LONG BEACH UNIFIED SCHOOL DISTRICT

2021-2022 Excellence and Equity Initiative Mapping

Equity Initiative	Goal	Lead	2021-2022 What will success look like this year?
Student Voice and Participation	The goal of student voice and participation is to actively include student voice in decisions related to students' classroom experience, school experience and the district curriculum as measured on surveys, student focus groups and analysis of student representation.	Office of the Deputy Superintendent	• Continue with the Student Equity Leadership Team to include a representative from every high school • Engage students through input on key Excellence and Equity Initiatives • Work with students for input on reimagining School Safety in our schools alongside level offices and community partners • Work with principals on engagement for student feedback that supports school site goals and functioning
Principal Supervision and Support	The goal of equity centered principal supervision is to equip principals with skills and hold them accountable for ensuring that student outcomes reflect success for all students.	Office of the Superintendent	• Principals and Assistant Principals will self-assess on the revised domains and dimensions as a baseline for continuous improvement • Principal supervisors will assess Principals on the revised domains and dimensions & Principals will assess Assistant Principals on the revised domains and dimensions as a baseline for continuous improvement • Principals and Assistant Principals will know the characteristics of and be able to identify culturally relevant and responsive classrooms • Principals and Assistant Principals will demonstrate their school's progress on their Building Equity Audit action plan
Social Emotional Learning and Supports	The goal of Transformative Social Emotional Learning (T-SEL) and supports are to create conditions for thriving where: • Everyone is seen, heard, valued and has a network for care and support • The identities and assets of all students are acknowledged, affirmed, respected, and valued • Restorative mindsets, practices, and ways of being in community are supportively developed • Students and adults have opportunities to practice, demonstrate, and reinforce transformative social and emotional skills	Office of School Support Services & Office of Curriculum, Instruction & Professional Development	• Teachers and administrators will develop a working knowledge of the CASEL Competencies & SEL Student Outcomes through professional development • Development of teachers' and administrators' working knowledge of the Conditions for Thriving through professional development • Initiation of a continuum of integrated levels of support with resources for Tier I-III discipline practices, restorative justice and agency development • Integration of SEL competencies into core and elective content and instruction • Design and deployment of adult SEL support • Students, parents and staff will be familiar with the support provided by the Care/Wellness centers located on our high school campuses.
Community Engagement	The goals of community engagement are to develop and build trusting relationships with all stakeholders, create systems that provide opportunities for diverse perspectives to be shared and to enhance district methods for interacting with parents.	Office of Equity, Engagement & Partnerships	• Support the development and approval of the Local Control Accountability Plan by developing an Engagement Process Framework • Assist in the development and support the work of the Equity Leadership Team • Engage with all community stakeholder groups during the Budget Engagement Process • Maintain community engagement data, feedback and recommendations • Parent University Offerings that align with key initiatives
Curriculum & Professional Development	The goals of curriculum and professional development are to support teacher and leader development in the eight competencies for culturally responsive teaching and ensure a culturally relevant curriculum.	Office of Curriculum, Instruction & Professional Development	• Define what a culturally relevant and responsive classroom looks like • Provide professional development for all teachers and administrators • Implement curriculum audit revision recommendations, including an Ethnic Studies course sequence • Revise curriculum documents/courses & professional dev. based on curriculum equity audit recommendations. • Define and implement effective practices for English Learners including integrated and designated ELD.

Equity Leadership & Talent Development	The goal of equity leadership and talent development is to build the capacity of effective leaders to impact student experiences through positive culture, coherent programs, and individualized support.	Office of Equity Leadership & Talent Development	- Expansion and implementation of certificated pipeline programs from teacher leader through new director - Revision of equity centered curriculum for each program based on the Departmental Equity Audit - Ensure equity focused recruitment and retention efforts (ie. application, questions, writing task) for both certificated and classified staff - Create and implement a Classified Talent Development System - Expand personalized coaching and support systems for all pipeline candidates
Budget Engagement	The goal of the Budget Engagement process is to solicit recommendations for the budget utilizing community engagement processes for a budget that is transparent, equity driven and addresses the needs of the District.	Fiscal Services Branch	- Develop processes for public engagement into budget priorities - Create foundational knowledge of district budget among stakeholders so that they can provide relevant feedback - Create opportunities for cross departmental collaboration for projected enrollment, staffing and allocation of discretionary resources to sites - Develop capacity for multi year plan for supplemental resources that reflects current priorities
Workforce Diversity & Human Resource Practices	The goals of workforce diversity and human resource practices are to develop a diverse and inclusive talent acquisition strategy to recruit and retain a highly qualified workforce that is reflective of our students and community; sustain and increase the percentage of highly qualified K-12 certificated candidates by 10% in under-represented groups and to develop improved organizational structures to promote equity and excellence.	Human Resource Services	- Analyze hiring practices, interview scores, and new hire survey data and create an annual report that measures diversification data and progress, and data repository - Establish stakeholder equity focus groups and incorporate feedback and suggestions into the interview process while standardizing interviews at the site level to increase equity - Partner with community college, key higher education institutions to develop a "grow our own" campaign to raise the profile of the educator profession to recruit a future diverse workforce - Develop preliminary teacher contracts awards and create opportunities for high school students to explore careers in education through district work experience, elective courses, and/or dual enrollment - Increase staff capacity with equity, implicit bias, and anti-racism professional development, strategies and/or systems used to foster a diverse workforce
Metrics and Opportunity Gaps	The goals of Research and School Improvement are to establish the data infrastructure needed to identify and define an equity dataset and visualization paradigm aligned to district equity priorities and initiatives. Site leaders and teachers will be trained and supported to use equity centered data to drive programmatic decisions and interventions that increase access, opportunity, and success for students.	Office of Research and School Improvement	- Develop a clear LBUSD definition of the equity measures that we intend to focus on and support sites in using - Create a detailed plan for building data systems' architecture that supports shifting data use models - Implement a protocol for site data and systems enhancement requests that builds capacity to ask data-driven equity research questions - Provide detailed quarterly data reports to level offices and sites to support program and intervention decisions - Establish detailed program evaluations for K-12 and level specific initiatives - Provide public reporting of data throughout the school-year
Business Engagement and Strategic Partnerships	The goals of Business Engagement and Strategic Partnerships are to foster partnerships and connect LBUSD students to businesses and organizations through inspiring work-based learning opportunities.	Office of Business Engagement & Strategic Partnerships	- Provide and facilitate equitable Internship opportunities through established business partnerships - Develop and outreach to new partnerships to support student success and district initiatives - Diversify advisory council members - Create opportunities and processes to engage business partners with K-12 students
Learning Acceleration, Support & Enrichment	The goal of Learning Acceleration, Support & Enrichment is to ensure that every student has access to academic and social emotional supports that ensure student success and well being.	Early Learning & Elementary Schools Office; Middle & K-8 Schools Office; High Schools Office	- Implement the Learning Acceleration & Support Plan to address students' academic learning and social emotional/well being needs through research based targeted intervention classes and programs, online and in person tutoring, Saturday School, credit recovery and other extended learning opportunities - Develop during school day intervention models for literacy and math to support students (elementary literacy programs, middle school math intervention courses) - Develop opportunities for enrichment programming