

**Meeting of the School Board Racial Equity Committee**  
**David Douglas School District No. 40**  
**April 6, 2022**

A Virtual School Board Racial Equity Committee meeting was held on Wednesday, April 6th at 5:00pm.

**Racial Equity Committee Members present were:** Ken Richardson, Superintendent; Kelly Devlin, Director of Multilingual Programs & Equity; Taye Spears, Director of Diversity, Equity & Inclusion; Francesca Aultman, School Improvement Coordinator; Aide Valerio-Juarez, Family and Community Partnership Coordinator; Muhammad Rahman, Dean of Students; Jon Archer, Teacher; Vanessa Crawley, Equity Specialist; Anderson DuBoise, REAP Youth Direct Services Manager; Adriana Govea, District Parent.

**Equity Plan Updates** - The Committee used this time to review the Equity Plan's four commitments along with key performance indicators, targeted racial equity focus areas, and updates.

- Student Achievement:
  - DDSD commits to narrowing the gaps between the highest and lowest achieving student by increasing opportunities for all student while focusing on raising the achievement of our lowest performing students.
  - Updates: Language Arts Adoption Process:
    - The Equity Plan calls for culturally affirming and sustaining curriculum, teaching, and learning practices reflecting the understanding and appreciation of cultural, class, language, ethnicity, and other differences that contribute to the uniqueness of each student and staff member.
    - Developing DDSD priorities, student surveys, student empathy interviews, and student feedback.
- Student Discipline:
  - DDSD commits to eliminate racial disparity and disproportionality in all aspects of the educational and administrative systems.
  - Updates: Aligning our discipline structures with Restorative Practices language and practices.
    - Update Student Rights and Responsibilities Handbook.
    - Update Discipline Matrix.
- Systems Accountability:
  - DDSD commits to ensure all students graduate ready to succeed in a racially and culturally diverse local, national and global community.
  - Updates:
    - Created DDSD Equity Lens.
    - Commitment to disaggregate data.
    - YouthTruth student survey.
    - Coordinated Care Team: All school administrators have been trained on the requirements of CCT and data from these teams are collected quarterly.
- Workplace Policies:
  - DDSD commits to increase staff of color so that District staff more accurately reflect the student population.
  - Updates:
    - Annual hiring update to the School Board.
    - Educator's Fair held in March.
    - 10 GYO graduates.
    - Strategic Hiring Plan workgroup meetings, review and update, and training.
    - Equity and culturally responsive professional development.
    - School based equity teams.
    - School Equity Plans.