



**Equity in Livingston Public Schools
September 28, 2021**

District Equity Goal

Improve the culture and community within Livingston Public Schools by enhancing inclusiveness, cultural awareness, anti-racism, and acceptance of individual differences through mandated curricular programming, extracurricular programming, and district operations.

Continue work with teachers to make instruction more responsive to diversity, and inclusive of various cultures.

Strategically implement professional development and school-based programming focused on diversity, anti-racism, and cultural inclusivity in teaching and learning in order to create a common language and set of expectations for the school community.

Equity in Action

Data collection and review

- ★ HIB Data
- ★ Suspension Data
- ★ Attendance Data
- ★ Assessment Data
- ★ Anecdotal Data

Professional Development

- ★ Collaborative Problem Solving
- ★ Culturally Responsive Classroom
- ★ Trauma Attuned Instruction
- ★ Response to national events
- ★ Anti-bullying strategies
 - ...and much, much more!

Student Voices

- ★ Listening summits
 - In our schools
 - In our district
- ★ Student Affinity and Leadership Groups

District

- ❑ Listening Summit
- ❑ District Equity Team
- ❑ Collaboration with Great Schools Partnership
- ❑ Professional Development
- ❑ Student Forums
- ❑ Community Equity Survey



Buildings

- ❑ Professional Development
- ❑ Creation of Building Equity Teams
- ❑ Student Focus Groups
- ❑ K-6 Social Justice Teams
- ❑ 7-12 Advisory/Community Program
- ❑ Faculty engagement

