

# **NUSD Equity Initiatives and Definitions**

## **Board Policy 0415**

BP 0415 ensures value of diversity, commitment to equitable opportunities for students, identification and remediation of disparities in educational outcomes, examines and repairs practices, policies, and barriers that negatively impact student learning and access to education opportunities, and supports decision with intentionality and inclusivity for all communities

## **Equity Imperative**

The Equity Imperative was first introduced in NUSD in 2018 with the support of the National Equity Project. The Equity Imperative was resurrected and updated in 2021-22 to align with current practice and data driven decision making to promote equal access and opportunity. District goals are outlined, state and district assessments are analyzed and educational intervention aligned, Equity Audits by Dr. Anthony Muhammad drive student program to ensure access and intervention, and extended learning designed to create opportunities to address the educational and opportunity gap.

## **Graduate Profile**

The Graduate Profile was developed in 2018 and is utilized and implemented in its original format of promoting the six C's: Communication, Critical Thinking, Collaboration, Conscientious Learner, Culturally Competent, Character

## **Local Control and Accountability Plan (LCAP)**

LCAP funds focus on programs and expenditures for specialized student groups including English Learners, Homeless and Foster Youth, and economically disadvantaged students. Programs, instructional materials, classified and certificated direct support for students are laser focused on these specific student groupings.

## **Equity Teacher Leadership Team**

District teams of teacher specialists are selected to participate in a "Teacher Leadership Team" structure to support colleagues to lead "Equity Teams" at their sites to implement district equity initiatives. The Equity TLT and site teachers participate in professional development through specific trainings led by Dr. Anthony Muhammad Frontier 21, Dr. Nancy Dome-Epoch Education, and Samantha Brown-Anti-Defamation League.

## **Equity Audits**

In 2021-22, Dr. Anthony Muhammad worked with each NUSD school to create an "Equity Audit". The analysis of each school included the following components: policies, practices, procedures, data review, bias, professional development, access and opportunity, and student support. The components and recommendations are included in the School Plan for Student Achievement that are developed and updated annually and approved by Trustees.

## **Advancement Via Individual Determination (AVID)**

AVID is an in-school academic support program for grades 7-12. The purpose of the program is to prepare students for college eligibility and success. Areas of focus include: study skills, argumentative writing, goal setting, critical thinking, and time management.

## **Trustee Approved Ethnic Studies Course Outline**

In 2020, the state legislation determined state requirements for Ethnic Studies in California effective in 2026. A curriculum was developed through Marin County Office of Education and all high school districts

participated in its development. Marin County Office of Education and Novato Unified School District approved the Ethnic Studies curriculum in spring 2021. The components include: theoretical framework and the history of the United States for Native Americans, African Americans, Asian Americans, and Latin Americans, and the impact of Antisemitism.

**Parent Institute Quality Education (PIQE)**

PIQE engages, empowers, and transforms families by providing the skills to partner with schools and communities to ensure their students achieve to their full potential. Program components include: fostering positive educational environments at school and home through a 9-week free parent education series including: academic success tools, homework success, dialoguing with their students about successes and challenges, college expectations, and college admission, grades, and navigating the college application process. Parent “graduation” is a celebration for those parents who complete the 9-week program.