

Fresno Unified School District
Board Communication

BC Number EA-5

From the Office of the Superintendent
To the Members of the Board of Education
Prepared by: Andrew Scherrer, Executive Director of Equity & Access
Cabinet Approval:

Date: January 17, 2020

Phone Number: 457-3842

Regarding: Dimensions of Equity Update

The purpose of this communication is to provide the Board an update regarding Equity and Access's Dimensions of Equity (DofE) Steering Committee, and outlined actions continuing through the 2019/20 school year and beyond in order to continue an interdepartmental approach to building coherence and ensuring equity is the intentional result of all district-wide decisions.

DofE continues to engage in building an Administrative Regulation (AR) that includes steps to ensure translation of Board Policy 0415 into action. Foundationally, this AR includes the addition of the Diversity and Inclusion NAVEX training module for 700+ site and district leaders throughout the system. To date, 60% of our leaders have completed the module and we are actively working to ensure all have participated in this important step.

The DofE Advisory Team completed Cultural Proficiency Trainer-of-Trainer trainings in September, and have been using this knowledge to facilitate the Steering Committee work and continue the strategic rollout of equity work throughout the district. The remainder of the Steering Committee, as well as individuals from various departments have been participating in this training, as well, and will complete their certification in late February 2020. With these trainers, the system is primed to have co-facilitators during school site implementation in August 2020.

Through an MTSS framework, Tier 1 DofE includes Cultural Proficiency training for all employees. Those classified, certification, and co-administrator employees who expressed interest will be trained during Quarter 4 in another 32-hour training in order to prepare additional champions of this work to the system. Additionally, all site principals are already half-way through their 8-hour foundational training meant to provide the tools necessary to facilitate meaningful discussions and learning beginning in the 20/21 school year alongside trained co-facilitators from various departments and within the DofE Steering Committee. In February, principals will be provided the teacher training module to begin planning their 20/21 site professional learning. Further modules are being developed and will be available later this school year. For anyone else looking for Cultural Proficiency Training, Equity & Access is designing sign-up opportunities in cycles during the 20/21 school year, as well. This model will be used until there is collected evidence that all employees have been provided at least the 8-hour foundational training. For students, Equity and Access has partnered with our Goal 2 team and Steering Committee members to see ACLU recommendations come to light towards forming a new group with the working title "Race and Social Action Student Network" in order to ensure there is consistent student voice around equity in support of BP 0145.

Tier 2 DofE has been another focus of the DofE Steering Committee. The group has been evaluating vendors and resources for alignment to the DofE district framework, and have been adding these to a menu of options to be provided school sites in the next month toward SPSA and budget planning.

This allows a school site to better align their vendors and resources to specific needs at the school site; all built on a foundation of Cultural Proficiency training.

Tier 3 DofE is a continued focus as a Cultural Proficiency response team is developed. In partnership with various entities and departments, including recommendations from the ACLU and our Human Resources team, Equity and Access is mapping out what successful Cultural Proficiency response must include, as well as how this new system would operate during and after the need arises.

The DofE Steering Committee will use monthly meetings to continue the strategic rollout of equity work through the remaining avenues of Classified Staff, Parents/Guardians, Community Members, and Students aside from those above-mentioned groups already scheduled. The committee is committed to engaging all groups with strategic partnership, subcommittees, and interdepartmental partnerships.

Approved by Superintendent
Robert G. Nelson Ed.D.



Date: 1/17/2020