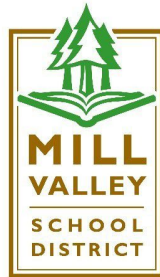


ICAE

(Instruction, Curriculum, Assessment and Equity)

January 25, 2021

Welcome! Please rename yourself in Zoom with your first name and position in the district.



YOU
NOK



Purpose of the ICAE Group

Build a collaborative team to:

1. Provide feedback on the LCAP & Strategic Plan (Goal 1 & 2)
2. Develop shared understanding of terms like equity, best practices, student achievement, balanced learners, student centered instruction
3. Gather evidence of the connection between teaching and learning practices
4. Examine the role of agency, ownership, and identity in student achievement
5. Develop the action steps for year 2 around equity, curriculum, instructional strategies and common assessments

30-Second Introductions

Which part of the video represents where you are right now?

Or which part speaks to you in your work?

Also tell us your:

- Name
- School
- Role

Rod will MC!

Our Action Team Norms

Conversations are student centered

Transparency

Share what's working + problem-solve together

Assume positive intent *and attend to impact*

Value different perspectives/skills/experiences

Time for all voices

COURAGEOUS CONVERSATION COMPASS



All Members

We want everyone to feel that they have the right and responsibility to be equal members of this group. We all own the past, the present and the future. Together, as members of this team, we all own the work.



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MVSD Mission and Vision Statement

We provide a balanced education, enabling all students to achieve academic success in an environment that fosters social-emotional development, equity, and creativity. We prepare our students to be responsible, contributing members of our community, to be wise stewards of our natural environment, and to thrive as global citizens in a rapidly changing world.

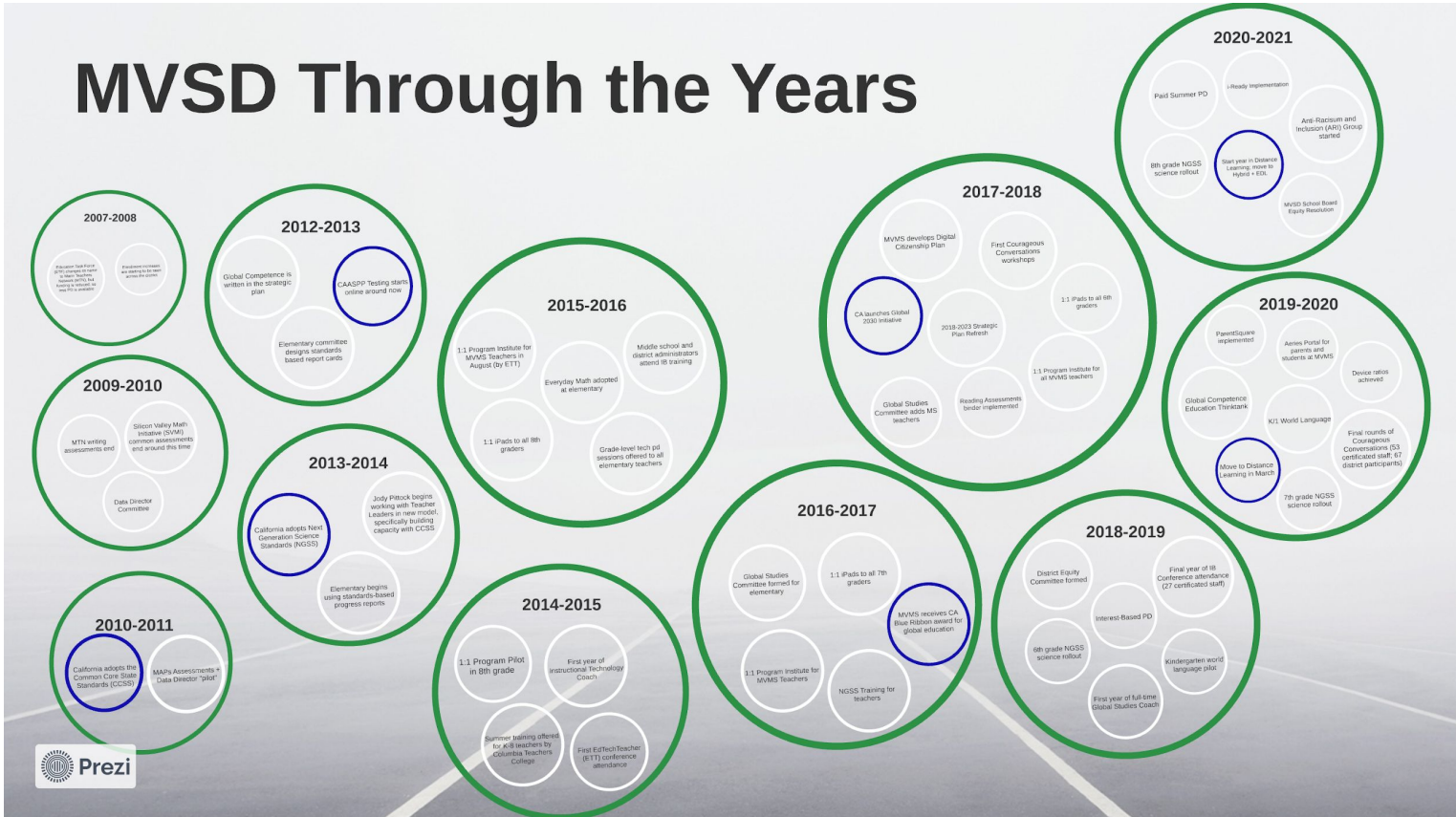
Our learning community is dedicated to developing globally minded, compassionate, resilient, and courageous students empowered to learn and lead change in their world.

