

# D211 POST: DISTRICT 211 CREATES EQUITY TEAM



The Township High School District 211 Board of Education approved a motion to establish the creation of the District 211 Equity Team during their July 16, 2020 meeting. The team, which will be led by a core committee of staff members, students, parents, Board of Education liaisons and community members, will be responsible for a variety of tasks which will work to promote equity across the District.

In her statement to the Board of Education, Superintendent Dr. Lisa Small said, "District 211 has a strong history as a school community where concepts of equity are valued and integrated into the mindset, actions and daily interactions of every student, staff member and parent. We have been, and continue to be, aware of the necessity that we understand and respond to the ever-changing needs within both our school community and our broader world."

Among its responsibilities, the team will be tasked with including and affirming the voices of students, staff and families from our District community, defining the organizational priorities and practices that contribute to equity across District 211, analyzing qualitative and quantitative data to identify goals, metrics and accountability measures to ensure high levels of equity across District 211, and Creating a strategic equity plan that will drive short- and long-term systematic changes and improvements for our entire community.

The core committee will work through a 4-phase structure to create the

District's Equity Plan. The phases, which begin August 2020 and run through June 2021 are:

- Phase 1: Stakeholder Engagement – Beginning August 2020
- Phase 2: Research and Community Input (equity audits, focus groups, opportunities for community feedback) – Beginning October 2020
- Phase 3: Data Analysis and Application – Following Phase 2
- Phase 4: Development of Strategic Equity Plan – Drafted in Spring 2021

The core committee will present the District 211 Strategic Equity Plan to the Board of Education during the June 2021 meeting.