

Sunnyvale School District Board of
Education Review and Action Agenda

To: Members, Board of Education
FROM: Michael Gallagher, Ed. D., Superintendent
CONTACT: Tasha L. Dean, Ed. D, Assistant Superintendent
DATE: November 4, 2021
RE: District's Equity Statement

I. Support Information

In Summer of 2020, the Board of Education adopted the District's first Equity Statement. At the direction of the Board of Education, the District community reviewed and reflected on the Equity Statement throughout the 2020-21 school year. A broad range of stakeholders provided feedback. The feedback occurred during in the following forums:

- Grade level team meetings
- Preschool meetings
- School Site Council meetings
- Lighthouse Blue Team
- Site teacher leadership teams
- Various parent and student groups
- Superintendent Reopening Advisory Committee
- District Equity Summit - May, 2021

The process identified "what works" with the Equity Statement, "wonderings and questions," and recommended changes. Below is the revised Equity Statement for the Board's approval. The statement is a dynamic, organic document that will be reviewed and changes made as required to ensure the statement continues to reflect the needs of our Sunnyvale community.

Sunnyvale Equity Statement

In Sunnyvale School District, we believe that equity leads to learning without limits.

We commit to:

- Working together with families, staff, students, and community to address the individual supports that each student requires in order to flourish.
- Mitigating structural barriers and bias that hinder students' ability to thrive and creating a system where success is not determined by identity factors.
- Engaging in reflective practices, including two-way communication with all stakeholders, evaluation of resource allocation, and examination of policy and practice.
- Empowering all learners by recognizing the cultural assets that students and communities hold in order to provide a tailored education with supports, access, and opportunities so they reach their full, unique potential.

The district will continue to take action and to develop plans that align with the equity framework the district is working to finalize. This framework will follow the principals outlined in the UCLA Equity and Access Studies in Education that include:

- Resource Equity: Equity centered organization. Access is equitable, not equal.

- Academic Equity: Student empowerment and agency. Curriculum, instruction, assessment, grading, and student achievement.
- Culture/Climate Equity: Values, beliefs, mindsets. Discipline, cultural affirmation, safety, positive learning environments.
- Systemic Equity: Institutional structures, policies, practices, reflection

The framework will assist in developing annual equity goals and outcomes.

During 2021-22 school year, our work will include:

- Culturally responsive/sustaining pedagogy
- Development of the MTSS website,
- Site based survey/ leadership interviews
- Inside-out work with staff
- Understanding culture and understanding bias
- Culturally representative texts
- How to use and incorporate learning around the Social, Emotional, and Cultural aspects of teaching and learning into our teaching and learning as community
- My name, my identity
- Trauma informed education
- Strengthening LGBTQIA policies and practices
- District Equity Statement Revision
- Communication to public, staff and students on annual plans and the framework by May 2022.

The Board may wish to direct staff to provide further details regarding the above plan or any aspects of the above plan in a presentation and/or study session.

II. Recommendation:

The Superintendent recommends the Board of Education approves of the Equity Statement and the continued equity planning in the district.

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