

Welcome!

Listening & Learning Sessions

May 23, 2023

Buena Vista Elementary
Kelly Elementary
Poinsettia Elementary

Agenda



1. Introductions
2. Overview of feedback collected
3. Norms and expectations for tonight's discussion
4. "Table talk" - discussion of four guiding questions, and summarization of feedback on chart paper at each table
5. Next steps

May 23, 2023

Buena Vista Elementary

District staff

Dr. Bryan Brockett
(Director of Secondary Education)

Eric Dill
(Asst. Supt. for Business Services)

Trustees

Michele Ward, Area 1

Elisa Williamson, Area 2

Kelly Elementary

District staff

Rick Grove
(Asst. Supt. for Personnel Services)

Kasia Obrzut
(Director of Elementary Education)

Trustees

Gretchen Vurbeff, Area 4

Kathy Rallings, Area 5

Poinsettia Elementary

District staff

Dr. Ben Churchill
(Superintendent)

Megan Arias
(Director of Certificated Personnel)

Trustee

Ray Pearson, Area 3

Graduate Profile

OUR GRADUATES ARE PREPARED FOR SUCCESS



Effective Communicator & Collaborator

Graduates convey their thoughts and responses clearly. They interact productively to achieve common goals.

Lifelong Learner

Graduates have the passion and vigor for learning that will fuel them through new opportunities and challenges.



Critical Thinker

Graduates are inquisitive. They notice; they wonder; they figure things out.

College & Career Ready Scholar

Graduates navigate pathways that connect education and employment to a fulfilling, financially secure life.



Ethical & Responsible Citizen

Graduates display integrity and civic mindedness. They honor their commitments and aspire to the highest standards.

Self-Directed Individual

Graduates accept responsibility for their learning. They recognize their strengths and work to their full potential.

Our Mission

WHY WE EXIST

We provide every student an extraordinary education in an inspiring environment.



Our Vision

HOW WE GAUGE SUCCESS

Our graduates are prepared for success. They confidently move to life beyond high school knowing they have acquired the requisite skills and knowledge. They have a passion for learning and personal growth; they can thrive in a high-tech environment; they are compassionate.

Our students are engaged, self-directed learners. They are exposed to different learning environments and pathways. Students aspire to expand their talents and achieve excellence; they are good thinkers, communicators, and problem solvers.

Our staff members demonstrate an uncompromising commitment to student growth. They are leading scholars and experts in their field; they enthusiastically share their experience and knowledge and bring innovative ideas to their craft.

Our community and its traditions are deeply connected to our schools. Parents and community members partner with teachers to provide unique educational opportunities for students. Students value the traditions that built our community; local businesses, the lagoons, preserves, and beaches are an integral part of our identity.



Our Core Values

PRINCIPLES THAT GUIDE OUR BEHAVIOR

Integrity.

We're honest; we honor our commitments; we keep our promises. We aspire to the highest standards in all we do.

Excellence.

We aim for the highest levels of performance for our students and ourselves.

Respect.

We respect the views of others through an open exchange of ideas.

Accountability.

We are responsible for our actions and obligations.

The Board of Trustees has directed staff to develop a three-year strategic plan for Diversity, Equity, Inclusion and Belonging (DEIB).

To aid in the development of the plan, community feedback is being solicited in the following ways:

1. Structured input sessions were facilitated by the San Diego County Office of Education last year;
2. A survey was distributed to students, parents, and staff in April; and
3. Listening and Learning Sessions are being held this evening

Tonight's input process



After a short staff presentation, participants will be asked to have a **discussion** with others at their table.

There will be **four guiding questions** for participants to discuss.

Each table has chart paper and markers; participants are asked at each table to **summarize their thoughts and feedback** on the chart paper.

After the meeting, district staff will **transcribe the written comments** and will compile in a report, **to be used as input** in the development of the plan.

Participants will not be asked to report back to the large group.

DEIB Goals and Success Indicators



Goal 1: Prepare students and graduates for diverse and inclusive environments by fostering the development of trusted relationships with staff and the community.

1. By April 15, 2023, send a survey on topics related to DEI to all students in grades 6-12, parents, and staff and post it on the CUSD website.
2. By June 1, 2023, hold townhall-type meetings at three sites to present the findings from the survey and solicit feedback; we'll invite parents, students, and staff, as well as the Carlsbad Chamber of Commerce, the Carlsbad Educational Foundation, and faith-based groups to attend.

