

# *District 90 IAB and Equity Committee Update*

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## Purposes of the Inclusiveness Advisory Board (IAB)

*We value and aspire to further become a school community that:*

1. Promotes a culture of individuals who are sensitive, responsive and inclusive of each other
2. Nurtures, supports and educates every individual stakeholder – students, staff and families – to be intentionally inclusive
3. Holds in high regard, models and teaches important life-skills of: awareness, self-reflection, sensitivity and responsiveness, so as to practice being inclusive as we relate to each other on a daily basis

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## **Purposes of the Board of Education Equity Committee**

*Make recommendations to the Administration and Board of Education on issues of:*

1. Research-based pedagogy that will foster increasingly strong student engagement
2. Targeted professional development to support the goal of equitable instruction for all learners
3. Improved equity in recruiting and hiring practices

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## Next Steps for Inclusiveness Advisory Board (IAB):

- Review of IAB student, staff, and parent perception survey data to identify predominate themes
- Identify priority goal areas for future initiatives
- Consider the alternative of identifying a partner organization that can support the District's strategic implementation of objectives in a systemic manner (consistent with the D90 Strategic Plan)
- Communicate priority goal areas broadly to stakeholder groups and the larger District 90 community through targeted communications vehicles

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## Next Steps for BOE Equity Committee:

- Conduct and review a further analysis of student achievement data, disaggregated by key demographics
- Provide information to the Equity Committee about specific and actionable programming models that support high student engagement (i.e. Universal Design for Learning, Problem-Based Learning)
- Identify points of “coherence” in D90 Strategic Plan
- Collaborate with the IAB to investigate professional growth experiences that can support staff learning in areas of equity and anti-bias training

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## Ongoing Challenges/Intended Solutions

1. Duplication of efforts – *Deliberate efforts must be made to ensure that both the IAB and EQ are working in alignment (i.e. cross-pollination of meetings)*
2. Managing the scope of work – *Participants must be cognizant of the fact that while the work is both long-term and systematic, it retain a sense of **urgency***

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## Ongoing Challenges/Intended Solutions

3. Keeping stakeholders informed – *Deliberate efforts must be made to communicate the need for the work accomplishments over time (i.e. Communications Plan)*
4. Transparency must remain a priority – *The District 90 community must retain confidence that information will be shared openly about areas of both concern and success in order to maintain support and trust*

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“When it comes to issues of equity, we must work together to find our way”

- *Peggy McIntosh*

Thank You!

- *Questions?*



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