Looking Closely at Feedback

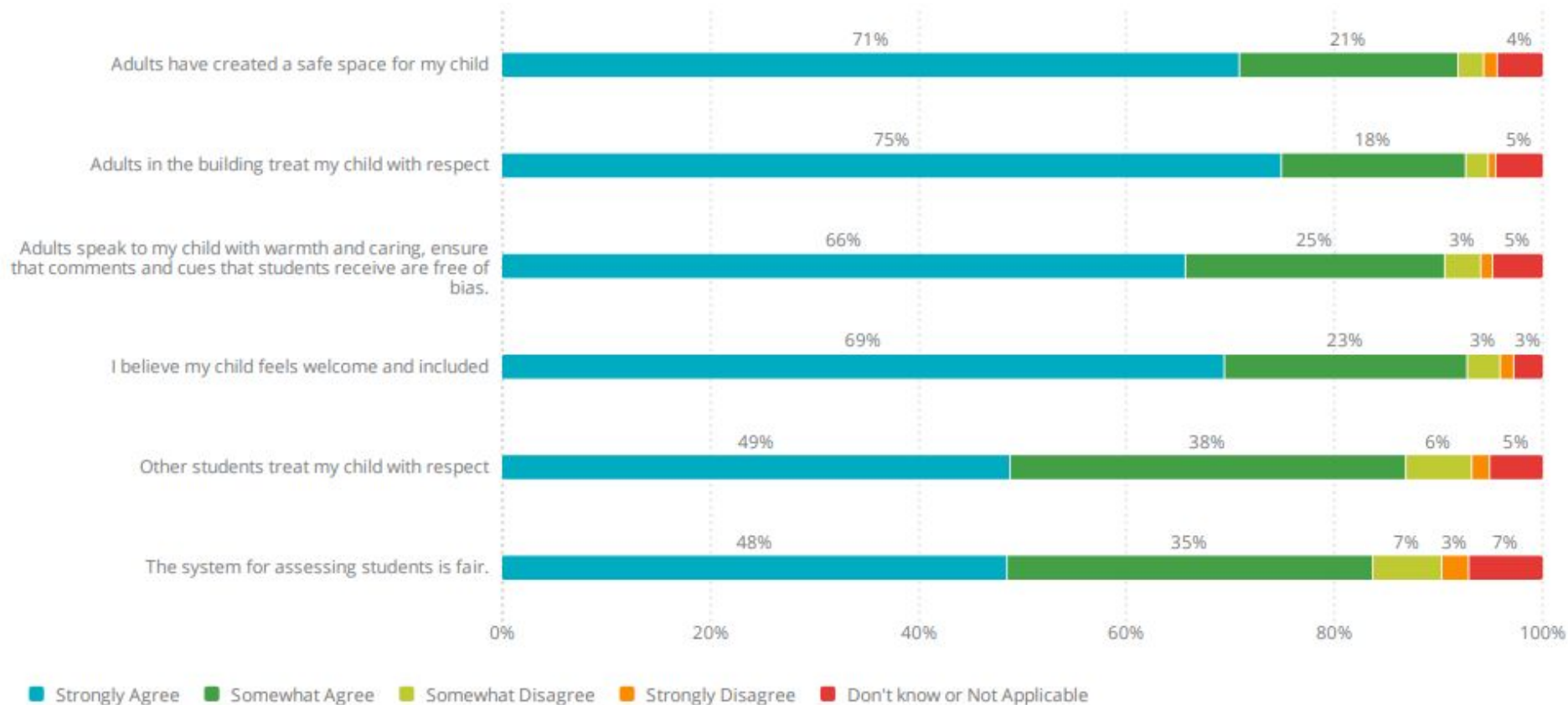
Kids and Families



Themes around Comments from Community Members

- 1. Curriculum and Instructional Pedagogy**
2. Staffing-Professional Development
3. Resources and Access
4. We are doing great no change needed
- 5. Cultural Awareness and/or Religious Awareness**
6. Culture-Climate Pro or Against Equity
- 7. Respecting differences, acceptance, fair treatment, sense of belonging**
8. Community Education