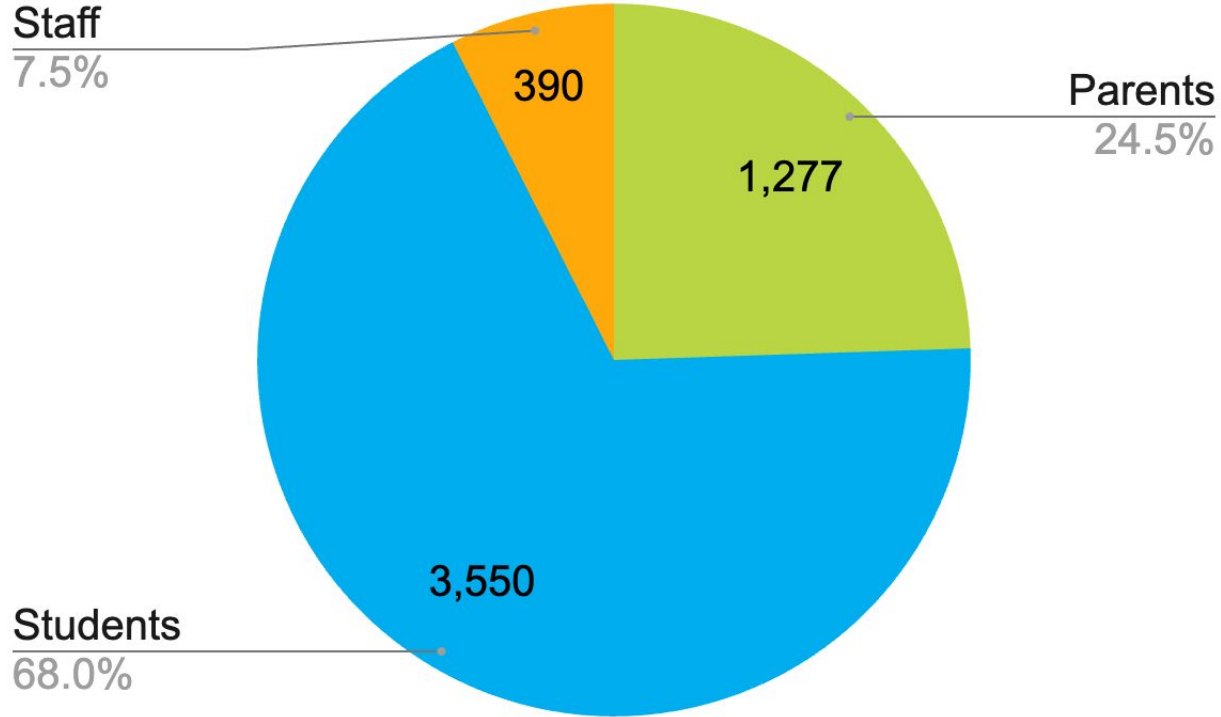
Goal 2: Empower CUSD education professionals to create safe and inclusive learning environments that allow for unique backgrounds, cultures and shared experiences to fuel a growth mindset.

1. Provide training and professional development for all staff, to be informed by the results of the survey and townhall-type meetings.
2. Explore and identify potential barriers for student success that lead to disproportionality of grades (secondary and elementary) for specific student groups, and identify ways to overcome those barriers.
3. Adopt, and use existing, texts and other curriculum materials that include diversity of authors and perspectives. Annually evaluate and/or expand course offerings that include high interest and diverse perspectives.

Goal 3: Build structures that incorporate diversity, equity and inclusion.

1. Develop structures to ensure CUSD sites are safe and welcoming for all; including training for all students regarding building a learning community of inclusivity, respect and equity.
2. Reduce harassment/bullying (including racial epithets and hate motivated speech) by 10% from baseline in spring 2023.
3. Expand efforts to recruit and retain diverse staff that better reflect the demographics of CUSD students. (Baseline to be determined in year 1, and targets developed in year 2.)
4. Close academic performance gaps for student groups in SBAC/CAST performance, A-G completion rates, and the percentage of high school students in advanced, honors, and community college classes.

