BOARD PRIORITIES

Board Priority 1:
Increase the achievement of every child through a focus on:
• innovative practices
• student well-being
• equity in program design and implementation

Board Priority 2:
Ensure equitable access to future-ready learning environments by further engaging stakeholders in the development of the district’s Comprehensive Facility Master Plan, aligning fiscal resources and adjusting school boundaries to meet the instructional programming and facility needs of all preK-12 students.

Board Priority 3:
Elevate communications by continuing to foster confidence in our school district through increased involvement opportunities, interconnected public relations and engagement.
New R-7 superintendent’s 100-day report zeroes in equity of opportunity amid growth

Tensions about how to address racial inequity bubble up in Lee’s Summit schools

BY NORA ROSE WILLIAMS
SEPTEMBER 27, 2018 12:40 PM, UPDATED SEPTEMBER 27, 2018 12:37 PM

Shawnee Mission superintendent says district needs to investigate causes of achievement gap

JAY SENTER · JANUARY 8, 2019 9:00 AM

A look at parent group’s recommendations for improving diversity and inclusion efforts at Shawnee Mission schools

Parents concerned with diversity and inclusion issues in schools tell board the time for Shawnee Mission to act is now

February 8, 2019 at 5:00 am
Teachers share how more diversity in classrooms can prevent burnout and better serve students

New Lee’s Summit superintendent outlines his goals for the school district

BY ROXIE HAMMILL

Education Equity
How can we ensure all students have equal access to opportunities, support, and the tools they need to succeed? Explore and share proven ways to make this happen.

School District Striving To Bring Equity Into Focus

staff2 · November 17, 2018

Suburban Balance Event Encourages Engagement In Equity

LS R-7 School Board Examines Achievement Gaps

staff2 · October 6, 2018
NOVEMBER 2018 BOARD MEETING

Development of an LSR-7 Equity Plan:
• District-wide ongoing professional learning for our Board, Superintendent’s leadership team, district/building leaders and staff: Through the RFP process select a consultant group to provide ongoing training and support the implementation of system-wide equity focused decision making protocols.
• Reinforce practices to ensure the use of an equity lens approach during the hiring process
• Enhance the Multi-Tiered Systems of Support (MTSS) to incorporate culturally relevant teaching with wellbeing and supports for behavior
• Analyze special programming to support more experiences and opportunities for students
• Lead and participate in conversations, listening and learning sessions with staff, teams and community
• Align strategies, resources and goals within the Continuous School Improvement Plan (CSIP/Destination ‘20/’21)
COLLABORATION AND LEARNING

TIMELINE

August 27, 2018 – Diversity Meeting (Planning Team)
September 17, 2018 - Diversity Meeting (Planning Team)
October 3, 2018 – Presentation to the Board of Education work session
October 4, 2018 - Diversity Meeting (Planning Team)
October 22, 2018 – North Kansas City visit Kansas City, MO
October 29, 2018 – Parkway School District visit Chesterfield, MO
November 28, 2018 – Educational Advisory Board, (EAB Global, Inc.) conference call
December 12, 2018 – The Department of Equity and Student Services Meeting
December 20, 2018 – The Department of Equity and Student Services Meeting
January 14, 2019 – Diversity Meeting (Planning team) – (Canceled due to school closing)
January 14, 2019 – The Department of Equity and Student Services Meeting
January 15, 2019 – Executive Council/Superintendent’s Leadership Team
January 16, 2019 – Instructional Operations Team
January 17, 2019 – Academic Leadership Team
January 24, 2019 – Diversity Team Meeting
January 25, 2019 – Board of Education (Preview for written feedback and/or individual meetings)
January 30, 2019 – League of Visionary Educators (Canceled due to school closing)
January 30, 2019 – Program Coordinators
January 31, 2019 – Equity Plan (draft) Parent Collaboration Meeting
February 11, 2019; February 13, 2019; February 14, 2019; February 19, 2019; February 20, 2019 – Individual meeting times with Board of Education members as needed
February 13, 2019 – Equity Plan (draft) Parent Collaboration Meeting
February 21, 2019 – Presentation to the Board of Education
Key Observations:
• Demonstrated commitment from district leadership generates district-wide engagement with equity initiatives
• Include student perspectives
• Partner with local colleges and universities to offer expert-led training for their teachers on the needs of underrepresented students
• Gauge perceptions through the use of surveys toward equity goals