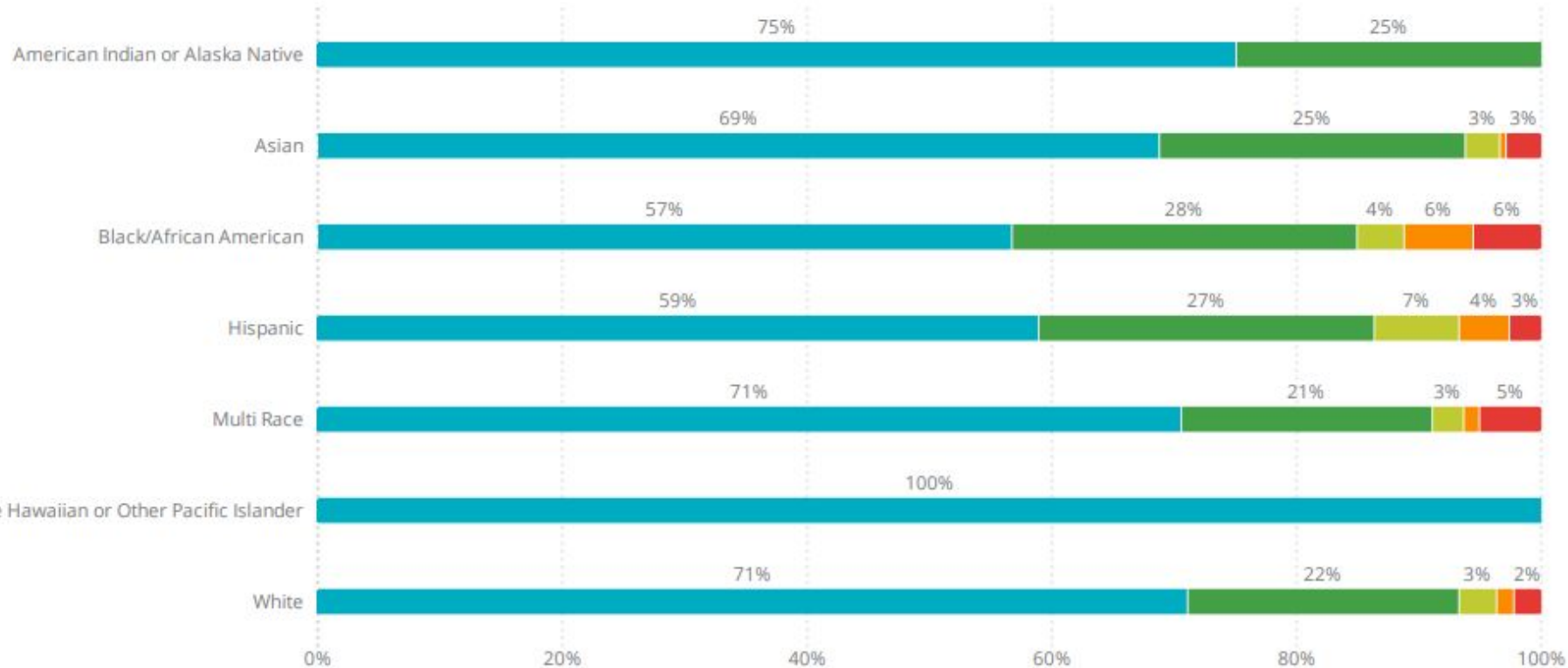
Agree/Disagree - Total Population ⓘ



Agree/Disagree - I agree my child feels welcome and included ⓘ

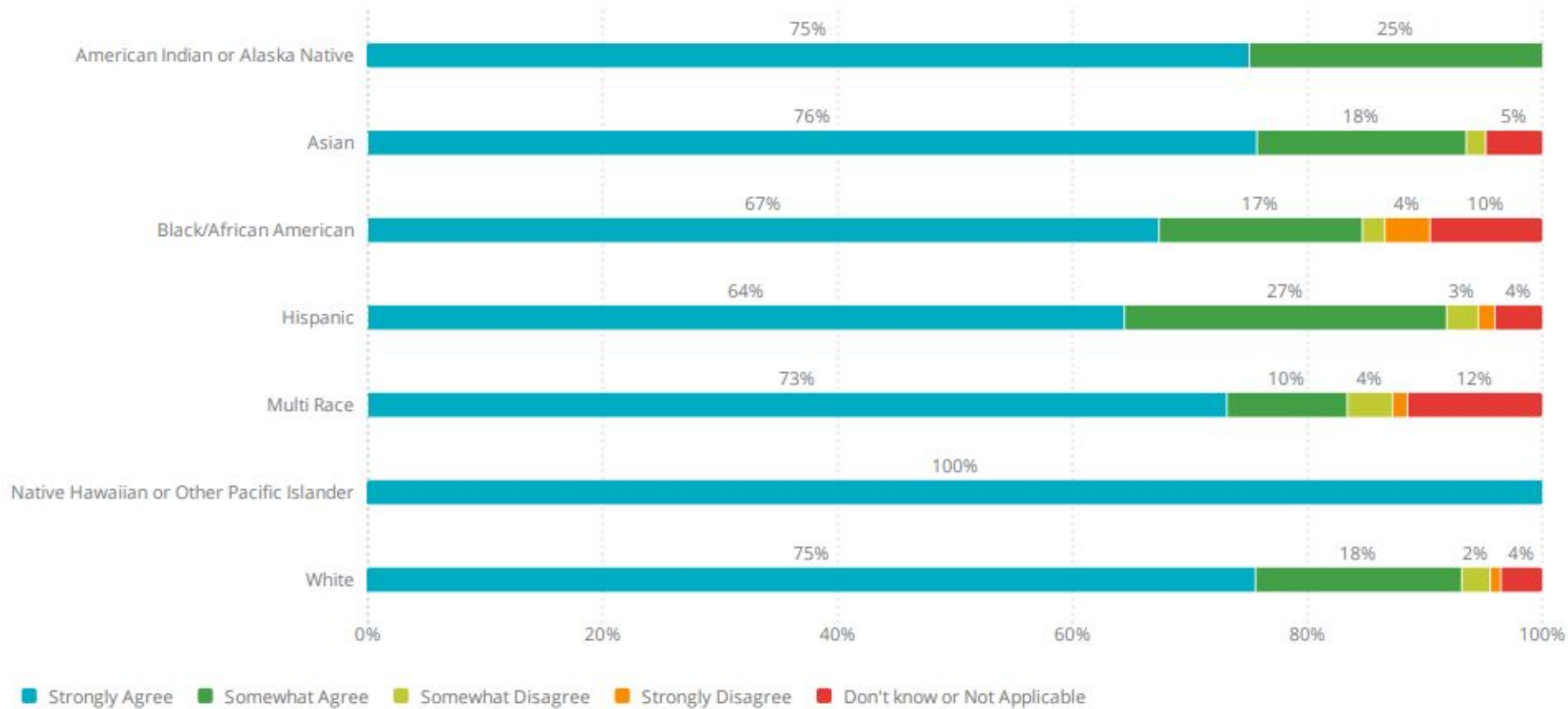