5,217 respondents



Survey highlights

Student demographics, 2022-23

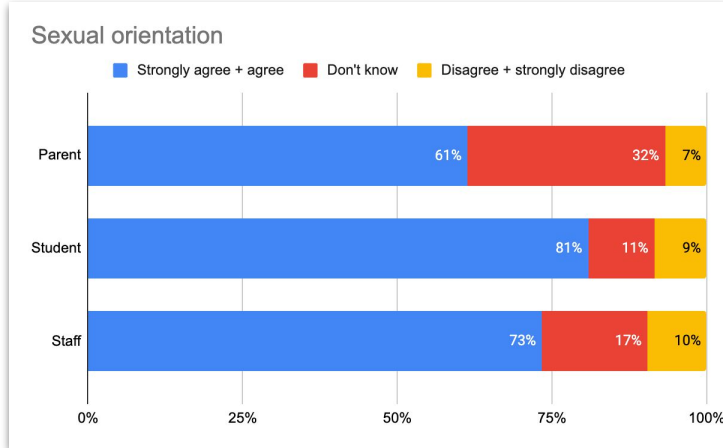
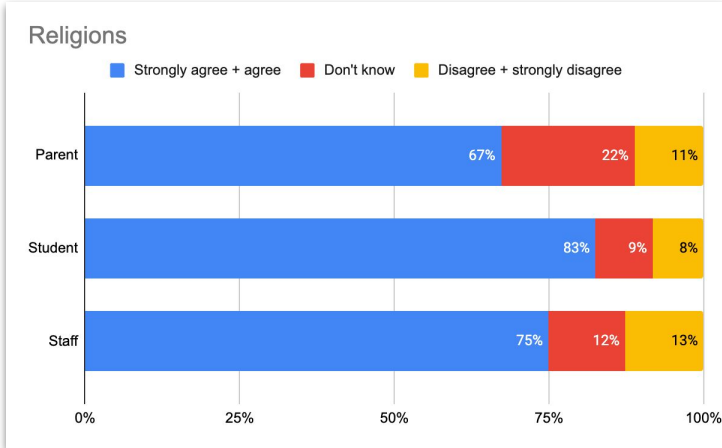
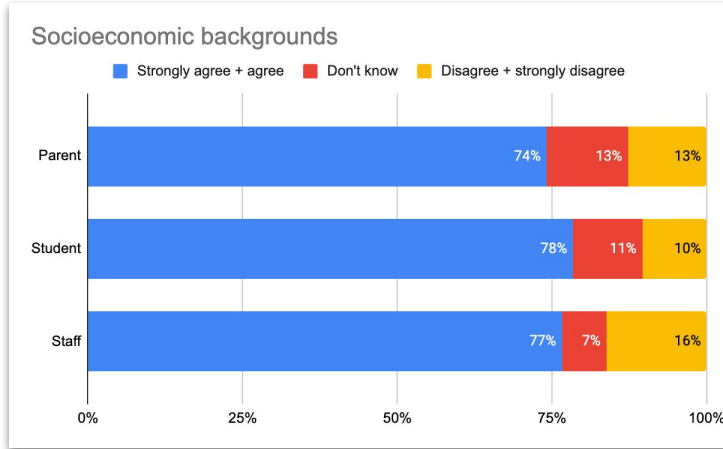
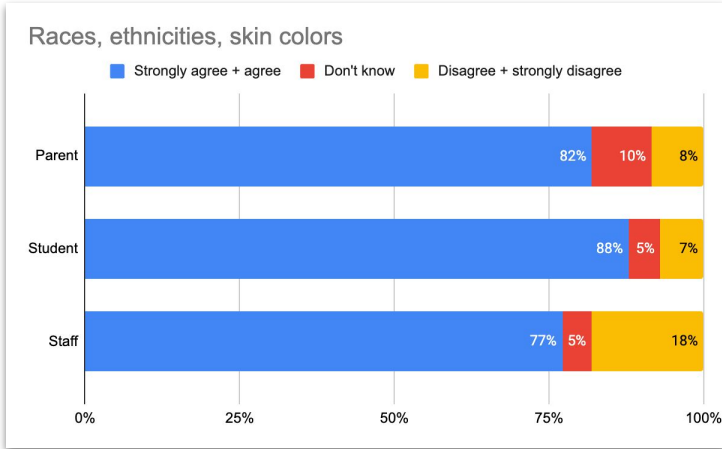
All Students	11,146	
White	6,192	55.5%
Hispanic or Latino	3,051	27.3%
Two or More Races	1,037	9.3%
Asian or Pacific Islander	723	6.5%
Black	120	1.0%
American Indian	23	0.2%