Thoughts?
Feelings?
Reactions?

Put it in the chat.

How did we get here?

MVSD Through the Years



Breakout Rooms

Reflections about the mission and vision and our history of initiatives.

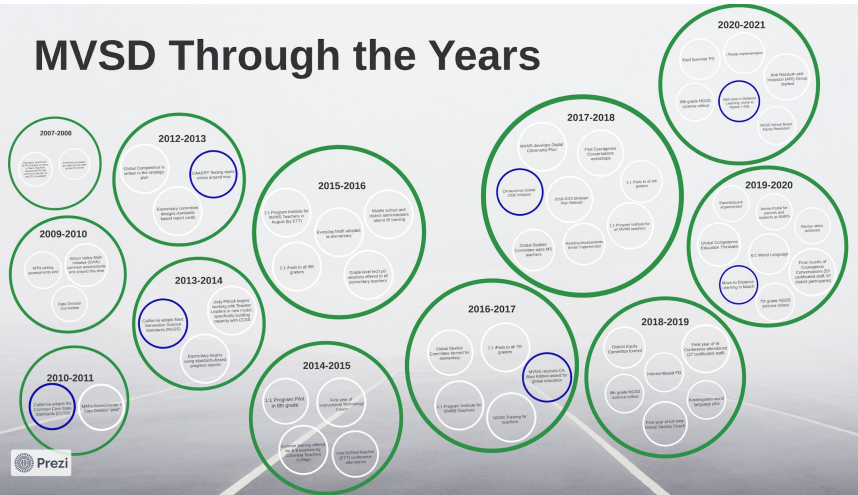
BR



EAK

Annual Review: Opportunity to reflect and refocus on each and every learner

MVSD Through the Years



Strategic Plan and Local Control & Accountability Plan Goals and Objectives

Aligned Goals/Objectives in the Strategic Plan & LCAP are:

Goal 1

Balanced Learners

All students will learn in an environment that fosters social-emotional well-being, equity, global perspectives, and awareness through inquiry and project-based instruction.

Goal 2

Supported Staff

Attract, develop, and retain excellent staff in a quality work environment.

Goal 3

Communications

Maintain positive student, staff, parent/guardian, and broader community support for our district and schools.

Goal 4

Sound Finance & Infrastructure

Procure sustainable sources of operating and capital funding to achieve and support the district's strategic goals.

Additional Strategic Plan goals are:

The Strategic Plan is:

a 5-year roadmap to assist the Mill Valley School District in continuing to refine and improve all that we offer each and every student we serve.

The LCAP is:

a three-year plan that describes the goals, actions, services, and expenditures to support positive student outcomes that address state and local priorities.

Two plans, two common goals, many actions, and one district dedicated to developing globally-minded, compassionate, resilient, and courageous students to learn and lead change in their world.

#MillValleyLearners

Who are the people in our neighborhood?

STUDENT DEMOGRAPHICS

Ethnicity

Ethnicity



Mill Valley Achievement Levels of Student Groups

	Students (3rd-8th)	ELA		Math	
Student Group	2019	2018	2019	2018	2019
White students	1,487	87%	86%	82%	81%
Students with Two or More Races	200	89%	87%	83%	85%
Hispanic/Latino students	161	74%	69%	65%	65%
Asian students	82	76%	66%	70%	71%
African American students	11	53%	82%	47%	45%

MVSD Board Adopted Resolution

MILL VALLEY SCHOOL DISTRICT

RESOLUTION #09 – 20/21 Anti-Racism, Inclusion, Diversity & Equity

PASSED AND ADOPTED by the Board of Trustees of the Mill Valley School District this 14th day of December, 2020

WHEREAS, Mill Valley School District recognizes that institutional racism within our system has created harmful environments for our Black, Indigenous and People of Color and therefore prioritizes efforts, strategies and resources to eliminate institutional racism and its negative impact; and

WHEREAS, Mill Valley School District is committed to eliminating systemic disparities and ensuring systemic equity; and

WHEREAS, addressing the needs of Black, Indigenous, People of Color learners requires the District to engage in continuous learning, and to disrupt current policies and practices that perpetuate racism and disparities in educational opportunities; and