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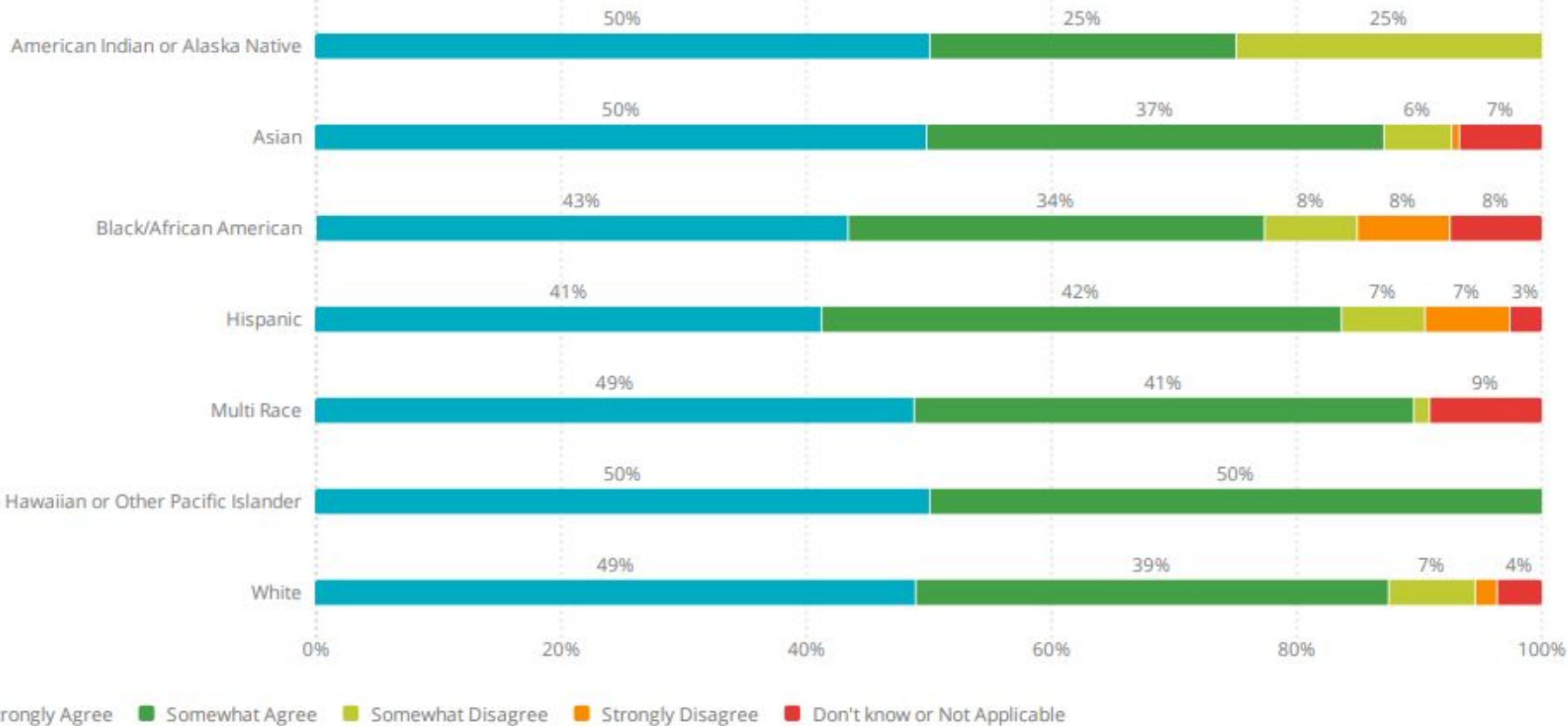
■ Strongly Agree ■ Somewhat Agree ■ Somewhat Disagree ■ Strongly Disagree ■ Don't know or Not Applicable

