

LCAP: Goal 3 Update

School Board Meeting, March 8, 2023



GOAL #3 - Teachers and staff, with district partners, will ensure an outstanding educational experience for every student through collaboration, innovation, and professional growth.

- Professional Learning
- Communication and Collaboration
- Teaching & Learning Experiences of Staff and Students



Professional Learning



- Provide training SEL & MTSS
- Provide training on race, bias, inclusion & belonging



DEI Professional Learning 22-23

Group	Dates	Purpose	Impact
District Leadership	09/19/22, 10/17/22 11/14/22, 12/5/22 01/23/23, 02/13/23 03/20/23, 04/20/23	Implicit Bias, Mobilizing the willing, political mapping, Consistent response bias incidents,	Theory to practice
CSEA	10/7/22 District PL Day 3/13/23 PL Day	Ensure that all members of PUSD have voice. Ensure common language, expectations for all employees	Common language Sense of belonging in PUSD Stronger sense of respect
District DEI/ESJE Council	10/17/2, 11/15/22 12/13/22, 01/17/23 03/02/23 (LCAP) 03/14/23, 04/18/23 05/16/23	System alignment, progress monitor & accountability	Influence for LCAP year 3.
Coaches - TOSA/TIP/TEAM	June 6 & 7 2023	Equitable coaching for culturally responsive pedagogy	Common language, tools and practices across all coaches to provide additional tools for staff

DEI Professional Learning 22-23

Group	Dates	Purpose	Impact
MHS/PHS DEI/ESJE Student Council	10/28/22, 12/02/22 01/27/23, 02/10/23	Serve as advisory/feedback for DEI initiatives Create and support DEI initiatives	Committed to support Sydney Dearing Story Communication - Food Fest Communication/Support "I Am Here" Assembly design
Flex PD - DEI PLC	10/24/22, 12/12/22 02/27/23, 04/24/23	Using Culturally Responsive Teaching strategies & peer feedback	Additional instructional tools in teacher practice
Educators - Tri School PMS, MHS, PHS	9/27/22: Trischool 10/7/22: District PL Day 11/9/22: 4th & 5th grade 1/18/23: Trischool 4/19/23: Trischool 10/26/22: PMS 12/7/22: PHS	Representation & Reframe Curriculum	Strengthen and align practices to be more inclusive, reframe lessons viewpoint and social justice



Communication & Collaboration

- Improve Communication - January 11, 2023
- Increase Family Engagement



Affinity Family Groups

Group	Purpose	Outcome
Newer groups		
Black Youth Family Collective (BYFC)	Introduction/Dialogue about partnership	Introduction & Leadership in Community Building
Grupo Latino de Piedmont	Introduction/Dialogue about partnership	Introduction & Leadership in Community Building
Established groups		
Piedmont Jewish Community	Introduction, District Response Anti-Semitism ADL training partnership Holocaust speakers for PMS/PHS Reminder about faith based holidays	Understanding community culture Creating consistent response Hate incidents/communication Holocaust Speakers for PMS/PHS Winter Holiday Letter
Piedmont Asian American Committee (PAAC)	Planning Lunar New Year Celebration Planning City Safety Event	Lunar New Year 2023 Safety Event March 15 2023

Parent Club Participation

- Following Havens lead, all Tri-School parent clubs have formed DEI subcommittees to strengthen engagement

Group	Dates	Purpose	Impact
Parent Club- DEI subcommittee	9/28/22 10/27/22	Havens - RJ circle - BPO/DEI - “otherness” and belonging	Building Stronger Ties
	11/14/22	TriSchool - Ruby Bridges Walk- with SERVES (Student Engagement, Responsibility, & Volunteerism for Elementary Schools)	Historical significance
	1/16/23	Wildwood - Arts & Writing Showcase - with Piedmont Anti-Racism and Diversity Committee (PADC)	Arts & Writing - MLK day
	1/17/23	Havens - Preparing elementary students to be allies	Strengthen parent understanding
	2/6/23	PMS - Dimensions of gender	

Parent Engagement: Race, Bias, Inclusion & Belonging

- Created Parent Training sessions “Courageous Families Anti-racist dialogues”
 - Currently being vetted by PREC and TriSchool DEI Subcommittee
- Secondary focus 23-24



Teaching and Learning Experiences of Diverse Students and Staff

- Engage with community partners
- Increase hiring and retention of diverse staff
- Review district wide policies, procedures and programs



DEI Focused Community Partnerships

- Piedmont Education Fund
- Piedmont Anti-Racist & Diversity Committee
- Piedmont Racial Equity Committee
- City of Piedmont
- Piedmont Asian American Committee
- Piedmont Jewish Community



Diverse Staff Hiring and Retention

- Hiring:
 - DEI interview questions and anti-bias interview training
 - Alder Graduate Residency Program (1-year field based residency)

- Retention:
 - BIPOC Network Meetings -
 - Restorative Justice circle
 - Consultation - Member can bring issue for consultation
 - Fellowship

Policy Review

- Policy Review: Focused on school climate
 - Hate motivated behavior (BP 5145.9)
 - Non-discrimination, harassment (BP 5145.3),
 - Code of Conduct (BP 5131), and
 - Uniform Complaint Procedure (BP/AR 1312.3)

Opportunities outside of Goal 3

- MHS/PHS DEI Council
- “X” Space
- “Office” Hours
- Anti-bias Grant



Secondary Student Affinity Groups

MHS and PHS DEI Council

Advocacy for Asian Americans

Asian Student Union

Black Student Union

Diversity Club

Gender Sexuality Alliance

Jewish Student Union

Mi Gente

Feminist Club

Piedmont for Consent

Students Demand Action

Piedmont Assisting Displaced Women and
Children

PMS

Jewish Student Club

No Place for Hate

Affinity Groups

Piedmont for Consent

Safe Space Club

'X' Space

- "X" Space
 - Quiet, safe learning space for BIPOC students
 - Focused on restoration
 - Mural is in design phase
 - Ribbon Cutting before school year ends

Office Hours

- Scheduled monthly opportunities for community members to meet with me to discuss Diversity, Equity and Inclusion
- Identified in Action Plan from 21-22 Extracurricular Consulting - Focus Group responses



California Department of Education Anti-Bias Grant

- PUSD has received the 3-year California Department of Education Anti-Bias Grant \$200k
- We are charged with mitigating, preventing and eliminating racism in the school district!

Aligned to Goal 3:

Professional Learning

- Race, bias, inclusion & Belonging

Teaching and Learning Experiences of Diverse Staff

- Establish partnerships w/anti-racist community
- Engage with parents and all employee groups

Where we are in the LCAP cycle



LCAP Committee Calendar

March 2nd

Review outcomes for Goal 1 and related areas in Goal 3; gather feedback for 2023-24

Parallel public engagement session:

March 9, 2023

April 27th

Review feedback gathered from public engagement sessions

Drafts for Board Review and Approval:

June 14th and 28th

Board comments and questions?

