

Fresno Unified School District  
Board Communication

**BC Number EA-5**

From the Office of the Superintendent  
To the Members of the Board of Education

Date: January 17, 2020

Prepared by: Andrew Scherrer, Executive Director of Equity & Access

Phone Number: 457-3842

Cabinet Approval:

Regarding: Dimensions of Equity Update

The purpose of this communication is to provide the Board an update regarding Equity and Access's Dimensions of Equity (DofE) Steering Committee, and outlined actions continuing through the 2019/20 school year and beyond in order to continue an interdepartmental approach to building coherence and ensuring equity is the intentional result of all district-wide decisions.

DofE continues to engage in building an Administrative Regulation (AR) that includes steps to ensure translation of Board Policy 0415 into action. Foundationally, this AR includes the addition of the Diversity and Inclusion NAVEX training module for 700+ site and district leaders throughout the system. To date, 60% of our leaders have completed the module and we are actively working to ensure all have participated in this important step.

The DofE Advisory Team completed Cultural Proficiency Trainer-of-Trainer trainings in September, and have been using this knowledge to facilitate the Steering Committee work and continue the strategic rollout of equity work throughout the district. The remainder of the Steering Committee, as well as individuals from various departments have been participating in this training, as well, and will complete their certification in late February 2020. With these trainers, the system is primed to have co-facilitators during school site implementation in August 2020.

Through an MTSS framework, Tier 1 DofE includes Cultural Proficiency training for all employees. Those classified, certification, and co-administrator employees who expressed interest will be trained during Quarter 4 in another 32-hour training in order to prepare additional champions of this work to the system. Additionally, all site principals are already half-way through their 8-hour foundational training meant to provide the tools necessary to facilitate meaningful discussions and learning beginning in the 20/21 school year alongside trained co-facilitators from various departments and within the DofE Steering Committee. In February, principals will be provided the teacher training module to begin planning their 20/21 site professional learning. Further modules are being developed and will be available later this school year. For anyone else looking for Cultural Proficiency Training, Equity & Access is designing sign-up opportunities in cycles during the 20/21 school year, as well. This model will be used until there is collected evidence that all employees have been provided at least the 8-hour foundational training. For students, Equity and Access has partnered with our Goal 2 team and Steering Committee members to see ACLU recommendations come to light towards forming a new group with the working title "Race and Social Action Student Network" in order to ensure there is consistent student voice around equity in support of BP 0145.

Tier 2 DofE has been another focus of the DofE Steering Committee. The group has been evaluating vendors and resources for alignment to the DofE district framework, and have been adding these to a menu of options to be provided school sites in the next month toward SPSA and budget planning.

This allows a school site to better align their vendors and resources to specific needs at the school site; all built on a foundation of Cultural Proficiency training.

Tier 3 DofE is a continued focus as a Cultural Proficiency response team is developed. In partnership with various entities and departments, including recommendations from the ACLU and our Human Resources team, Equity and Access is mapping out what successful Cultural Proficiency response must include, as well as how this new system would operate during and after the need arises.

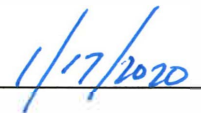
The DofE Steering Committee will use monthly meetings to continue the strategic rollout of equity work through the remaining avenues of Classified Staff, Parents/Guardians, Community Members, and Students aside from those above-mentioned groups already scheduled. The committee is committed to engaging all groups with strategic partnership, subcommittees, and interdepartmental partnerships.

Approved by Superintendent

Robert G. Nelson Ed.D.

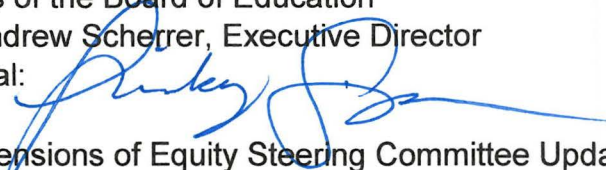


Date:



Fresno Unified School District  
Board Communication

**BC Number EA-5**

From the Office of the Superintendent  
To the Members of the Board of Education  
Prepared by: Andrew Scherrer, Executive Director  
Cabinet Approval: 

Date: October 18, 2019

Phone Number: 457-3842

Regarding: Dimensions of Equity Steering Committee Update

The purpose of this communication is to provide the Board an update regarding Equity and Access's Dimensions of Equity (DofE) Steering Committee and report out status and actions in an effort toward continued interdepartmental building of coherence and ensuring equity is the intentional result of all district-wide decisions.

The DofE recommended Equity Board Policy (0415) to the Board for approval and is proud and appreciative that the board policy is in place as of October 16, 2019 so that the Administrative Regulation(s) (AR) can be developed.

One initial element of the AR is the foundational NAVEX Diversity and Inclusion training to our 700+ site and district leaders throughout the system by the end of the first semester of the 2019/20 school year. As of October 17, 2019, 43% of site and district leaders have completed the training module, with completion planned by December.

The DofE Advisory Team completed Cultural Proficiency Trainer-of-Trainer trainings in September 2019, and 90+ leaders in the system completed thirty-two hours of training, as well. The remainder of the DofE Steering Committee has committed to the same trainings which began this week in Visalia.

In order to evaluate the impact of these trainings before scaling, Equity and Access has continued to commission Hanover Research as a third-party evaluator through use of pre- and post-surveys and focus group interviews. Preliminary findings from surveys suggest that these strategic trainings increased awareness of the importance and commitment to assessing culture, valuing diversity, managing the dynamics of difference, adapting to diversity, and institutionalizing cultural knowledge. The full analysis will be provided once completed.

In addition, the DofE Steering Committee will continue to use monthly meetings to develop school site administrator trainings, as well as the strategic rollout of equity work through the remaining avenues of Certificated Staff, Classified Staff, Parents/Guardians, Community Members, and Students. The committee is committed to engaging all groups with strategic partnership, subcommittees, and interdepartmental partnerships.

Approved by Superintendent  
Robert G. Nelson Ed.D. 

Date: 10/18/19