Agree/Disagree - Adults in the building treat my child with respect i

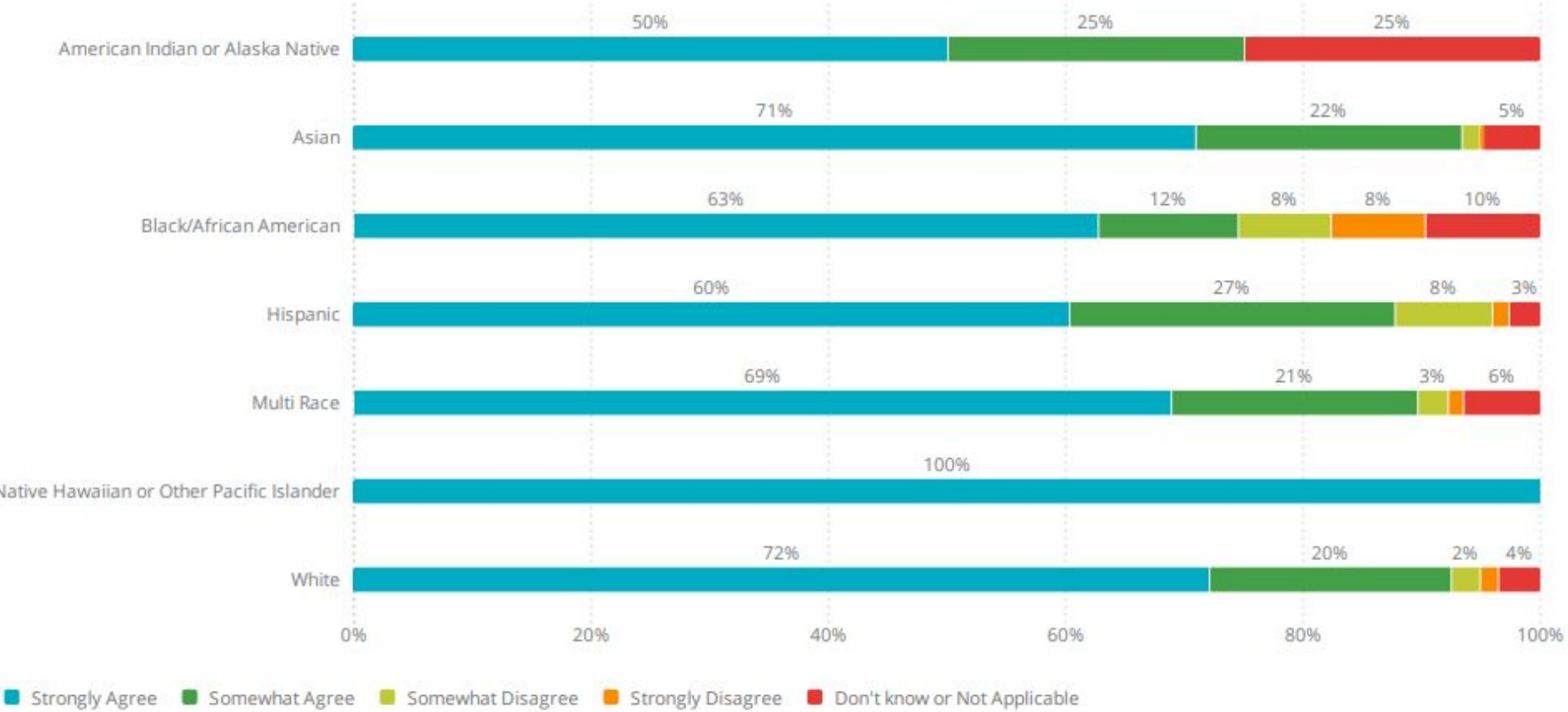


Agree/Disagree - Other students treat my child with respect ⓘ

