

## DISTRICT 200 EQUITY/PROACTIVE PRACTICES WORK PLAN

The Board of Education and District administration of Community Unit School District 200 recognizes that in order to inspire all students to achieve their greatest potential, that we must lead and engage in a collective commitment to equity. We pledge to foster educational equity for all students by actively working to remove any barriers by ensuring that all policies, practices, and procedures support and affirm the talents of each student, regardless of gender, sexual orientation, physical abilities, race, language, socio-economics, religion or cultural background. We recognize that equity work is ongoing, and we pledge to actively engage the entire District 200 community, including students, families, educators, and other stakeholders in our ongoing journey to provide high-quality academic and positive school/social environments for all students.

<p><b>PROFESSIONAL LEARNING</b>  <b>Develop staff awareness and knowledge of how one's implicit bias influences behaviors and actions</b></p>	<p><b>SLT Owner:</b>  Chris Silagi</p> <p><b>Board of Education Committee:</b>  TBD</p>
<p>Provide District-Wide Implicit Bias and Equity Training in partnership with <a href="#">Dr. Tyrone Howard</a> and create a trainer of trainers program to provide continuous professional learning at each school</p>	<p>November 2020 - June 2021</p>
<p>Provide trauma-informed training to District 200 staff members to ensure the understanding of how trauma and adverse experiences can impact student behavior</p>	<p>October 2019 - May 2021</p>
<p><b>RESTORATIVE PRACTICES</b>  <b>Develop greater school-wide capacity in relation to restorative practices</b></p>	<p><b>SLT Owner:</b>  Charlie Kyle</p> <p><b>Board of Education Committee:</b>  TBD</p>
<p>Develop a response protocol to issues of hate and racism in partnership with District 200 students</p>	<p>June 2020 - August 2020</p>
<p>Add Behavioral Interventionists at middle schools and high schools to provide direction and leadership for student discipline, an alternative to discipline interventions and attendance in high school as well as maintain a safe and secure environment.</p>	<p>July 2020</p>
<p>Provide Crisis Prevention and Intervention Training for District 200 staff members</p>	<p>January 2021 - May 2022</p>
<p><b>CURRICULUM AND PROGRAMMING</b>  <b>Evaluate and increase resources, curriculum, and programming that recognizes and affirms the diversity of the population within the district</b></p>	<p><b>SLT Owner(s):</b>  Melissa Murphy &amp; Rod Mack</p> <p><b>Board of Education Committee:</b>  TBD</p>
<p>Professional learning and implementation of Spanish Language Arts Standards for Bilingual learners</p>	<p>September 2020 -June 2022</p>
<p>Expand the collection of diverse texts</p>	<p>September 2020 -June 2022</p>
<p>Planning for the diverse needs of our students for an E-Learning environment and provide programming to address learning gaps</p>	<p>June 2020 - July 2021</p>
<p>Ensure 1:1 technology and hotspots for full access to learning for all students</p>	<p>June 2020 - July 2021</p>

<p><b>SOCIAL EMOTIONAL LEARNING</b>  <b>Ensure that all students are connected to a trusted adult in District 200 schools while supporting the emotional wellness of each individual student</b></p>	<p><b>SLT Owner:</b>  Chris Silagi</p> <p><b>Board of Education Committee:</b>  TBD</p>
<p>Add Emotional Wellness Coordinators to ensure successful re-entry into school for students that have experienced mental and physical health crises</p>	<p>July 2020</p>
<p>Utilize school connectedness platforms to ensure all students have a trusted adult in District 200 schools.</p>	<p>August 2020 - May 2021</p>
<p><b>COMMITMENT TO DIVERSE HIRING PRACTICES</b>  <b>Work to add diverse staff to match the diversity of our student population</b></p>	<p><b>SLT Owner:</b>  Charlie Kyle</p> <p><b>Board of Education Committee:</b>  TBD</p>
<p>Actively recruit diverse teaching candidates through job fairs and university partnerships</p>	<p>July 2019 - May 2022</p>
<p>Create an Education Cluster to encourage students to pursue a career in education</p>	<p>August 2021 - May 2022</p>
<p><b>FAMILY AND COMMUNITY ENGAGEMENT</b>  <b>Engage the school community in dialogue focused on student equity</b></p>	<p><b>SLT Owner:</b>  Jeff Schuler &amp; Limaris Pueyo</p> <p><b>Board of Education Committee:</b>  TBD</p>
<p>Engage the school community in dialogue focused on student equity. Analyze current practices related to student equity and make recommendations for improvement.</p>	<p>May 2020 - September 2020</p>
<p>Enact the District 200 Equity Task Force in partnership with <a href="#">Dr. Marcus Croom</a></p>	<p>May 2020 - September 2020</p>