

SD54 Equity & Inclusion Task Force

Meeting #3

March 16, 2021

Agenda

- Norms
- Equity and Inclusion Vision Draft
- Book Chapter Discussion
- Tension Reflection: Fear of Change
- Institutional Racism in Education
- District 54 Data Review
- 3 Pillars

Norms

- Use the words you have
- Experience discomfort
- Speak your truth
- Expect and accept non-closure
- Listen patiently, listen actively, listen to your own voice
- Assume positive intent
- Be respectful of each other and our stories being shared
- Opinion are not right or wrong, they are built off experiences
- Address the point-not the person

Draft Vision for Inclusion

In District 54, we will promote a culture of unconditional belonging in which all students, staff, and community members will be treated with dignity. We will ensure high levels of access to resources, experiences, and success. In District 54 we strive to ensure that all students, staff, and community members are:

- Safe, welcome, and cared for
- Heard, validated, and supported
- Represented in curriculum and staffing

Pillar 1: Recruit, Select, and Retain staff that is reflective of our student demographics

District 54 2019 Student/Staff Demographics

	# of students	% of students	% of staff
District Wide	16,313		
White	6,433	39%	84%
Black	893	5.8%	0.5%
Latino/Hispanic	4,052	24.4%	2.5%
Asian	4,235	27%	4.6%
American Indian	35	0.3%	1.8%
Two or More Races	654	5%	6.4%

Pillar 2: Build the Cultural Competency of our Professional Learning Communities

Academic Data

Identity Group	Reading-2019		Math 2019	
	IAR	MAP above the 40 th percentile	IAR	MAP above the 40 th percentile
Low Income	36	65	29	65
EL	16	53	22	59
Sped	14	44	19	50
White	60	85	59	88
Black	36	71	25	66
Latino/Hispanic	40	67	33	68
Asian	72	90	75	92
American Indian	50	79	50	82
Two or more races	58	85	59	87

District 54 5 Essentials - Student Culture

The 5Essentials Survey provides us with invaluable measures regarding how our students perceive our work with them.

- One such measure is Academic Press or how challenged our students feel in their academics. District 54 students feel significant challenge. The state average here is 57 and every group in District 54 is well above the state average.

Pillar 3: Develop a Culture of Belonging and Dignity

District 54 5 Essentials - Student Culture

- District 54 students feel respected and listened to by their teachers--more than the statewide the average.
- District 54 students feel safer in our schools than the statewide average

2019 PBIS Referrals for Defiance and Insubordination

Ethnicity	% of students enrolled	Referrals out of 4,888	Totally Enrollment 15,939
Black/African American	6%	20%	
White	38%	39%	
American Indian	.2%	.2%	
Native Hawaiian	.1%	0%	
Asian	26%	8%	
Latin X	25%	29%	
Two or more races	4%	6%	

Total number of referrals for defiance and insubordination 4,888

District Suspension Data

Identity Group	2018-2019	2019-2020	% of Total Suspensions	% of Students Enrolled
Asian	16	7	4.%	26%
Black/ African American	42	41	26.%	5%
Hispanic\Latin X	46	67	43%	25%
Two or more races	11	5	3%	4%
White	69	35	22%	39%
Total # of suspensions	174	155		