MVSD Board Adopted Resolution

WHEREAS, Black, Indigenous and Students of Color, and all students, benefit from teachers of diverse backgrounds, the Board commits to financial and human resources to provide opportunities for interested current staff of color to obtain their teacher credential, and to require efforts to recruit and retain administrators, teachers, counselors and staff of color; and

WHEREAS, Mill Valley School District will develop and implement anti-racist pedagogy and curriculum throughout our courses of study and to develop a more robust and anti-racist curricula; and

WHEREAS, human diversity can be defined as differences in race, ethnicity, nationality, gender, gender identity, sexual orientation, socio-economic status, age, physical and/or mental capabilities, and religious beliefs, and all these vast diversities exist among and between the students in schools everywhere; and

MVSD Board Adopted Resolution

WHEREAS, Mill Valley School District has, at the heart of its vision and mission, a commitment to helping create school and classroom communities where all students are welcomed and receive an equitable education and find hope and joy every day; and

WHEREAS, human diversity is not always sufficiently represented in either broad or specific ways among the educators who teach and that education products, resources, and materials are not always designed to adequately create teaching conditions and practices that embrace the diversity of experiences and perspectives of students; and

WHEREAS Mill Valley School District is committed to creating relevant and impactful instruction and providing materials that reflect the lived experiences of educators and students; and

WHEREAS, Mill Valley School District recognizes diversity, inclusion, and equity as essential to positive and healthy school and classroom communities; and

MVSD Board Adopted Resolution

WHEREAS, Mill Valley School District recognizes value in the vastness of human diversity within and between school and classroom communities and society-at-large as essential and enriching to learning, working, the human experience in general, and living the ideals of a free and democratic society;

Be it therefore RESOLVED, that Mill Valley School District is committed to fostering attitudes, behaviors, practices, and knowledge that promote and habituate diversity, inclusion, and equity in our workplace and in the schools; and

Mill Valley School District's commitment to anti-racism, diversity, inclusion, and equity will be reflected in the organization at all levels: in the district culture; in behavior and actions of individual staff; in the actions and perspectives of the board and individual board members; and in the ways in which curriculum is developed and instruction delivered in order to reach and serve all students.

Breakout Rooms

What are you thinking about now in terms of the goals and purposes of ICAE?

Where are you on the compass right now?

COURAGEOUS CONVERSATION COMPASS



ICAE Purpose

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Purpose of the ICAE Group

Build a collaborative team to:

1. **Provide feedback on the LCAP & Strategic Plan (Goal 1 & 2)**
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What is the role of the LCAP?

LCAP is the story of what we want to do with our students. It is the response to the CAASPP scores. Whose needs are being met? Whose needs are not being met? Then we make goals based on needs found in the CAASPP and other assessments. Then we develop measure actions to achieve the goals.

Each year, we have to reflect on our goals? It is an iterative process. Did we do what we said we were going to do? If we did, then we move on to a new goal. If we didn't meet the goal, why not what happened. Then, we refine our action steps.

Broad goals are the map - the action steps are where we make the change.

LCAP Goal 1 - Balanced Learners

All students will learn in an environment that fosters social-emotional well-being, equity, global perspectives and awareness through inquiry and project-based instruction

- Action 1 - Social-Emotional Wellness
- Action 2 - Targeted Mental Health Support
- **Action 3 - Academic Achievement**
- **Action 4 - Differentiation/Intervention**
- Action 5 - Targeted Academic Intervention
- Action 6 - Instructional Technology
- Action 7 - Global Studies
- Action 8 - Parent and Family Engagement
- Action 9 - English Language Development

Each action has broad measurable outcomes.

How might more targeted outcomes support our work?

Purpose of the ICAE Group

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MIND THE GAP

Purpose of the ICAE Group: Next Meeting

Build a collaborative team to:

- 1. Provide feedback on the LCAP & Strategic Plan (Goal 1 & 2)**
 - **Further Gap Analysis on Goals 1 and 2**
 - **Analyze data**
- 2. Develop shared understanding of terms like equity, best practices, student achievement, balanced learners, student centered instruction**
- 3. Gather evidence of the connection between teaching and learning practices**
- 4. Examine the role of agency, ownership, and identity in student achievement**
- 5. Develop the action steps for year 2 around equity, curriculum, instructional strategies and common assessments**

Reflections

Jamboard

Take two minutes to add a sticky note reflecting on where you are on the compass about the work of our district.

COURAGEOUS CONVERSATION COMPASS



Commitment & Next Steps

Part of our role is to ensure that information is shared with all stakeholder groups.

Principals will summarize information at staff meetings.

Participants commit to sharing with colleagues and getting feedback

- Take a moment to think about who you will share and how you will get feedback from colleagues.
- Can you host a zoom session, talk in grade group, send an email to buddy group?

Feedback Form