



Amador County Unified School District
Board of Trustees Workshop

Equity & Cultural Competence

February 26, 2020

Agenda

A background image featuring a single water droplet falling from the top center, creating a series of concentric ripples that spread outwards. The droplet is in mid-fall, with a small splash at the bottom. The overall color palette is light blue and white, with a dark blue curved shape in the bottom right corner.

- Purpose
- LCAP Goal 2: Social-Emotional Wellness
 - Strengthening School Cultures
 - Strengthening Culture Competence
- Understanding Equity & Culture Competence
- Connecting to Board Policy Work
- Discussion

Purpose: Our Mission

*Enriched by the diversity and deep traditions of our unique community, Amador County Public Schools will **prepare, support, and inspire** each student to achieve career and college success in a rapidly evolving world through highly engaging teaching, rigorous learning and innovative pathways supported by strong partnerships in a **safe, caring, and collaborative environment**.*

The Board's 2019-20 SMART Goal

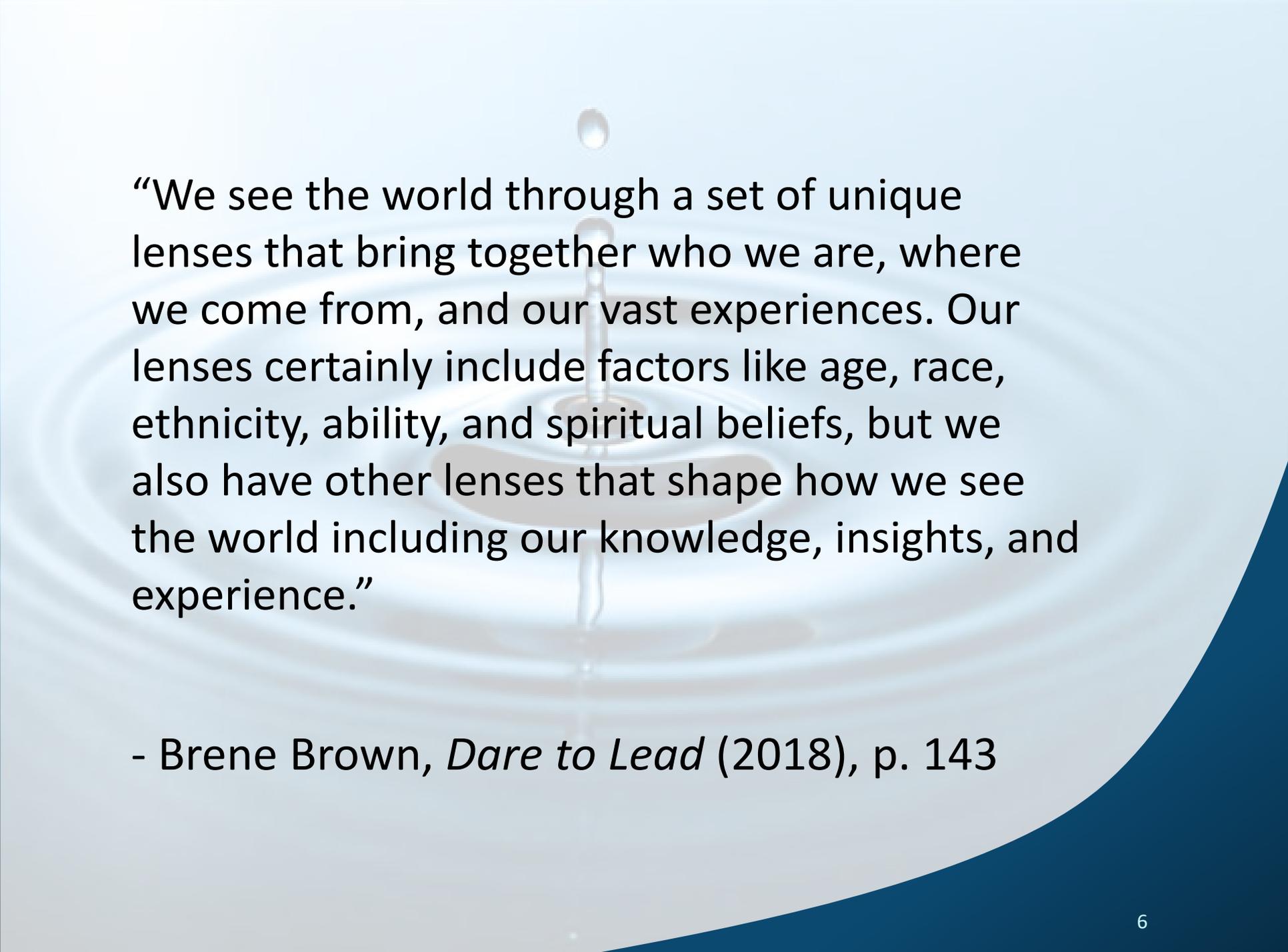
By August 30, 2020, the Board of Trustees will engage in deep learning to build basic knowledge and decision-making capacity regarding Special Education, California public school finance, and community relations, evidenced by professional development materials and other related documents.

Letter	Most Common	Alternatives
S	Specific	Significant, Simple, Sustainable, & Stretching
M	Measurable	Meaningful, Motivational, & Manageable
A	Achievable	Attainable, Acceptable, Action-oriented, Aspirational, & Aggressive
R	Relevant	Realistic, Reasonable, Rewarding, Results-based, & Results-oriented
T	Time-bound	Time-based, Timely, Time-oriented, Tangible, Time-framed, Time specific, & Trackable

The Board's Unity of Purpose

We work as a cohesive Governance Team through discussions, actions and decisions that are thoughtful, respectful, and sensitive. We support one another in and away from the Board Room through active listening, vulnerability and honesty.

