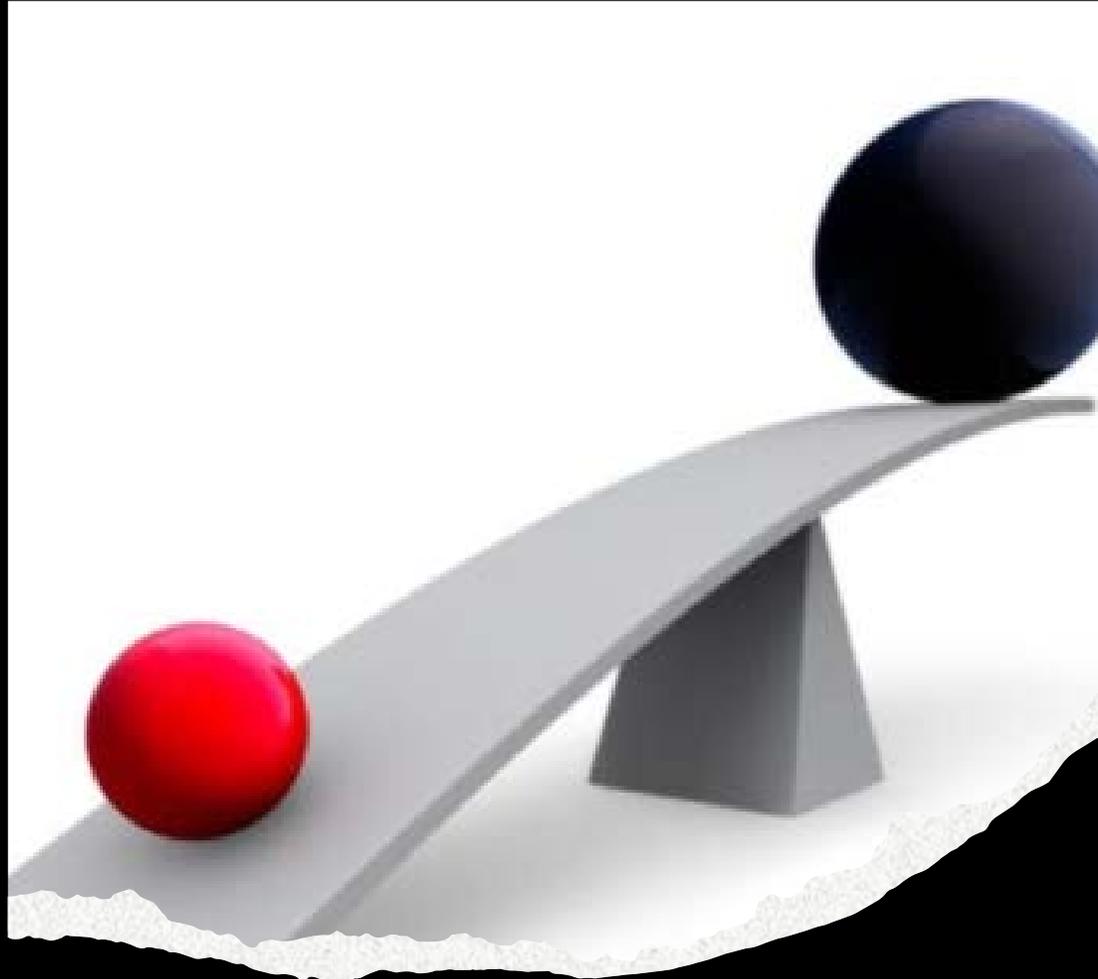
If there was something you felt worked or didn't work, please let us know below.

