

ISBE Equity Work Overview

Agenda

Updates for the following Internal Equity work:

- Equity Impact Analysis Capacity Meetings
- Equity Journey Continuum Meetings
- Equity Heroes Team Meetings
- Equity Professional Learning Workgroup
- Employee Resource Groups
- Equity Journey Survey

Updates for the following External Equity work:

- School District Equity Leaders Group
- Educational Equity Summit
- Affinity Groups

Strategic Plan 2024-2027

E.1, E.2, and 3.5 Objectives

Goal
E.1

Equity Impact Analysis Toolkit

An Equity Impact Analysis Tool will guide all programmatic decisions and communications provided to stakeholders with special attention given to confronting and resolving historical inequities.

Goal
E.2

Equity Journey Continuum

An Equity Journey Continuum will be used to publicly indicate where each Illinois school district is on its equity journey.

Goal
3.5

Diversity, Equity, and Inclusion Professional Learning

ISBE will model professional learning opportunities focused on Diversity, Equity, and Inclusion (DEI).

Internal Equity Work

Annual ISBE Equity Journey Survey

- Survey
 - Frequency: Annual
 - Purpose:

1. Awareness of ISBE internal & external equity work projects

2. Application of an Equity Lens in our work via the EIAT

3. DEIA Professional Learning Needs

- The data collected from this survey drives our equity work across the agency
- Relevance to SP 24'-27': *(Goal 3.5E) DEIA Professional Learning*

Equity Steering Committee

- Steering Committee Meetings
 - Frequency: Every 2 Months
 - Purpose: Superintendent and colleagues from different departments guide how internal and external equity work unfolds utilizing data and strategic plan goals.
 - Relevance to SP 24'-27': *(Goal E1) Equity Impact Analysis*

Equity Impact Analysis

- Capacity Meetings
 - Frequency: Bimonthly
 - Purpose: Colleagues from different departments learn how to embed an equity lens in their work and share how the EIA Tool has been used in **processes, policies, practices, and paperwork.**
 - Relevance to SP 24'-27': *(Goal E1) Equity Impact Analysis*

E.1.1

By the end of fiscal year 2025, every ISBE exempt and non-exempt employee will be trained on how to use and document usage of the Equity Impact Analysis Tool.

E.1.3

By the end of FY 2025, the Equity Impact Analysis Tool will be built into all Board memos, so all official actions by the agency take into consideration historical inequities.

Equity Journey Continuum

- EJC Meetings
 - Frequency: Bimonthly
 - Purpose: Staff across the agency gather to refine the EJC
 - Utilize EJC internally to inform resource allocation to the field
 - SP 24'-27' Relevance: *(Goal E2) Equity Journey Continuum*

E.2.1

By the end of FY 2025, ISBE staff will use the Equity Journey Continuum to guide the distribution of resources.

E.2.2

By the end of FY 2025, ISBE staff will begin a continual cycle of reviewing data produced by the Equity Journey Continuum.



Equity Heroes

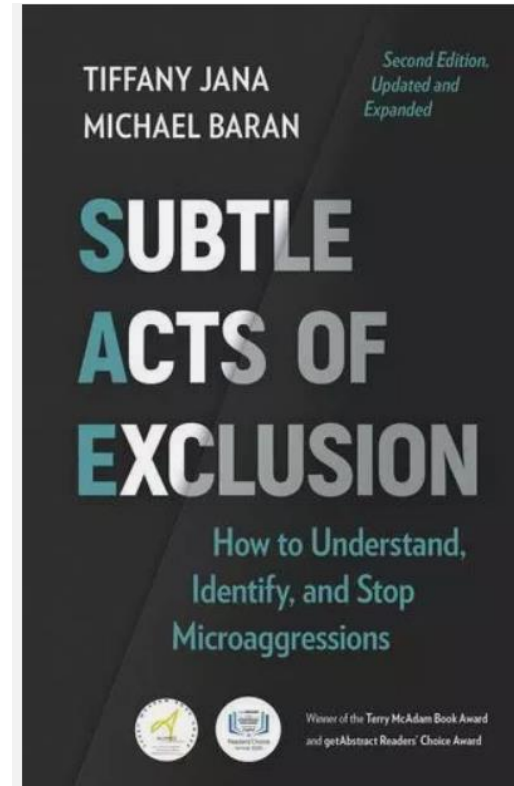
- Team Meetings
 - Frequency: Monthly
 - Purpose: Create monthly fliers that focus on equity themes and showcase and elevate school districts and programs across Illinois who are exemplars in equity practices. This month's themes was Latine Identity!
 - Relevance to SP 24'-27': *(Goal 3.5E) DEIA Professional Learning*

3.5.1

By the end of FY 2025, based on continuing research, ISBE will expand its internal resources focused on DEI.