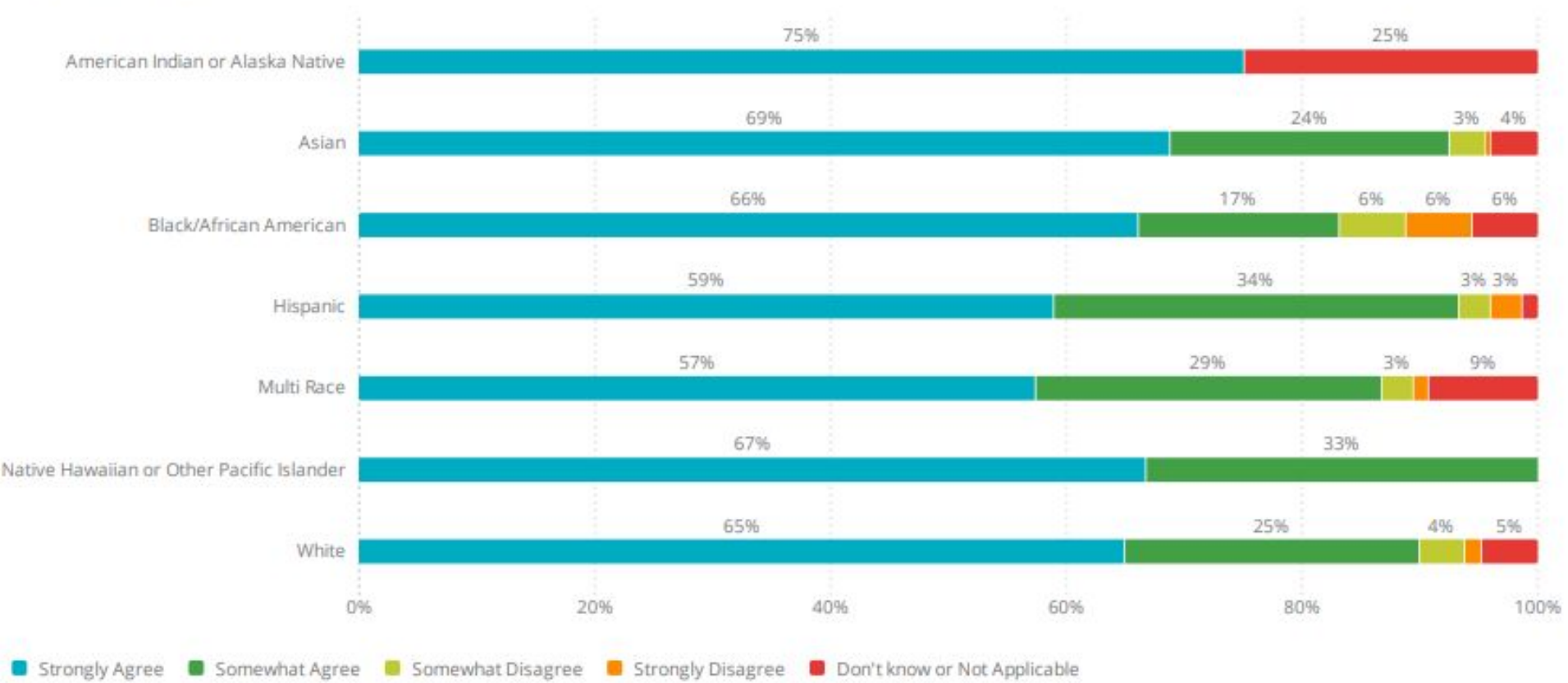
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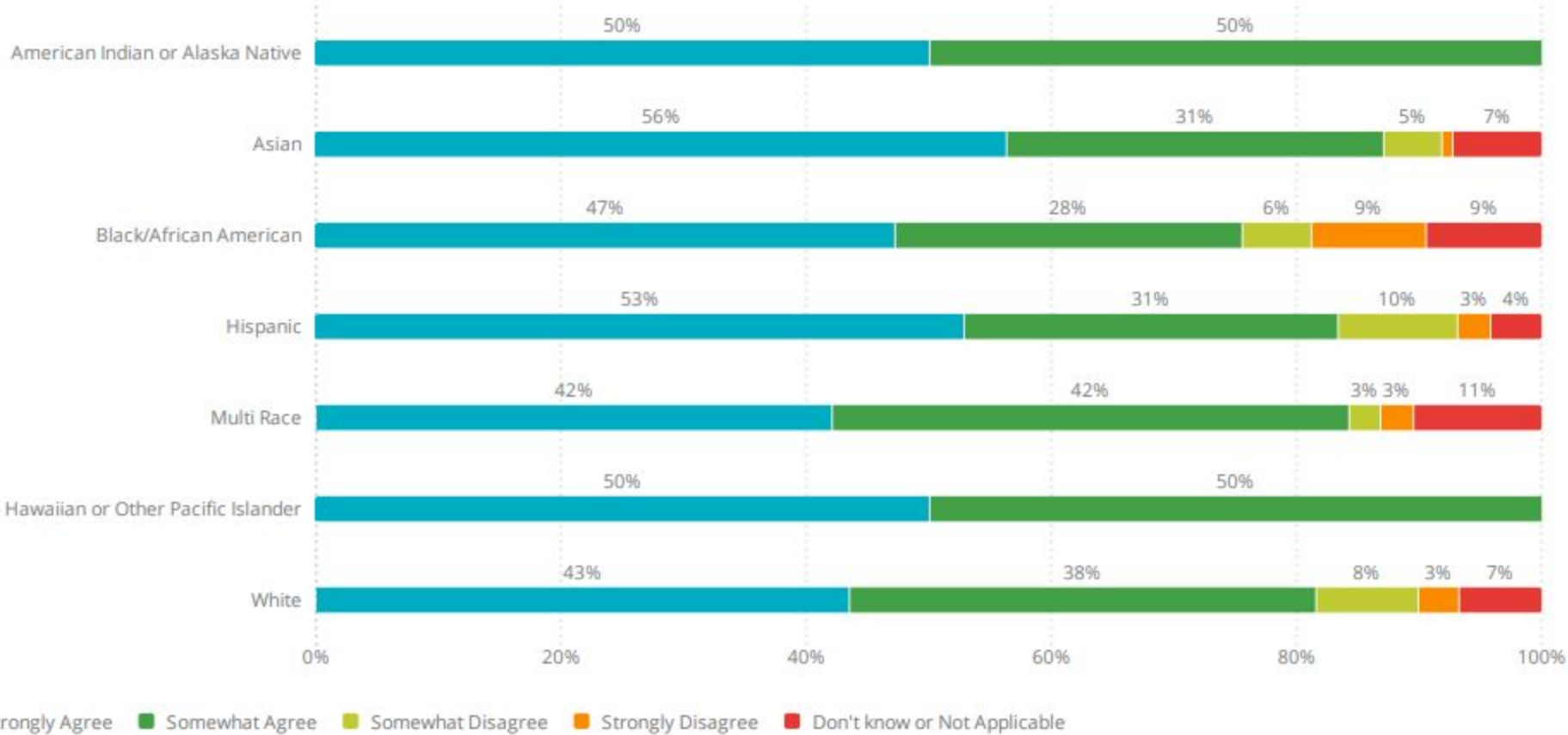
Agree/Disagree - Adults have created a safe space for my child ⓘ



