



Frequently Asked Questions

D303 Equity Plan
&
Deep Equity

MARCH 2021

D303 Equity Plan and Deep Equity

Frequently Asked Questions

Question	Answer
<p>What concerns or problems will <i>Deep Equity</i> address?</p>	<p><i>Deep Equity</i> will be able to support in the facilitation of our district's equity work. The data driving this recommendation and the need for equity work is the disproportionate levels of achievement for students of color, students with IEPs, students learning English as a second language, and students who are economically disadvantaged. The student achievement data that has been presented to the School Board shows a significant achievement gap in reading and mathematics scores, as well as disproportionate grades of Ds and Fs, suspensions, and attendance. Because we believe that <i>ALL</i> students can learn at high levels, we are seeking professional learning support for our teachers and staff so they can better understand and address the root causes of the achievement gaps in our district.</p>
<p>What evidence supports the need for equity work and partnering with a program such as <i>Deep Equity</i>?</p>	<p>There is both quantitative and qualitative evidence to support the need for equity work through a partnership with <i>Deep Equity</i>. Districts who have partnered with <i>Deep Equity</i> have shown decreases in student suspensions, increased teacher use of culturally responsive instructional practices, increased enrollment for students of color in honors and AP courses, and decreases in achievement gaps for multiple subgroups of students. The combination of professional learning provided by <i>Deep Equity</i>, with the leadership and expertise of our new Director of Diversity, Equity, and Inclusion, alongside teacher, student, and parent advocacy for enhanced services for students who are currently underperforming, will together provide the pieces of the puzzle to fill the gap/need in our district.</p> <p>Below is a list of Chicagoland schools and districts who are working with <i>Deep Equity</i>:</p> <ul style="list-style-type: none"> • DuPage High School District 88 • Community High School District 99 • Lake Zurich CUSD 95 • Batavia High School • Palatine High School - D211

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	<ul style="list-style-type: none"> • CHSD 117 • West Chicago 33 • Naperville School District 203 • Elmhurst 205/York High School • Bourbonnais Elementary School District 53 • Elgin U-46
How does a partnership with <i>Deep Equity</i> relate to our strategic plan and overall goals of the district?	<p>A partnership with <i>Deep Equity</i> would support School Board policies, goals, and commitments, as well as our district strategic commitment of innovative learning.</p> <p>School Board Policies connected to a <i>Deep Equity</i> Partnership:</p> <ul style="list-style-type: none"> • 6:10 Educational Philosophy and Objectives • 7:10 Equal Education Opportunities <p>School Board Goal connected to a <i>Deep Equity</i> Partnership: By March 2021, develop a plan to create a culture that supports equity, diversity, and inclusion for CUSD 303 students and staff that reflects our diverse society and develops skills in appreciating differences, overcoming conflicts, and contributing to society.</p> <p>Action: Select an outside organization to assist the district in completing an equity audit and design of a multi-year action plan</p> <p>School Board Commitment connected to a <i>Deep Equity</i> Partnership:</p> <ul style="list-style-type: none"> • Provide learning opportunities responsive to the whole student which will prepare them for life after District 303 • Allocate community resources responsibly to ensure exemplary student growth, academic achievement, and positive social-emotional development

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	<p>School District Strategic Commitment connected to a <i>Deep Equity</i> Partnership:</p> <ul style="list-style-type: none"> We will provide our students with innovative learning experiences that prepare them for post-secondary careers and higher education
Will any content areas be ignored if we partner with <i>Deep Equity</i> to support this work?	<p>No content areas will be ignored if we partner with <i>Deep Equity</i> to support this work. <i>Deep Equity</i> is a professional learning experience for adults in our schools – the administrators, teachers, and staff who work with students; it will not replace any classroom curriculum for students.</p> <p>The Youth Equity Stewardship (YES!) program is an activity for up to 75 high school students between the two high schools who are interested in equity work and giving them a voice in how our district implements our Equity plan.</p>
How are decisions made in regards to what is taught in our schools and who is involved in the decision-making process?	<p>Deep Equity is a professional learning experience for adults; however, it is important to note that the program is designed to help us as a district reach the following outcomes:</p> <ul style="list-style-type: none"> To ensure ALL students, across all subgroups, achieve at high levels To eliminate educational barriers and disparities To create a climate of inclusion, where all students and families feel welcomed and valued To eliminate instances of discrimination related to differences in race, gender identify, sexual orientation, immigration status, language proficiency, and religion
What feedback has the district received from districts who have partnered with Deep Equity?	<p>We were able to connect with four Chicagoland districts regarding their work with <i>Deep Equity</i> (Naperville, U-46, Lake Zurich, Batavia). Each district shared positive feedback about their partnership and none of the four districts above discontinued their work with <i>Deep Equity</i> for unsatisfactory performance or service.</p>