Respondent demographics, April 2023

All Respondents	5,217	
White	2,426	46.5%
Hispanic or Latino	772	14.7%
Two or More Races	347	6.6%
Asian	473	9.0%
Black	189	3.6%
American Indian	128	2.4%
Choose not to respond	882	16.9%

Overall, my school / my child's school supports students / families / staff from all different:

FIGURES 1-4



Overall, my school / my child's school supports students / families / staff from all different:

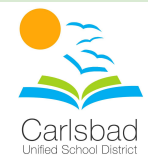
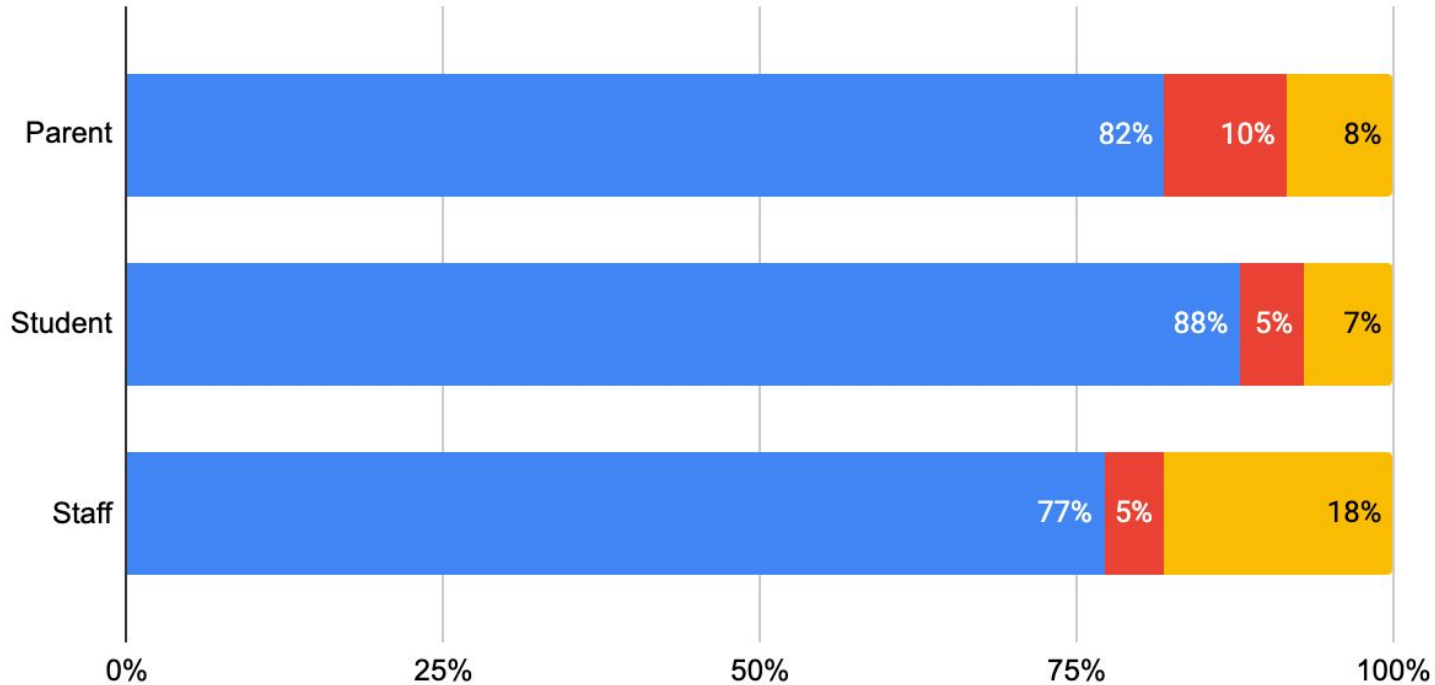


FIGURE 5

Races, ethnicities, skin colors

Strongly agree + agree Don't know Disagree + strongly disagree



Overall, my school supports students from all different races, ethnicities, skin colors.

