



SPPS Achieves Initiative Status Report

Initiative: Develop and implement a system-wide Equity Plan as defined by Board Policy 101.00

Sponsor: Cedrick Baker, Chief of Staff

Owner: Myla Pope, Assistant Director of Equity

| Milestones/Deliverables Review (complete, feasible to complete by 8.1.21, reset timeline, pause) | Status |
|---|-------------|
| Complete a district equity needs assessment and systems map | In Progress |
| Develop and implement a long-term equity plan based on this data | In Progress |
| Review and revise District policies addressing equity system-wide | In Progress |
| Through the District Equity Committee, identify patterns of inequity and recommend solutions | In Progress |
| Provide learning opportunities to build consciousness and awareness surrounding fairness, justice, and educational equity | Continuous |

| 2020-21 Performance Indicators Review (feasible to complete by 8.1.21, reset target or timeline, pause) | | | |
|--|---------|--------|--------|
| Outcome | Measure | Target | Status |
| Planning year | | | |

Celebrations and Progress for 2020-21 (Strategic Plan year 3)

- Equity Evaluation Phase 1 - Key stakeholder interviews completed
- Equity Evaluation - Main themes defined for purpose of Equity Evaluation Plan:
 - How does Saint Paul Public Schools define equity?
 - What will enable systemic and transformational racial equity work in SPPS?
 - How can district staff embed racial equity into their everyday work?
- Equity Evaluation - Focus Groups started
 - Operations
 - Academics- Assistant Principals and Principals
 - Academics - Office Staff
 - Academics - Teachers

- Academics - Support Staff
- Foundational Equity professional development
- Peer Assistance and Review (PAR) support
- Equity Committee - 7 Inequity Statements Identified

Coming next in 2021-2022 (Strategic Plan year 4)

- Equity Evaluation - Focus Groups continue
 - Students
 - Parents/Caregivers
- Equity Evaluation - Draft of equity definition
- Equity Evaluation - Staff survey - Response to equity definition draft
- Equity Evaluation - Question #2 - What will enable systemic and transformational racial equity work in SPPS?
 - Session 1: Systems Mapping
 - Session 2: Making Meaning
 - Draft infrastructure recommendations
 - Draft recommendations to strengthen professional development around racial equity
- Equity Evaluation - Question #3 - How can district staff embed racial equity into their everyday work?
 - Engagement Process Session 1
 - Engagement Process Session 2
 - Feedback Loop Engagement Session: Share Tools
 - Finalize Tool
- Equity Evaluation - Final Equity Impact Summary of Learnings
- Equity Committee - Identify alignment to SPPS Achieves
- Equity Committee - Identify and prioritize next steps