



**Marysville School District
Equity Action Plan**

April 2021 - August 2021

Equity Work Plan Priorities & Action Items	Indicators of Accomplishment	Strategic Plan Cross Reference(s)
Train MSD staff, parents, students on how to report and use Safe Schools to report HIB (Harassment, Intimidation, and Bullying)	Admin (district and school) will complete mandatory training and lead their staff in the training. Information will be shared with staff, students, and families via district and school meetings, website, email, social media, etc.	Priority 2 Structures and Systems 2.3 Our district implements systems and best practices to support and sustain school and district safety, security, and emergency preparedness.
Continue to meet with parents students, and staff of color to listen to needs	Schedule meetings (large group and small group) with parents, students, and staff	Priority 1 Relationships 1.3 Our relationships contribute resources that help grow and promote healthy working relationships with students, staff, and community.
Create safety plans for students of color	Establish safety plans for students of color (Elementary and Secondary)	Priority 2 Structures and Systems 2.3a Our students and staff learn and work in a physically, socially, emotionally, and intellectually safe and secure environment
Create a reporting process for HIB incidents for staff	A reporting process is established and there is accountability for the behavior of the aggressor	Priority 2 Structures and Systems 2.3a Our students and staff learn and work in a physically, socially, emotionally, and intellectually safe and secure environment
Develop a district level equity team	Create a team that consists of district staff, students, parents, and other community members (admin, teachers, custodians, paras, food service, etc.)	Priority 3 Teaching and Learning 3.3c District systems and staff identify and end inequitable practices that interfere with academic achievement for any racial, ethnic, and/or diverse students

Create summer professional development opportunities for MSD staff on race and equity	Clearly developed equity training goals and plan for district and building level administrators, school staff, and school board members	Priority 2 Structure and Systems Goal 2.2 Systems supporting professional performance and growth are established and used to support continuous improvements.
Begin working on 2021-22 Equity Action Plan	A draft of an equity plan is created by the MSD Equity Team for 2021-2022 school year	Priority 3 Teaching and Learning 3.3c District systems and staff identify and end inequitable practices that interfere with academic achievement for any racial, ethnic, and/or diverse students
Prioritize resources for equity work	Hire support staff and identify needed resources to successfully accomplish goals	Priority 5 Resource Management 5.1b Equitable distribution of resources in the annual budget reflects the priorities outlined in the strategic plan
Finalize District's Equity Statement	MSD Equity statement that grounds the equity work plan for the 2021-22 school year	Priority 4 Communication 4.1.d Clear and effective communication is established to engage both internal and external stakeholders
Communicate Board Resolution on Race and Equity	Clear communication about the board's resolution to staff, students, parents, and community	Priority 4 Communication 4.1.d Clear and effective communication is established to engage both internal and external stakeholders
Continue Working on the district's equity policy	Finalized equity policy that identifies guidelines and rules that will end inequitable practices	Priority 3 Teaching and Learning 3.3.c District systems and staff identify and end inequitable practices that interfere with academic achievement for any racial, ethnic, and/or diverse students.