



Equity Journey

January 24, 2023

Presented By:
Shab Poloz, Director of Equity





PRESENTATION OUTLINE SLIDE

This presentation will cover:

1. Introduction and Background
2. Phase 1: Learn and Plan
1. Phase 2: Learn and Implement
1. Phase 3: Learn and Evaluate



Introduction and Background

My Personal Journey



- Born in Tehran, Iran
- Moved to US at age 8
- ESL student 3rd-5th grade
- ELL teacher, Skokie SD 69 2006-2014
- EL coordinator, AHSD 25 2014- present
- Director of Equity & ML programming , AHSD 25 2022
- Proud AHSD25 parent, 2022

Multilingual Update



- 574 ML students PreK-8th
- 118 new to country within last 3 years
- 21 countries: Albania, Brazil, Canada, Columbia, Czech Republic, Dominican Republic, Ecuador, Guatemala, India, Italy, Japan, Macedonia, Moldova, Pakistan, Philippines, Poland, Russia, Spain, Tajikistan, Ukraine, Venezuela



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What You Value, You Do



- **July 2020**- the Board of Education adopted a **Resolution** affirming the Arlington Heights School District 25 Board of Education's Commitment to Eliminate Racial Injustice.
- **August 2020**- the Board of Education adopted a Diversity, Equity, and Inclusion **Policy** to commit to continuously improve our actions on diversity, equity, and inclusion, to address the hard questions with measurable impact, and to implement change that levels the playing ground for all of our students.
- **April 2021**- the Board of Education approved a 2021-2025 **Strategic Plan** with diversity, equity and inclusion being significant threads throughout this plan. Strategic Plan 2025 specifies DEI work to be done in Personnel, Business, Student Learning, and Student Services.

Phase 1: Learn and Plan



Phase 1: Learning



Professional Learning Networks:

- **Local:** Arlington Heights Community DEI Task Force
- **Regional:** North Cook Intermediate Service Center: Diversity, Equity, Inclusion & Belonging Collaborative Series
- **State:** Illinois Coalition of Educational Equity Leaders (ICEEL), ISBE's Equity Journey
- **National:** Leading Equity Center, Courageous Conversations, Beyond Diversity

Local Learning



Community DEI Taskforce

- Launched in July 2022 by Village of Arlington Heights
- Members:
 - Village of Arlington Heights
 - Arlington Heights Park District
 - Arlington Heights Memorial Library
 - School District 21, 23, 25, 59, 214

Parent DEI Groups

- September/ December

Regional Learning



DEIB Collaborative Series

- Launched in September 2022 by North Cook ROE
- Participants: D25, D31, D34, D39, D54, D59, D211, D214
- ***"You do not need a perfect plan, just get busy."*** - Justin Johnson, 2021 ISBE Teacher of the Year (Niles D219)
- Purpose of the NCISC DEIB Collaborative: *To bring the district leaders of diversity, equity, inclusion and belonging (DEIB) together to elevate voices, support each other, and share ideas and strategies through collaboration with stakeholders to create more equitable systems, inclusive environments, and outcomes for staff, families, and students.*



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Statewide Learning



Illinois Coalition of Educational Equity Leaders

- Meetings: November 2022, May 2023
- Vision: To foster, support and expand the work of PreK-12 equity leaders at the district, state and regional levels.
- Mission: To work toward systemic equity at the state and district levels by focusing on key educational structures so that we are building our individual and collective capacity to guarantee equity for every child in our state.



