



WESTERVILLE CITY SCHOOLS

Towards a More Equitable

and

Just School System

Dr. John Kellogg,
Superintendent
August 10, 2020

IDENTIFIED 10 KEY TARGET AREAS

1. Focus on efforts to prioritize, develop and sustain equity work and **culturally responsive education for all students, staff and families** in the district by ensuring the district and building budget process includes opportunities to request funding and resources intended to support equity programs on an annual basis.
2. Continue to **analyze academic and discipline** processes, procedures, and data to identify the district and building growth areas and blind spots regarding equity, and **generate recommendations for intervention.**

IDENTIFIED 10 KEY TARGET AREAS

3. Revitalize and support the goal of **district and building equity teams** to address disparities and inequities in achievement, discipline, engagement, and social emotional well-being for students of color and across all student populations.

4. Ensure that **academic achievement** of students of color and all student groups is a primary focus of the district continuous improvement plan. (Students of color in this context can refer specifically to Black students, Biracial students, Hispanics students, or any combination thereof in each building as a result of data-driven identification).

IDENTIFIED 10 KEY TARGET AREAS

5. Ensure the **reduction of discipline disparities** of students of color, and other populations of students, is a primary focus of the district continuous improvement plan.
6. Enhance efforts to recruit, hire, retain, and support **racially diverse administrative, instructional, and support personnel.**
7. Provide and require **professional development** for all staff focused on equity and issues of race and bias.

IDENTIFIED 10 KEY TARGET AREAS

8. Provide and require professional development that supports the inclusion of **evidence-based culturally responsive instructional practices** consistent with OTES.

9. Take action to ensure current and future board **adopted curriculum and materials** includes content that is reflective of our diverse student population.

10. Examine additional strategies that support the creation of **Family/Community Engagement and Empowerment opportunities**.