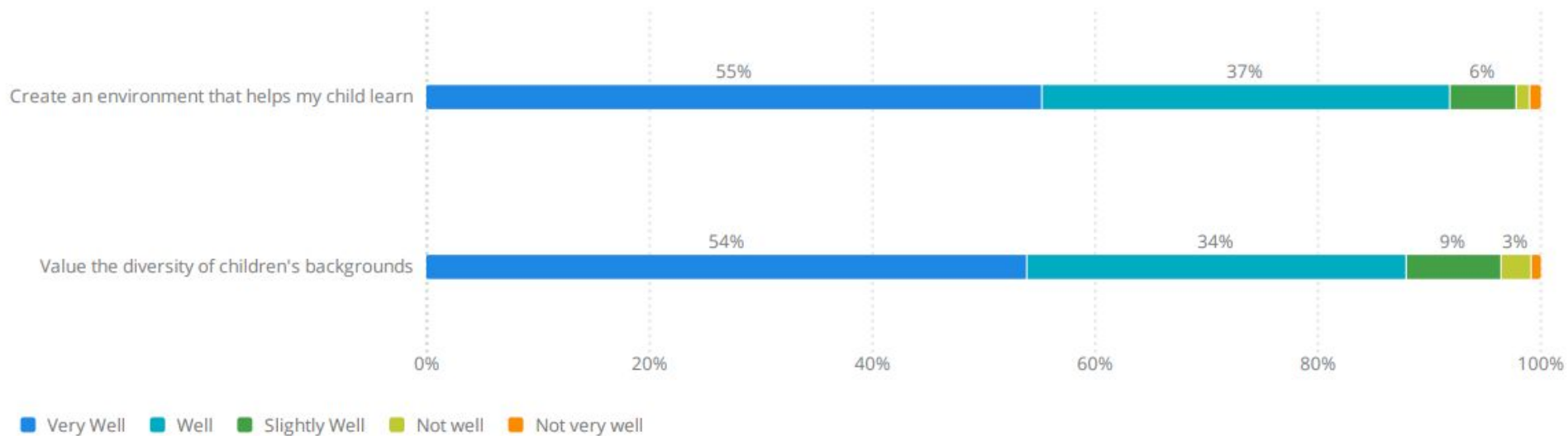
Agree/Disagree - Adults speak to my child with warmth and caring, ensuring that comments and cues that students receive are free of bias. ⓘ 1