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Statewide Learning



ISBE- Equity Journey Continuum- October 2022

- The Equity Journey Continuum is an informational tool to help districts view their data through the lens of equity.
- This tool analyzes data in three areas that are aligned to the ISBE

Strategic Plan:

- Student Learning- assessments: KIDS, IAR, ACCESS, advanced programs
- Learning Conditions- climate surveys, student attendance, suspension rates
- Elevating Educators- teacher experience/education, teacher evaluations



Illinois
State Board of
Education

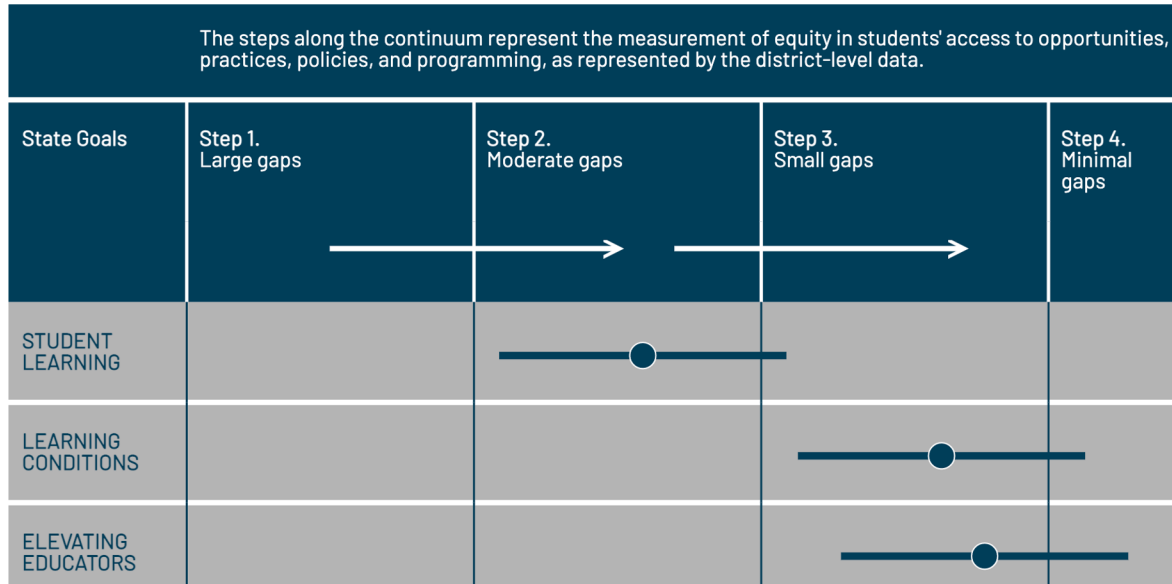
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Statewide Learning



D25 Equity Journey Continuum (2018-2019 data)




National Learning



- **Leading Equity Center** delivers an eye-opening and actionable discussion of how to transform a classroom or school into a more equitable place.
- **Courageous Conversations** is an award-winning protocol for effectively engaging, sustaining and deepening interracial dialogue.
- **Beyond Diversity** is a program designed to empower DEI leaders to take proven concepts and translate them into bold actions, creating meaningful change.



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Phase 2: Learn and Implement

Implementation



Learning Groups

- District
- Administration
- School staff
- Community
- Students





Dates to Know Calendar - Created and shared July/August 2022

- Collaboration with Department of Communication
- Share important dates through social media and the District Dish
- Building administrators use information in newsletters and announcements
- Staff and community are informed about upcoming events

District



School Newsletter and Twitter samples:

HANUKKAH or CHANUKAH

"Hanukkah" means dedication in Hebrew, this holiday is also known as The Festival of Lights and represents joy. Celebration includes time with loved ones, gifts, food, and lighting a candle on the menorah each night. Begins at sundown, December 18 and ends at sundown of December 26th.

(Dates change year to year)



CHRISTMAS DAY- DECEMBER 25

A federal holiday celebrated as a religious and cultural celebration in all states and territories as well as across the world. Celebration includes time with loved ones, gifts and a feast.



KWANZAA

A seven day, African American cultural festival dedicated to the 7 principles: *unity, self determination, collective work and responsibility, cooperative economics, purpose, creativity, and faith.*

Celebrated December 26- January 1



ArlingtonHeightsSD25 @ahsd25 · Oct 24, 2022

Wishing all of our D25 families who celebrate a happy Diwali! 🪔



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Stories



Out & About | She moved here 3 years ago, knowing very little...

