

Murrieta Valley USD Equity Journey

Timeline of Actions related to Addressing Issues of Racism and Implicit Bias

September 2014

Attendance of a small group of educators to the Riverside County Office of Education (RCOE) - Excellence Through Equity Conference.

June 2015

Administrative Retreat focused on Equity and Implicit Bias – Guest Speaker, Kimberly Papillon Office of Civil Rights.

September 2015

Attendance of five Educational Services Leadership Team to the RCOE Excellence Through Equity Conference

January 2016

District-wide Equity Cohort began with a voluntary group of district and site educators after Equity and/or Cultural Proficiency Workshops held during the district-wide Professional Development (PD) Day. This cohort met on PD days from Jan 2016 through June 2018.

2016-2017

Association of California School Administrators (ACSA) Equity PLN (Professional Learning Community) led by ACSA Equity Trainers Nicole Anderson and Shayna Sullivan. Five MVUSD employees participated. This 2-year process provided PD, activities, dialogue centered on equity and cultural proficiency, networking with various districts and a POP (problem of practice). *“The formal and informal policies and practices of MVUSD creates unequitable outcomes in our access and success for underrepresented students”.*

June 2016

Administrative Retreat – Equity and Cultural Proficiency sessions

- a. Culturally Proficient Leadership – Guest speaker, Nicole Anderson from ACSA
- b. Building Equity for Targeted Student Populations – Guest Speakers, Paul Gothold & Carlos Zaragoza

September 2016

RCOE Excellence Through Equity Conference –26 people registered and participated

October 2016- March 2017

MVUSD hosted ACSA Equity Institute (lead by Randall Lindsey and Generation Ready) with district staff participation.

October-November 2016

San Diego County Office of Education, Access & Equity for all Students, Phase 1, two school site staff members participated.

January 2017

Equity Speaker, Chris Emdin presented in January Professional Development day.

June 2017

Administrative Retreat with a focus on Equity Sessions.

September 2017

RCOE Excellence Through Equity Conference-129 participants.

Implemented Student Advisory Groups at all secondary schools.

October-November 2017

SDCOE, Access and Equity for all students, Phase 2, and Phase 3 for two school site staff.

January 2018

Professional Development day, Equity Focus for all staff members.

June 2018

Implemented District-wide Latino Parent Advisory Committee (LPAC) and African American Parent Advisory Committee (AAPAC).

Admin Retreat – Equity Emphasis (Implicit Bias)

- a. “The Race”, Cultural Continuum Presentation and Activity, Equity breakout sessions

September 2018-June 2019

RCOE Equity Conference -70 participants

Equity Institute #1 of 50 people who met five times facilitated by Generation Ready with representation from all school sites.

San Diego County Office of Education, Access & Equity for all Students, Phase 1 three district managers participated.

Continued meetings with LPAC and AAPAC and formalizing vision, missions, plans and assigning stipends for advisors/liaisons. LPAC (Two secondary teachers, one from Vista, one from Warm Springs MS); AAPAC (Teacher from Rail Ranch elementary; and staff from Warm Springs MS).

Part-time equity coordinator to assist with equity efforts district wide.

Began the development of school site and department equity plans.

District-wide Equity Book Study: all Ed Services Staff and Administrative Collaborative leaders read and discussed at every meeting the following book: *Building Equity: Policies and Practices to Empower All Learners.* _Smith, Frey, Pumpian, Fisher.

Implemented student advisories at all secondary schools with monthly meetings with Executive Director of Secondary Education and Assistant Superintendent of Education Services.

District recognized by California Department of Education for achievement in closing the achievement gap and invited to present with State SPI Tony Thurmond, ACSA and CTE on Equity Efforts in Murrieta Valley USD.

January 2019

District-wide Professional Development Day with equity focus, guest speakers, Donna Porter and DJ Batiste.

Speaker DJ Batiste presented workshops at all MVUSD secondary schools (6-12).

June 2019

Admin Retreat – Equity focus on listening to stakeholders: Students, Parent, Community members and Staff. Each district administrator and manager attended listening panels comprised of community members (business, faith based and community service organizations), parents, employee groups and student advisory group members.

September 2019- March 2020

Equity Conference-70 participants.

San Diego County Office of Education, Access & Equity for all Students, Phase 2 & 3, three district managers participated.

Equity Institute#2 of 50 people who met 5 times provided by Generation Ready, representation from all schools and departments.

Continued meetings with LPAC and AAPAC and developing strategic plans for each parent advisory groups.

Furthered the development of school site and department equity plans.

Equity Book Studies – All Educational Services Staff and Administrative Collaborative leaders read and discussed at every meeting the following books:

- a. Finished - *Building Equity: Policies and Practices to Empower All Learners.* _Smith, Frey, Pumpian, Fisher.
- b. Began - *White Fragility: Why it is so hard for white people to talk about racism.* _ DiAngelo
- c. Purchased 130 copies of *Cultural Proficiency*

Developed and implemented a pilot male mentoring group at Murrieta Mesa High School with a focus on African American and Latino students.

January Professional Development Day –Equity Listening Activity at individual school sites for all staff. After listening panels, remainder of the day was school site developed with an Equity focus and allotted time to reviewing and editing school site equity plans.

Began elementary school pilot program for Student Advisory Groups with the addition of Rail Ranch Elementary to the Student Advisory Groups.

