

Miller Creek School District

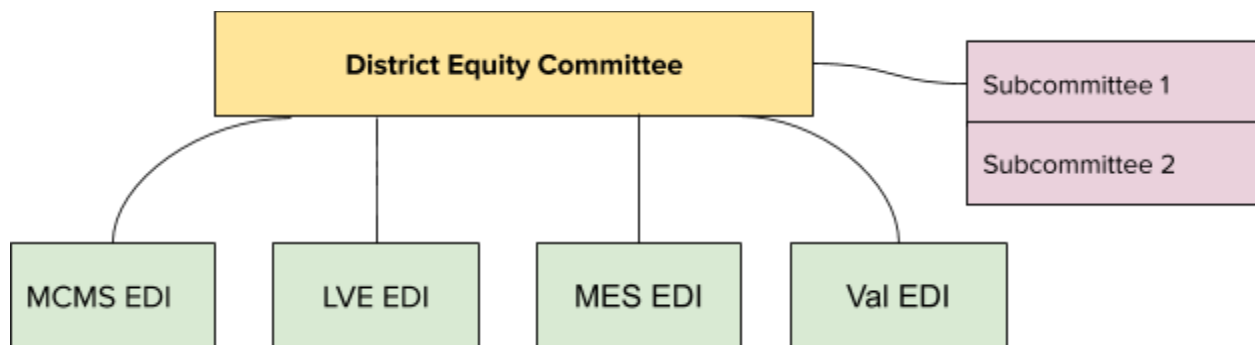
District and Site Based Equity Committees (DRAFT)

EQUITY

The Miller Creek School District believes diversity is an asset, values every student, and is committed to building communities where students thrive. In order to do so, we must recognize systemic disparities in opportunities and outcomes and dedicate resources to address those disparities.

The Miller Creek School District:

- Raises equity consciousness of staff, students, parents, and community members so that we examine biases and eliminate inequitable practices.
- Uses equity-minded pedagogy and assessments to ensure individual student growth and accelerate the growth of students who have been historically underserved through commitment of resources.
- Uses equity-minded practices when making decisions, approving policy, hiring personnel, and developing and evaluating programs.



District Equity Committee

Purpose:

The Miller Creek District Equity Committee is a superintendent's committee that meets four times per year to provide an opportunity for districtwide engagement that generates actions in support of the District equity statement. The District Equity Committee will form two subcommittees annually to consider two areas of policy by reviewing the policy with the Equity Tool, identifying and reviewing relevant data to determine if the policy supports equitable practices, and provide recommendations to the superintendent, including review and feedback of input for the Local Control Accountability Plan.

General meetings of the District Equity Committee will include shared reading/learning, site based committee reports, a district report, and a subcommittee report.

Subcommittees are composed of two representatives per school site, including a district employee and parent/guardian, and two representatives from the district office. Subcommittee areas of interest will be determined by the District Equity Committee and may include policies that are related to personnel, grading, discipline, curriculum, etc.

First Action and Outcomes

1. Develop and administer a survey to identify staff, student, and community needs and priorities.
2. Identify the policy area of which to form the first subcommittee.

Membership:

The District Equity Committee is open to all interested district employees, district parents/guardians, and students. Mandatory membership will include school principals or designee and a liaison from each site based equity committee. Member

Facilitation:

Assistant Superintendent, Educational Services

Site Based Equity, Diversity, and Inclusion (EDI) Committee

Purpose: Each school site will host an equity based site committee which meets at least four times per year to provide site engagement that generates actions in support of the District equity statement.

The EDI Committee will support the District Equity Statement by:

- Promoting and celebrating diversity, inclusion, and multiculturalism in a variety of ways including school-wide gatherings, cultural events, workshops, parent education, and community conversations.
- Providing all members of the community with a supportive space and the tools to learn about, discuss and ask questions about issues and topics related to diversity and identity.
- Collaborating with the District Equity Committee
- Serving as a liaison between our Home and School Club parent organization, School Site Council, and the District Equity Committee.

First Action and Outcome:

Administer community needs and priority assessment. Review data to help inform action steps that align with community needs.

Membership:

The Site EDI Committee is open to all interested district employees, district parents/guardians, and students. Mandatory membership will include the school principal, and 2 teacher representatives.

Facilitation:

School Principal in partnership with a parent lead.