We make policy decisions that ensure equitable support to increase student achievement and foster social, emotional, and physical well-being for all students.

A water droplet is captured mid-fall, just above the surface of a body of water. The droplet is perfectly spherical and has a bright highlight on its upper left side. Below it, the water surface is disturbed, creating a series of concentric ripples that spread outwards. The background is a soft, light blue gradient, suggesting a clear sky or a calm body of water. The overall composition is centered and serene.

“We see the world through a set of unique lenses that bring together who we are, where we come from, and our vast experiences. Our lenses certainly include factors like age, race, ethnicity, ability, and spiritual beliefs, but we also have other lenses that shape how we see the world including our knowledge, insights, and experience.”

- Brene Brown, *Dare to Lead* (2018), p. 143



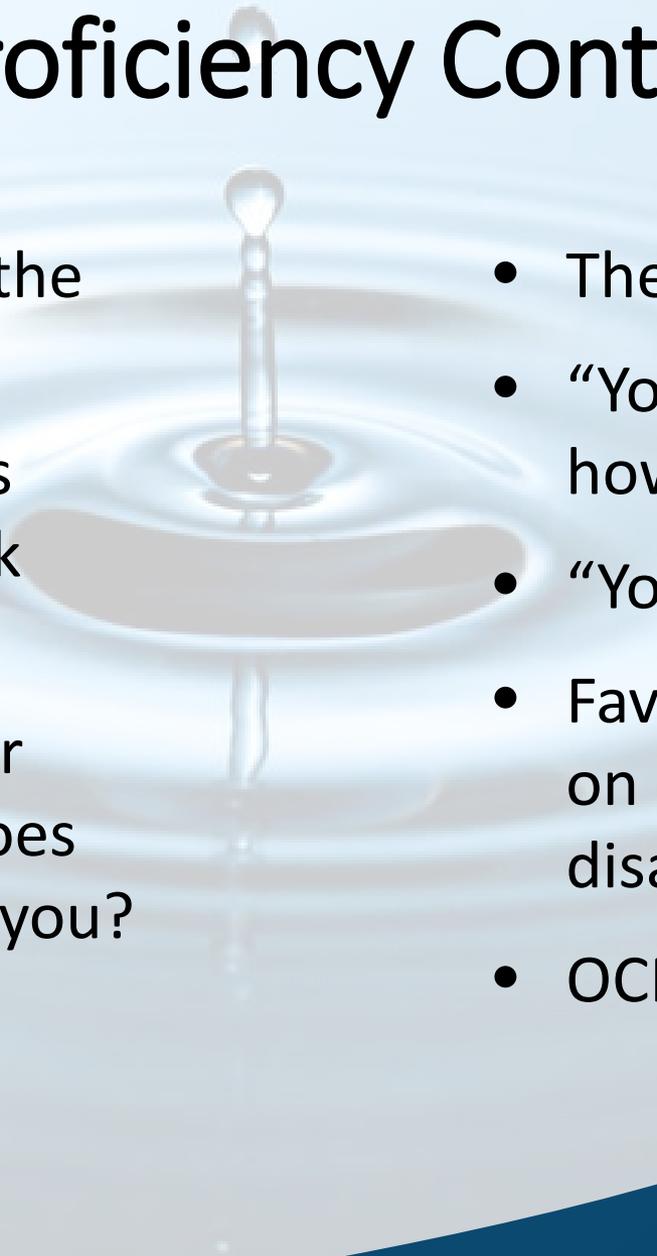
LCAP Goal 2

By 2020, through multiple measures, all students will show an increase in **positive school engagement and connectedness** with staff, peers, and community, including demonstrating improvement in **social/emotional and physical health**.

As we think and work together this afternoon, let's consider how we can further achieve this goal by:

- *Strengthening school cultures*
- *Strengthening culture competence*

Cultural Proficiency Continuum



- Take a look at the continuum.
- What does this make you think about?
- What stories or experiences does this stir up for you?
- The “n” word
- “You don’t know how to write!”
- “You can’t do that.”
- Favoritism based on class, ethnicity, disabilities, etc.
- OCR cases

“Build Cultural Proficiency to Ensure Equity” (Lindsey & Lindsey, February 2016)

In the article ...

- What might be 2-3 points that are important to you?
- Why are they important to you?
- In what ways might this help strengthen a positive culture in our schools?
- Share your thinking.

Time to self-assess and reflect ...



Connecting to Board Policy Work: BP 0415 Equity

“The Board and the Superintendent or designee shall develop and implement policies and strategies to promote equity in district programs and activities ...”

“The Governing Board believes that the diversity that exists among the district's community of students, staff, parents/guardians, and community members is integral to the district's vision, mission, and goals.”

“Addressing the needs of the most marginalized learners requires recognition of the inherent value of diversity and acknowledgement that educational excellence requires a commitment to equity in the opportunities provided to students and the resulting outcomes.”

A high-speed photograph of a water droplet falling into a pool of water. The droplet is captured mid-fall, just above the point of impact. Below it, a vertical column of water is rising from the center of the impact. Concentric ripples spread outwards from the center. The background is a soft, out-of-focus blue gradient.

Discussion & Questions