Leadership Commitments:
• Provide clear communication on District’s definition of equity
• Articulate the many facets of identity to expand individual’s perception of diversity and inclusion
• Garner early support for equity initiatives from district and school leadership to foster broader engagement
• Create committees to support equity goals
• Dedicate staff to equity and inclusion
• Integrate equity in budget discussions
EDUCATIONAL ADVISORY BOARD (EAB) GLOBAL INC. RESEARCH (CONT.)

Implementation Practices to Gain Support:

- Use district success as a primer for equity discussions
- Use consistent resources to help all administrators develop a common understanding of district equity goals
- Develop clear equity and inclusion framework to share with teachers, administrators, and staff
Initial Professional Development:

- Begin equity inclusion trainings with district school leadership to secure buy-in
- Use district-wide professional development opportunities to introduce topics in equity and inclusion
- Prepare equity leaders to navigate difficult conversations to increase support of school-based equity efforts
- Integrate equity discussions into all professional learning opportunities

Ongoing Professional Development:

- Integrate equity discussions into all professional learning opportunities
- Ensure professional development is interactive and skills-based to promote engagement
- Use multiple platforms
- Partner with local college and universities to access experts for reliable and consistent training
- Include student perspectives in professional development to illustrate the importance of equity
- Invite students to be a part of the decision-making process to support student voice
Assessment of Equity and Inclusion Initiatives:

• Create annual objectives to measure progress toward district-wide equity goals

• Identify quantitative metrics to track progress toward equity goals

• Use school climate surveys to gauge perceptions of district-wide progress toward equity goals

• Use student perceptions surveys to assess student engagement and sense of belonging
EXECUTIVE SUMMARY

To: The Board of Education and Dr. Dennis Carpenter, Superintendent

From: Dawn Smith, Assistant Superintendent of Equity and student Services

RE: Executive summary and recommendation

Date: February 15, 2019

The purpose of the LSR-7 Equity Plan is to provide a framework for equity-based work to support identified recommendations outlined in the Academic Systems Review. Equality and equity are vastly different. Equality in education is achieved when all students have the same opportunity as their counterpart to access and resources. In contrast, equity is achieved when all students receive what they need, when they need it so they are college, career or workforce ready.

Background

In the spring of 2016 the Instructional Operations Team requested an Academic Systems Review as a part of continuous school improvement efforts. The goal of the review was to gain a clear analysis of where our school district was relative to teaching and learning, as well as to get guidance and feedback in areas for improvement to better meet the needs of our LSR-7 students and families. The reviewers triangulated information from review of documentation, interviews, classroom visits and surveys to arrive at sixteen findings and nine recommendations. The recommendations from the Academic Systems Review provided a road map to assist with removing barriers to support our school district with achieving its vision and mission.

Process

The scope of the work utilized the recommendations of the Academic Systems Review, student achievement data and collaboration with teams and parents to elicit feedback for concepts and strategies to achieve the valued outcomes. The feedback gathered was utilized for revisions and additions. Recently, a request for research specific to Lee’s Summit R-7 Schools was conducted by a Board approved contract with EAB Global, Inc. The project explored implementation and logistics of
LSR-7 EQUITY PLAN GOALS

Goal 1: Governance and Leadership

Goal 2: Professional Learning and Development

Goal 3: Curriculum and Instruction
LSR-7 EQUITY PLAN GOALS

Goal 4: Student-Centered Support and Programming

Goal 5: Parent and Community Engagement

Goal 6: Recruitment, Hiring, Development and Retention