Agree/Disagree - The system for assessing students is fair ⓘ

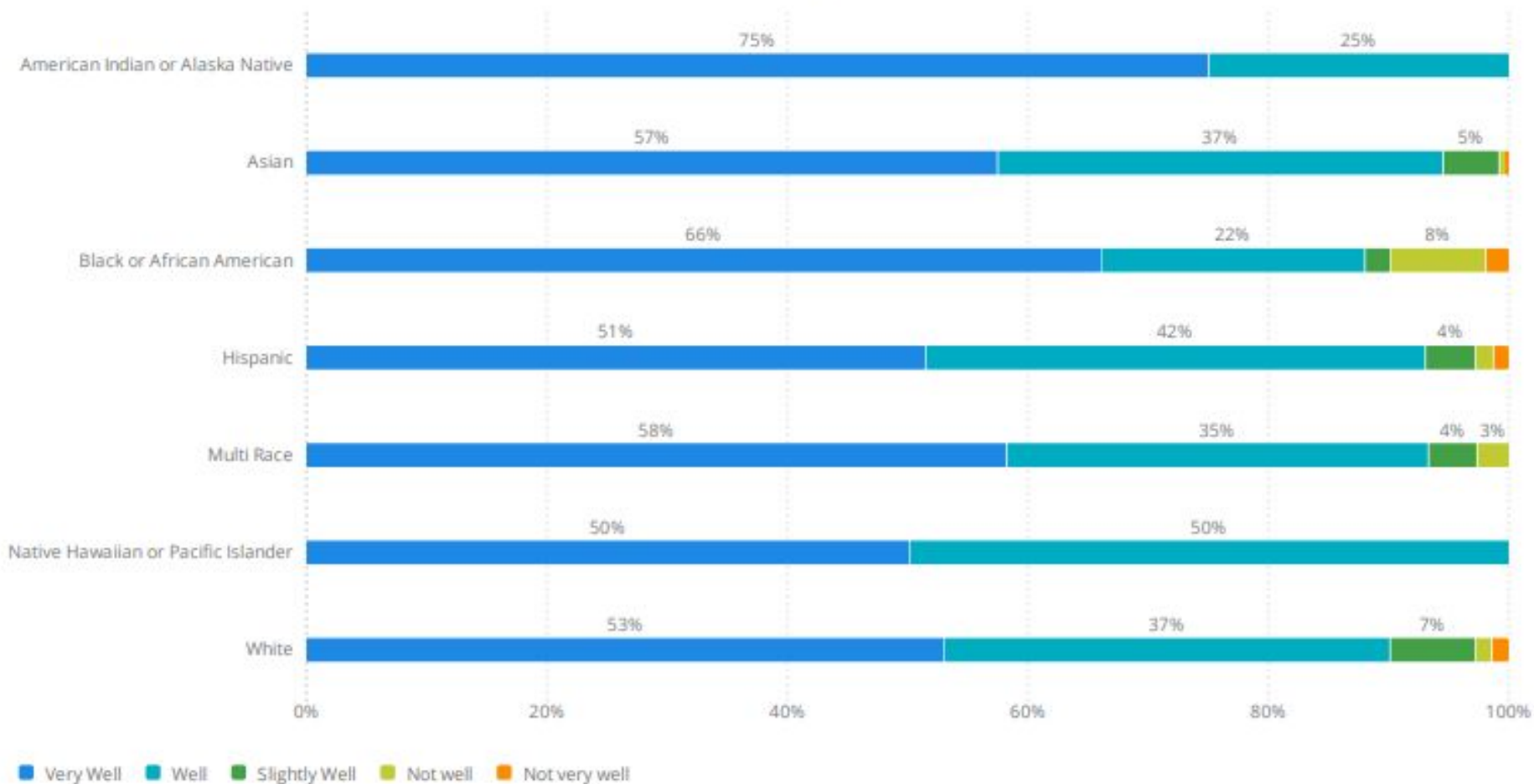


How well do educators 1,740 Responses



How well do educators create an environment that helps my child learn

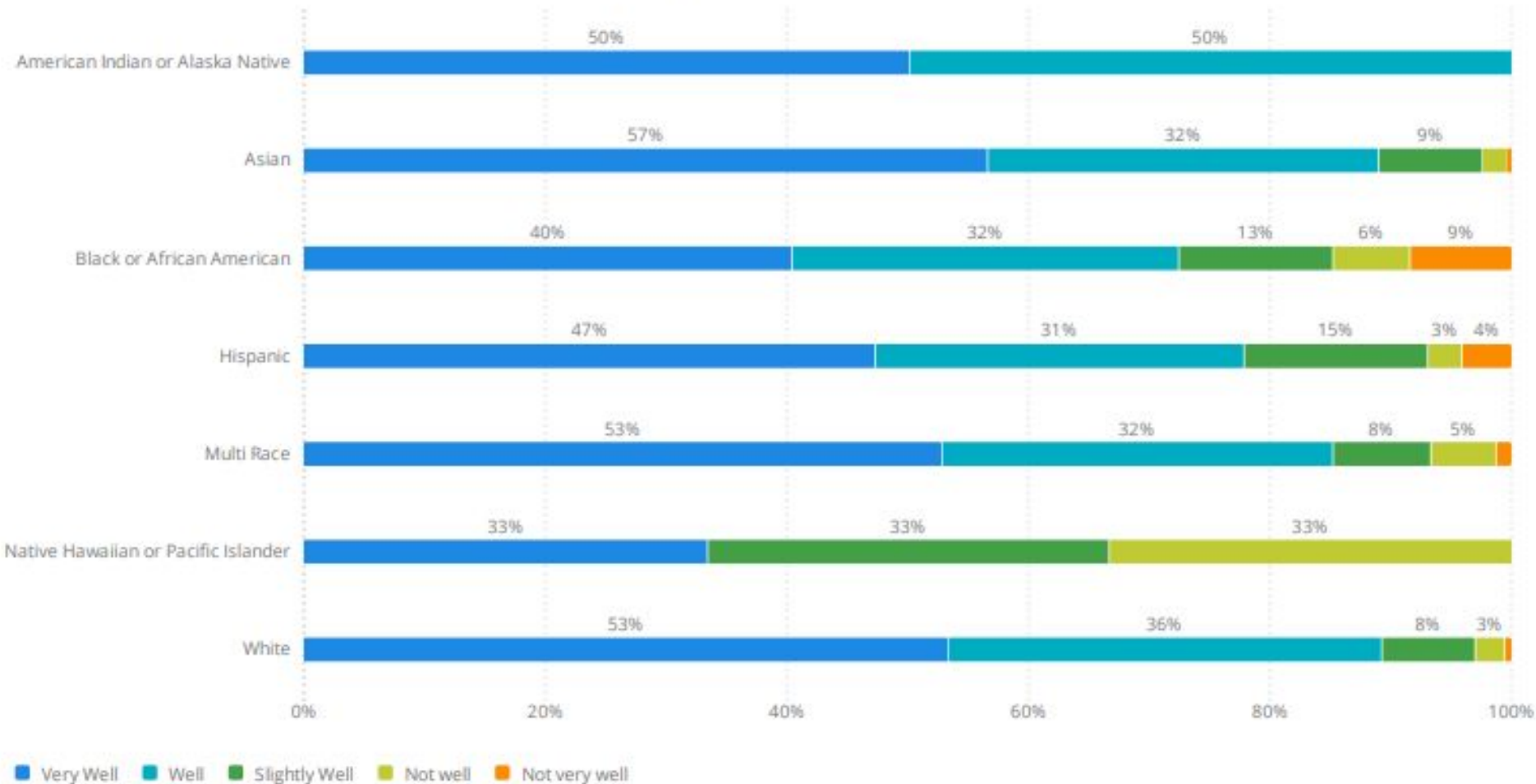
1,734 Responses



How well do educators value the diversity of children's backgrounds

1,711 Responses

1



Inspired Goals

1. Build a diverse group of student leaders who help lead the Equity work -
 - Social Justice Teams 4-6;
 - Advisory/Community 7-12;
2. Craft a clear plan for rollout of the expectations and discussion guidelines for staff and administrators -
 - Create signage for buildings and classrooms (and websites);
 - Utilize Community Forums for students (like advisory or class morning meetings) to continue to roll out expectations for students;
3. Celebrate the progress in DEI (hiring, diversity of admin and leadership);
4. Design and implement School-Based Equity team community events.

We All Belong-
Harrison Elementary
School