

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

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

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

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

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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.