

**Mt. Diablo Unified School District**  
**Board Study Session Agenda**  
**“Effective Governance with an Equity Lens”**  
**Session 3 of 4**

**January 11, 2022 5:00-7:00pm (in-person )**

**Facilitator(s):**  
**Nicole Anderson and Associates Consulting, LLC**  
**The Write Keys 2 Consulting, LLC**

**Agenda Purpose:** *Governance team will reflect on effective governance practices and build deeper content awareness of educational equity through the equity policy.*

**Pework for session on Jan. 11:**

1. Review the [board assessment](#) in preparation for focusing on #3 and #4
2. Review [sample equity policies](#) in preparation for revision of equity policy
3. Review the [draft equity policy](#) and notes (in blue) in preparation for discussion the following:
  - a. Does your equity policy have the following components
  - b. Background/Purpose: What does this policy seek to accomplish?
  - c. Equity Statement: Is there clear and common language about equity as a lens for all policy work?
  - d. Board direction: Does your policy include guidance for the board and district staff in making important decisions on education matters for effective implementation of equity work?
  - e. Superintendent direction: Does your policy include guidance for the Superintendent and District staff in the development of Administrative Regulations that guide procedural action steps for carrying out the policy?
  - f. Goals/Priorities: Are the actions steps listed in the policy aligned with the board’s key priorities? (i.e. Budget, Human Resources, Teaching/Learning, and School Climate/Discipline)?
  - g. Evaluation/Monitoring: Does your policy have guidance to evaluate programs and measure the impact of policy through qualitative/quantitative metrics to ensure decisions impact goals student outcomes illustrated in the equity statement and plan
4. Review [sample administrative regulations](#) in preparation for discussion around how the superintendent can development administrative regulations focused on the 4 board priorities
5. Read the article, [Avoiding Racial Equity Detours](#) in preparation for discussion of the following questions:
  - Do you think your district engages in any equity detours?
  - How might you reexamine such initiatives in light of Gorski’s equity literacy principles?
  - Do you agree with Gorski’s point schools “must prioritize equity over the comfort of reluctant educators”?
  - What would this mean in your district?

Agenda Topic(s)	Notes
<b>Welcome/District Update:</b> <ul style="list-style-type: none"> <li>○ Call to order, roll call, pledge, agenda approval</li> <li>○ Purpose/background/equity work</li> <li>○ Public comment</li> </ul>	Board President/Superintendent
<b>Session Overview:</b> <ul style="list-style-type: none"> <li>○ Purpose/outcomes</li> <li>○ Building safe space: 4 agreements</li> </ul>	Nicole
<b>Role of Governance Team:</b> <ul style="list-style-type: none"> <li>○ Effective governance practices</li> <li>○ Board assessment (#3, #4)</li> <li>○ Role of Board and Superintendent</li> </ul>	Deborah  Refer to handout: <a href="#">Board assessment</a> Refer to handout: <a href="#">Role of Board &amp; Superintendent</a>
<b>Prioritizing Governance Equity Work:</b> <ul style="list-style-type: none"> <li>○ Vision/top priorities of the Board</li> <li>○ Questions with purpose</li> <li>○ Alignment of priorities with the Supt Goals/Objectives, LCAP, CCEE Plan (update)</li> <li>○</li> </ul>	Deborah
<b>Equity Impact Action Planning :</b> <ul style="list-style-type: none"> <li>○ Systems approach to equity driven governance</li> <li>○ Equity policy overview</li> </ul>	Nicole/Deborah  Refer to handout: <a href="#">sample equity policies</a> Refer to handout: <a href="#">sample equity administrative regulations</a> Refer to handout: <a href="#">MDUSD Equity Policy</a>
<b>Content Building:</b> <ul style="list-style-type: none"> <li>● Evolving the equity statement</li> <li>● Recognizing/responding to the barriers to equity work via article discussion</li> </ul>	Nicole Refer to handout: <a href="#">Avoiding Racial Equity Detours article</a> Refer to handout: <a href="#">Equity Statement (in equity policy doc)</a>
<b>Next Steps/Adjournment:</b> <ul style="list-style-type: none"> <li>○ Future board workshops/study session dates</li> <li>○ Develop/Evolve equity statement, policy, plan</li> <li>○ Prioritizing governance work</li> <li>○ Homework: equity policy revision</li> </ul>	Nicole  Session #4: March 9 or 10  Time: tbd