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<p>What is the educational foundation of <i>Deep Equity</i>?</p>	<p><i>Deep Equity</i> is a comprehensive and systemic professional development process aimed at producing the deep personal, professional, and organizational transformations that are necessary to create equitable places of learning for all of our nation's children. What sets <i>Deep Equity</i> apart from traditional equity practices is the <i>evidence-based process</i>. The Every Student Succeeds Act (ESSA) requires school districts that receive federal funds to utilize "evidence-based" approaches that have demonstrated statistically significant positive effects on student outcomes. The <i>Deep Equity</i> process has been proven to make a measurable impact on student outcomes.</p> <p>Additionally, Gary R. Howard is the designer of the <i>Deep Equity</i> process and author of <i>We Can't Lead Where We Won't Go: An Educator's Guide to Equity</i> (2015), Corwin Press. He has over 40 years experience supporting school systems in their equity and social justice work. Mr. Howard completed his undergraduate studies in Cultural Anthropology and Social Psychology at Yale University and did graduate work in ethics and social justice at Yale Divinity School. He has served as an Adjunct Professor at both Western Washington University and Seattle University. He holds a masters degree in education.</p>
<p>What is ISBE requiring in regards to equity work?</p>	<p>As part of ISBE's strategic plan, all school districts in Illinois will need to develop and implement a comprehensive equity plan, with goals, actions, and results being shared with the public and the progress of each district's equity journey being published on the school report card. ISBE is not requiring a district to select a specific partner organization such as <i>Deep Equity</i>, rather each school district may partner with the organization that best meets their needs.</p>
<p>Does ISBE require the hiring of a Director of Diversity, Equity, and Inclusion?</p>	<p>ISBE does not require that D303 hire a Director of Diversity, Equity, and Inclusion; however, most districts our size who have made significant gains in this area do have an administrator dedicated to leading this important work. Additionally, our student data shows that the achievement gap in D303 has been persistent and is widening for several subgroups. There is a sense of urgency to begin this important work as soon as possible.</p>

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<p>As it relates to the <i>Deep Equity</i> partnership, what research was done in regards to areas such as cost, efficiency, and efficacy?</p>	<p>Prior to making the recommendation to the School Board, a vetting process was conducted which included the following:</p> <ul style="list-style-type: none"> • Researching the goals, outcomes, and approach used by <i>Deep Equity</i> • Contacting other school districts who currently use <i>Deep Equity</i> • Comparing cost to other professional learning programs
<p>What other programs were explored prior to recommending <i>Deep Equity</i>?</p>	<p>In September and October of 2020, we investigated three organizations: National Equity Project (<u>NEP</u>), Education Advisory Board (<u>EAB</u>), and Deep Equity/Corwin (<u>DE</u>).</p>
<p>Why are we taking equity work on now?</p>	<p>The outcomes we are trying to achieve with our equity work will permeate all aspects of education in our district, which includes new and old programs across all elementary, middle, and high schools. As a district, we have an obligation to:</p> <ul style="list-style-type: none"> • Ensure ALL students, across all subgroups, achieve at high levels • Eliminate educational barriers and disparities • Create a climate of inclusion, where all students and families feel welcomed and valued • Eliminate instances of discrimination related to differences in race, gender identify, sexual orientation, immigration status, language proficiency, and religion
<p>What is the total cost of <i>Deep Equity</i> and the hiring of a Director of Diversity, Equity, and Inclusion?</p>	<p>The cost associated with the first phase of equity work in our district is listed below. It would include professional learning for administrators and building leadership teams, conducting an equity audit, launching a student equity program for interested students, and creating a multi-year equity plan. In spring 2022, a budget for the second phase of the equity plan July 2022-2024 would be recommended to the Board based on needs identified in the equity audit.</p>

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	<ul style="list-style-type: none">• Professional learning for district and Building Leadership Teams (approximately 150 adults)<ul style="list-style-type: none">◦ \$83,021.78• Youth Equity Stewardship (YES!) (approximately 75 high school students)<ul style="list-style-type: none">◦ \$36,004.95• Director of Diversity, Equity, and Inclusion<ul style="list-style-type: none">◦ \$115,000 - 150,000• Total Cost<ul style="list-style-type: none">◦ \$230,000-\$260,000
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