Equity Professional Learning

- Workgroup
 - Frequency: Monthly
 - Purpose: plan professional development opportunities to build staff capacity, knowledge, and awareness around equity. We have a *Book Study Team*, who are organizing this year's book study on the book, '*Subtle Acts of Exclusion*'.
 - Relevance to SP 24'-27': (*Goal 3.5E*) *DEIA Professional Learning Continued*



Employee Resource Groups Pilot:

- Resource Groups
 - Frequency: Monthly
 - Purpose: The purpose of an ERG is to provide a space of belonging for ISBE employees to meaningfully connect with other ISBE employees who may share similar identities and experiences. We are currently piloting 3 Employee Resource Groups:

Cultural
Connections

Retirement
Ready

Parents &
Caregivers

- Relevance to SP 24'-27': *(Goal 3.5E) DEIA Professional Learning Continued*

Equity Lunch and Learns:

- Lunch and Learns
 - Frequency: Monthly
 - Purpose: Learn and dialogue about diversity, equity, inclusion, and accessibility concepts identified as opportunities for growth in our Annual ISBE Equity Journey survey. Topics that have been discussed at this year's Equity Lunch and Learns are:

Implicit Bias

Micro-aggressions

Desegregation after Brown vs. BOE

- Relevance to SP 24'-27': *(Goal 3.5E) DEIA Professional Learning Continued*

External Equity Work

DEI School Leaders Group

- Presentations and promotion of use
 - Frequency: Monthly
 - Purpose:
 - Promote use of EJC
 - Thought partnership on planning & sharing equity work across Illinois
 - Made up of school district-level DEI leaders
 - Relevance to SP 24'-27': (*Goals: E1: Equity Impact Analysis, E2: Equity Journey Continuum, 3.5E DEIA Professional Learning*)

Educational Equity Summit

- Summit
 - Frequency: Annual, premiered in October of 2023
 - Purpose:
 - Elevating best practices on how to integrate and execute educational diversity, equity, inclusion, and accessibility at a systems level
 - Promote the use of the Equity Journey Continuum to embed an equity lens in policies, programs, practices and paperwork.
 - ESSA/Multilingual Conference in December, where there will be a whole day dedicated to DEIA and EJC.
 - Relevance to SP 24'-27': (*Goals: E1: Equity Impact Analysis, E2: Equity Journey Continuum, 3.5E DEIA Professional Learning*)

Equity Journey Continuum

- Presentations and promotion of use
 - Frequency: Ongoing
 - Purpose:
 - Promote use of the Equity Journey Continuum (EJC)
 - Showcase school districts utilizing EJC to close gaps
 - SPED Directors Conference,
 - ESSA/Multilingual Conference
 - Triple I Conference
 - Relevance to SP 24'-27': (*Goals: E1: Equity Impact Analysis, E2: Equity Journey Continuum, 3.5E DEIA Professional Learning*)

Equity Journey Continuum

DISTRICT EQUITY NARRATIVE

This is an example of the Equity Journey Continuum narrative that was entered in the Principal Entry Form, and where it will be displayed within Educator Preview. This will be the same location this will also be displayed on the Illinois Report Card.

The steps along the continuum represent the measurement of equity in students' access to opportunities, practices, policies, and programming, as represented by the district-level data.

State Goals	Step 1. Large gaps	Step 2. Moderate gaps	Step 3. Small gaps	Step 4. Minimal gaps
STUDENT LEARNING	[Progress bar from Step 1 to Step 2]			
LEARNING CONDITIONS	[Progress bar from Step 2 to Step 3]			
ELEVATING EDUCATORS	[Progress bar from Step 3 to Step 4]			

Teacher Affinity Groups

- Statewide Teacher Affinity Groups
 - Frequency: Ongoing
 - Purpose:
 - Build supportive communities for educators of color
 - Retention of diverse educators
 - Partnership with ROE 51 and Teach Plus