136 views • 3 months ago



Out & About | This student wanted to teach her class...

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District



My World, My Lens- A Perspective Activity

- District Administrators- August 2022
- Dunton staff- November 2022
- Teacher partnership with Bellwood D88 - February 2023

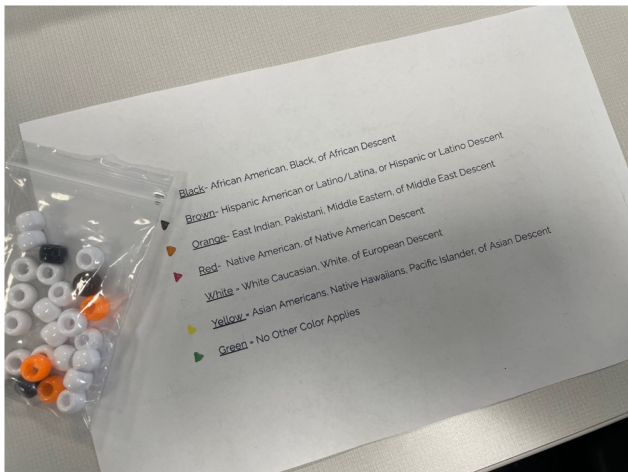
Administrator Council- monthly meetings

- Share articles, videos, case studies
- Updates and collaboration





My World, My Lens- A Perspective Activity



“My lens is my lens. It's not wrong or right but everyone has one”

“Diversity in experience expands our perspective”

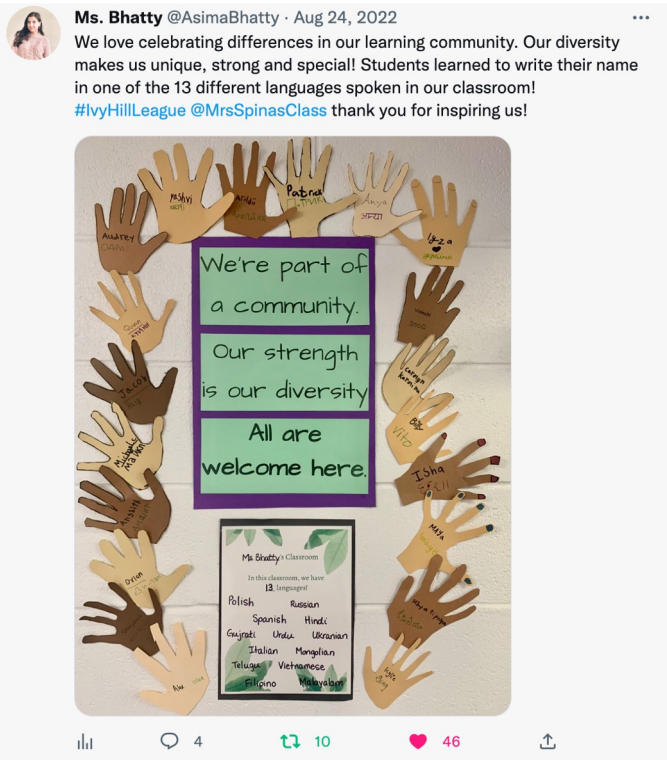
“Our lens is our lens and valuing others builds empathy.”

