

**Tigard-Tualatin School District’s Goal: Educating *Every Student***  
**Equity Pillars uphold the promise of “*Every Student*”**  
**Critical Questions for Developing an Equity Lens**

<b>Staff</b>	<b>Students</b>	<b>Families</b>	<b>Community</b>
<ul style="list-style-type: none"> <li>❑ How do we understand the culture of our community?</li> <li>❑ How do we engage in growth mindset, culturally sustaining, responsive, and restorative practices?</li> <li>❑ How are we creating Professional Learning Opportunities to engage in critical analysis of our discourse for cultural responsiveness? (Discourse I &amp; Discourse II)</li> <li>❑ How do we use protocols and procedures to reflect on practices and decision-making processes?</li> <li>❑ What do we prioritize in our budgets and allocation of resources? Who is included and who isn’t?</li> </ul>	<ul style="list-style-type: none"> <li>❑ Do we have a way of engaging student voice?</li> <li>❑ How does student feedback impact our proactive planning?</li> <li>❑ What are students’ perception of how their learning community sees, serves, and includes them?</li> <li>❑ How are we utilizing the feedback in a meaningful way that is responsive to student needs?</li> </ul>	<ul style="list-style-type: none"> <li>❑ Do we have a way of engaging family and caregivers’ voices?</li> <li>❑ How do family and caregivers’ feedback impact our proactive planning?</li> <li>❑ What are family and caregivers’ perception of how their child’s learning community sees, serves, and includes them?</li> <li>❑ How are we utilizing the feedback in a meaningful way that expresses value of family and caregivers’ contributions and partnership?</li> </ul>	<ul style="list-style-type: none"> <li>❑ How are we using collective vision to build a tightly knit system of care for our students, families, and staff?</li> <li>❑ How are we utilizing feeder school partnerships to build stronger transitions for families?</li> <li>❑ What community resources are we accessing to bridge the barriers for participation?</li> <li>❑ How are we informing the community of the work we are doing to better serve our students and community?</li> <li>❑ How are we communicating across levels to ensure the promise of “Educating Every Student” is upheld?</li> </ul>

**Foundation**  
**Trust and Relationship-Building to Support Collaborative Partnerships**

**Tigard-Tualatin School District’s Goal: Educating *Every* Student**  
**Equity Pillars uphold the Promise of “*Every Student*”**  
**Operationalizing an Equity Lens**

<b>Staff</b>	<b>Students</b>	<b>Families</b>	<b>Community</b>
<p><b>Professional Development</b></p> <ul style="list-style-type: none"> <li>❑ Equity initiatives should focus on staff, students, parents and community with an asset-based model</li> <li>❑ Critical thinking protocols that help address “first thoughts” and implicit bias</li> <li>❑ Addressing and supporting teacher efficacy</li> <li>❑ Priming environment to receive feedback from students and families</li> <li>❑ Reflection around decision making processes</li> <li>❑ Developing hiring practices that support recruitment and retainment of diverse staff members in teaching and administrative roles.</li> </ul>	<p><b>Outreach and Build</b></p> <ul style="list-style-type: none"> <li>❑ Student groups for safety and social-emotional resource</li> <li>❑ Student groups for activism</li> <li>❑ Student groups to support and recruit student leaders</li> <li>❑ Feedback to ensure policies are responsive to student needs</li> <li>❑ Capacity to address student concerns around biased policies</li> <li>❑ Recognition for student strengths</li> </ul>	<p><b>Outreach and Build</b></p> <ul style="list-style-type: none"> <li>❑ Trust and accountability of schools and district to meet diverse family needs</li> <li>❑ Neighborhood walks</li> <li>❑ Listening sessions for feedback led in native language</li> <li>❑ Inform community events specific to parent needs and information meaningful to them</li> <li>❑ Recognition Events to highlight strengths of students</li> <li>❑ Building Connections between families across schools</li> <li>❑ Family and Caregiver advisory groups</li> </ul>	<p><b>Developing interconnected system within community to support diverse needs</b></p> <ul style="list-style-type: none"> <li>❑ Connecting 15 schools in common Equity Structure</li> <li>❑ Building off strengths of each school’s work</li> <li>❑ Partnerships with student leaders to support and recruit other student leaders</li> <li>❑ In-tuned with parent commitment and availability across schools</li> <li>❑ Developing capacity for sustainability of practice</li> <li>❑ Sharing resources for community events</li> <li>❑ Cross-district family and caregiver education nights (affinity groups, implicit bias, opportunity gap)</li> </ul>

**Foundation**

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## TIGARD-TUALATIN SCHOOL DISTRICT 23J

This is not an exhaustive list of ways to operationalize and mobilize work to engage with stakeholders and our equity work. This is a fluid and dynamic document that will change as we gain more insights from our TTSD community.