14. Not enough time
15. Felt time was accessible. Thank you
16. More data to support outcomes and dialogues on the leverage items to be developed.
17. Still a little fuzzy on the data needed to support selected leverage areas
18. More flexibility in time allotted was great
19. Possibly do jigsaw for the other equity plans activity.
20. Please create a Google folder to put information for past and upcoming meetings.
21. I appreciated having more time to talk as a group. I believe this was the most productive meeting so far. I do truly believe that we should be emailed data and materials *in advance*. I do not think the team building activities at the beginning of the meetings are affective and would rather have that time to work on the action plan.
22. The data was helpful but it's too much. We still feel as a group that we're not able to fully focus in on what our leverage areas are. Some groups probably have a clearer focus but organizational systems and culture it's extremely broad. Also, we desire to home in on practices that support and nurture not only student academic performance but their well-being in general. We'd like to use qualitative data and best practices in this work. We are focused on campus culture and the data that shows inequities were struggling with. I think we'd need some help homing in on our focus.
23. Too much reading
24. This was a very challenging meeting. There was conflict in our group because there was not enough data to use. This led to personal perspectives and agendas to prevail. Our group experienced a lack of equity in not having the data, so we were unable to tend to the tasks at hand. Not enough time to sort that out. Too much time allotted to looking at other districts' plans.
25. More time to work on tasks.
26. The additional, focused time you allowed for each task was very helpful, thank you!

Next Meeting- Creation of Goals

- Each group will be asked to create a minimum of 5 goals





Leverage Points will Drive Your Goals

- Leverage points should be areas that will provide the greatest impact to the equity gaps you identified.
- Leverage points should be based on equity gaps.

Leverage Points are Not

- Not Goals
- Not Action Items

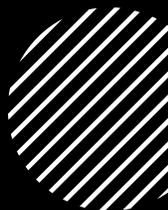




Equity Gaps are Key to
Leverage Areas!



Questions



Is the identified leverage a general area that could lead to change within your area of focus?



Is the leverage area addressing a specific equity gap?



Who does the leverage area impact?



If this leverage area general or specific in nature.

Why Use Data to Identify Equity Gaps?

Because Goals should be clearly written to address an equity gap that exists.

If a goal or action items does not have an identified starting point it is difficult to show progress or growth toward meeting that goal.

Allows for a strategic focused approach to addressing the Equity Gap

Leverage, Goal, Expected Outcome Matching Activity

- You have a bank of items in front of you.
- As a group you will have 15 minutes.
- Match the items on the page to the chart art your table
- Which Item should go in which column?



Activity: Put the following in the categories they fit best

Leverage Area	Goal	Expected Outcomes

Where We Are

Leverage	Data Used	Equity Gap	Students Impacted

To support Task Completion



STAY FOCUSED ON THE TOPICS AT
HAND



REFRAIN FROM SIDE BAR
CONVERSATIONS.



REFRAIN FROM VEERING OFF INTO
AREAS THAT ARE NOT RELEVANT OR ON
TOPIC.

Work Group Time

- Your group will have 30 minutes to complete posters and have clearly outlined leverage, linked data points and equity gaps.

Dinner



Whole Room Share Out

- Each group will select 1 presenter
- The presenter will in 2 minutes provide an overview for the whole room of their chart identifying what their leverage areas are, what data was used, what equity gaps were identified and which students this leverage area most impacts

