

MEETING NOTES
EQUITY/PROACTIVE PRACTICES COMMITTEE
COMMUNITY UNIT SCHOOL DISTRICT 200
February 18, 2021

A meeting of the Equity/Proactive Practices Committee of the Board of Education of Community Unit School District 200, DuPage County, Illinois, was called to order at 4:00 PM at the School Service Center, 130 W Park Avenue, Wheaton, IL, on Thursday, February 18, 2021.

Board Members: Mrs. Ginna Ericksen
 Mr. Dave Long

Staff: Dr. Jeff Schuler, Superintendent
 Mrs. Melissa Murphy, Asst. Superintendent for Educational Services
 Dr. Chris Silagi, Asst. Superintendent for Student Services
 Dr. Limarís Pueyo, Director of English Learner Program & Equity

Review and Discussion of Equity Work Plan

Dr. Schuler and members of the Equity Leadership Team provided an update on the ongoing work that has been done regarding the equity/proactive practices work plan. This included the following:

- Defining Equity – What is “Equity”?
- D200 Equity Plan – Recent Work and Updates
- Equity Task Force
- Equity Mission & Practice
- Equity Practice Roles for CUSD 200 Stakeholders
 - Board Member Equity Practice Role
 - Administrator Equity Practice Role
 - Teacher Equity Practice Role
 - Student Equity Practice Role
 - Parent and Community Member Equity Practice Role
- CUSD 200 Equity Work Plan
- Crosswalk of the Task Force Outcomes and D200 Work Plan
- Equity Framework
- Professional Learning
- Curriculum, Instruction, Assessment and Professional Learning
- Expand the Collection of Diverse Texts
- Spanish Language Arts Standards

There was discussion on the following:

- There has been a lot of good movement around the equity plan this year. As some of the other strategic priorities have been set aside, this has not.
- The need to be okay with some students getting more than others.
- The makeup of the Equity Task Force which was formed in August 2020.
- The task force outlined equity practice roles for CUSD 200 stakeholders and will work to provide the Board of Education with recommendations to advance equity in District 200.
- Equity Practice = Identifying and Discontinuing Inequities.
- All D200 Stakeholder equity practice roles include: “listen, learn, and grow to be an anti-racist”.

- Examples of “deficit perspective language” when discussing racial disparities or referring to students of color.
- English Learners vs. Emerging Bilingual Students – using asset-based language and focus on the assets rather than the negative language.
- Making sure every one of our buildings has an equity team.
- Creating a culture in our buildings; be comfortable with being uncomfortable.
- Wanting our students to be advocates and take an active role.
- Wanting our parent and community members to embrace diverse perspectives and backgrounds.
- The crosswalk of the Equity Work Plan and the Equity Task Force related to the framework components:
 - Systemic equity
 - Curriculum, Instruction, Assessment, & Professional Development
 - Student Voice, Culture, & Climate
 - Family & Community Engagement
 - Employment & Retention
- Alignment of what the task force is recommending and what is already being worked on in the District.
- Learning plans related to equity started in 2019-20 at the EC-12 administrator meetings. Our equity work has been going on and is not a reaction to the current events.
- Review of the administrative and building-based equity learning plan for 2020-21.
- Equity Resource Site for administrators organized around themes – representatives from each level were selected to plan and develop this site.
- Two of the major goals presented in July as part of the Equity Work Plan include expanding the collection of diverse texts and professional learning and implementation of Spanish Language Arts standards for bilingual learners. Great progress has been made on both of these goals and will be coming to the Board for approval at upcoming meetings.
- The goal for students regarding diverse texts is for students to see/read literature that is representative of themselves.
- The role of the task force moving forward.
- The equity work is ongoing and requires a multiple-year commitment with both short and long-term goals.
- Keeping the focus on our work in D200, the equity work plan, and what we want to and can do for our students.
- Restorative practices and CPI (crisis intervention) training as related to student discipline.
- The areas for improvement in the District that the equity work has helped to identify and bringing this information to the community.

Public Comment

None

The meeting was adjourned at 5:00 PM.