Staff



- August- Illinois Resource Center PD at Ivy Hill
- October- New teacher session: Multilingual Learners in the General Education Classroom
- Ongoing- Newcomer 3-part professional development series at various schools
- Ongoing- D25 hosts a Teach Plus Illinois Affinity Group for BIPOC educators

Love Our Languages

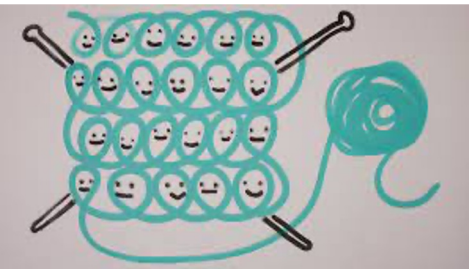


Staff



Leading Equity Learning Group

- 30 participants
- All 9 schools represented
- All staff groups represented
- Launches January 30
- Book study with author/equity leader, Dr. Sheldon Eakins





Leading Equity Learning Group- staff responses

- “Learning comes from a place of feeling like you belong. If there is a group where I can learn from others, support others, and serve the students and staff by bringing resources and strategies to make people know that they are an essential part of the community in this district, I will count it an honor to be able to do that.”
- “I am thrilled more people are learning how to ensure everyone gets the same opportunities, chances to grow, and have the resources they need to excel. In the past, I have lead small groups on this topic, but I'm always wanting to learn more to have more options and ways to ensure equitable treatment of everyone. Thank you for offering this!”
- “I want to make sure we are designing an environment all students feel a sense of belonging at their school.”



Leading Equity Learning Group- staff responses cont.

- “I am always striving to learn more about how I can continue to do better and use more equitable practice in my classroom and life.”
- “I am so heartened to see the work our district is putting into becoming more culturally responsive and equitable for our growing and changing population. I would like to be a part of this important discussion as we continue to move forward.”
- “During the COVID year - I took part in the available optional DEI training that was done via Zoom. I want to enhance my knowledge and understanding on this topic so I can be a better teacher to ALL my students. There is so much I don't know and I am open to learning all I can on this topic.”



Phase 3: Learn and Evaluate

Where to Next?



Professional Development and Planning

- Exploring Equity audit options
- Onboarding new staff trainings
- All staff training opportunities
- Board of Education training
- PTA council collaboration
- Community engagement
- Student affinity groups with D214

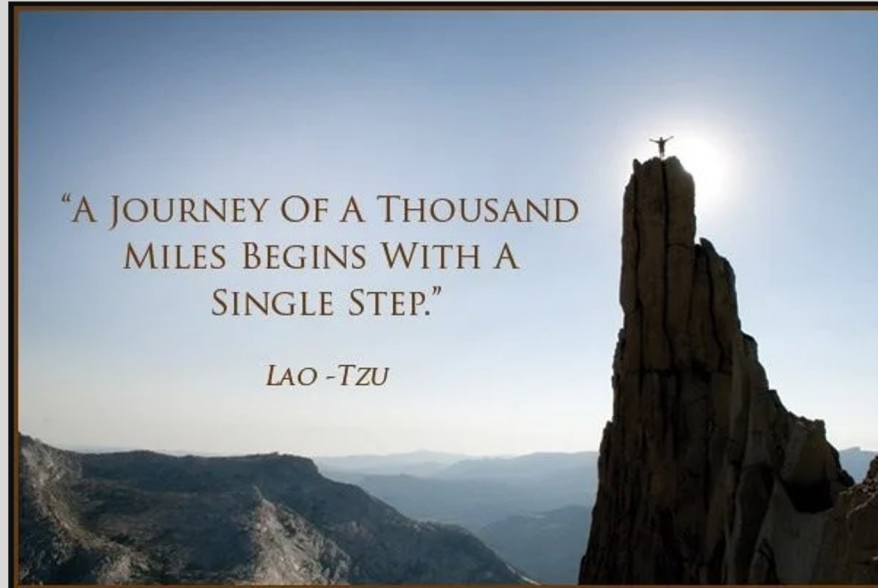
Where to Next?



Continued Collaboration with District Departments:

- DSL-
 - Review curriculum equity audit results and recommendations.
 - Participate in conversations about the advanced placement process
- DSL/DSS-
 - Review local and state assessment data of subgroups.
- Personnel-
 - Implement an updated protocol to diversify the screening and interview teams
 - Promoting our DEI initiatives to attract and retain diverse staff

Let's Keep Going!



Questions?