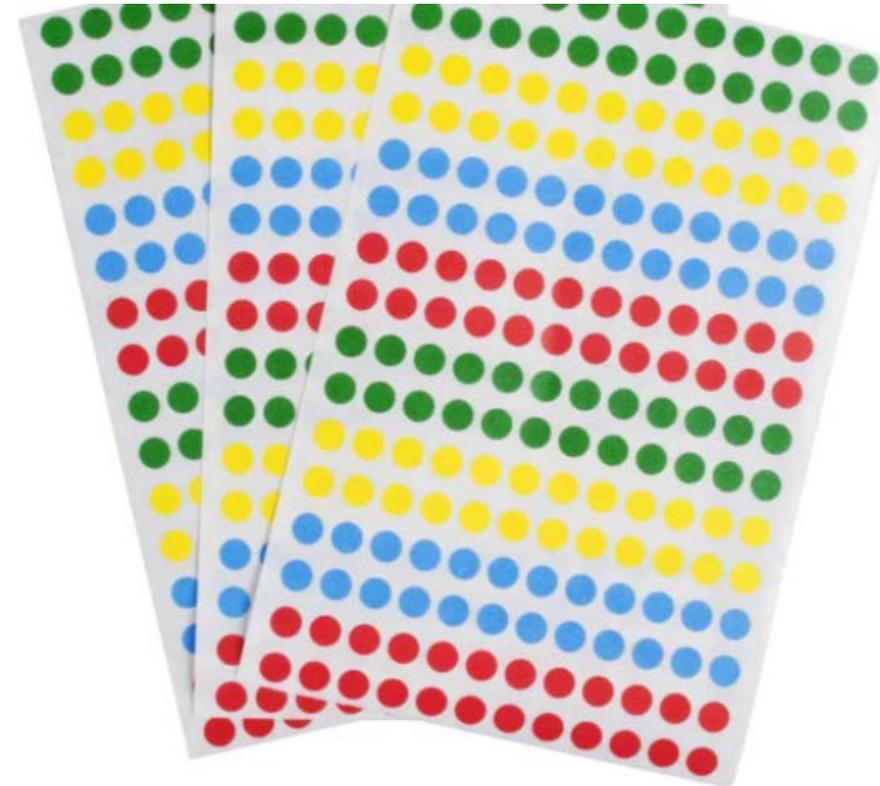


Within Your Group

Each group member has 2 dots.

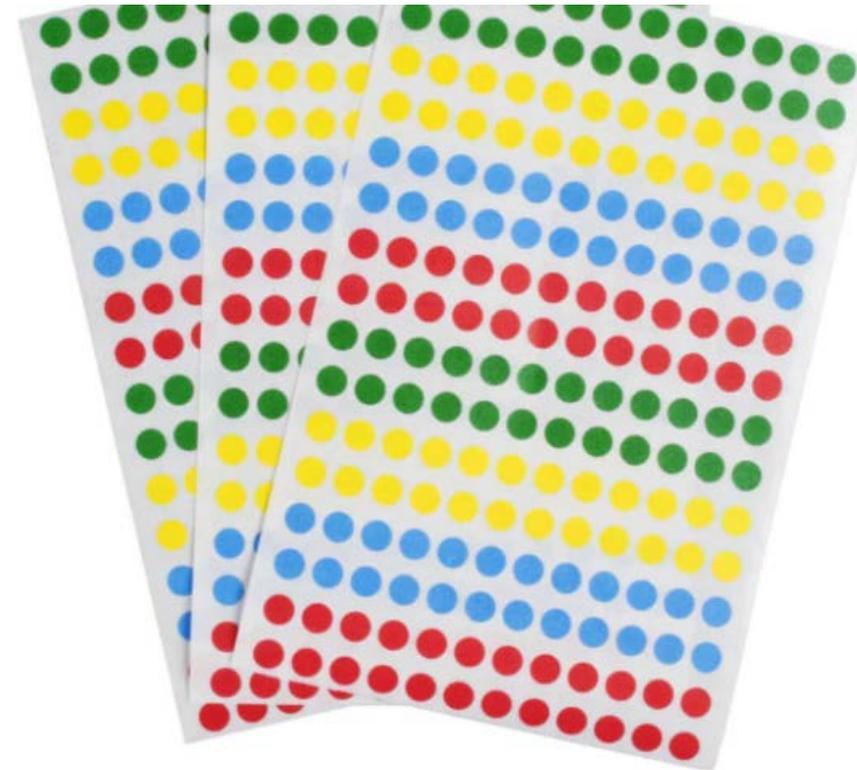
You can use these dots to identify what areas you feel are most important.

- Identify the priority leverage areas you feel are most important and place your dots next to them on the poster paper.
- You can use each dot on a different one or all dots on one.



Whole Room

- ❖ You have been given 4 additional dots
- ❖ Based on the information presented by each group you have seen the various leverage areas, data, equity gaps, and student groups these leverage areas might most impact.
- ❖ Take your 4 dots and use them to vote on the leverage areas in other groups' identified areas you feel are most important based on information presented.



Where are we at and where are we going?



+
◦ • THANK YOU FOR
PARTICIPATING!

NEXT MEETING: DECEMBER 7TH!