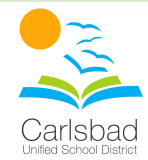
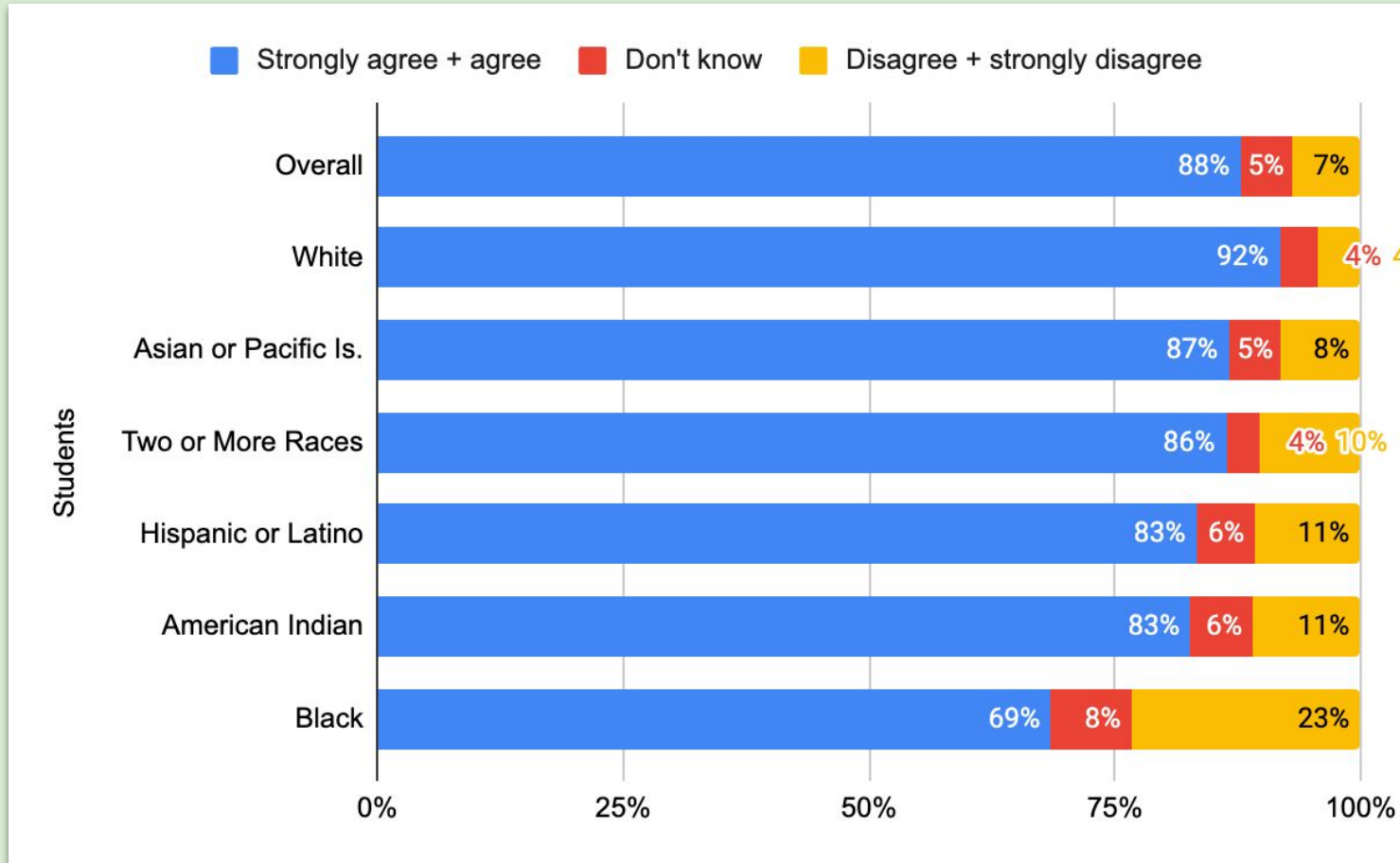
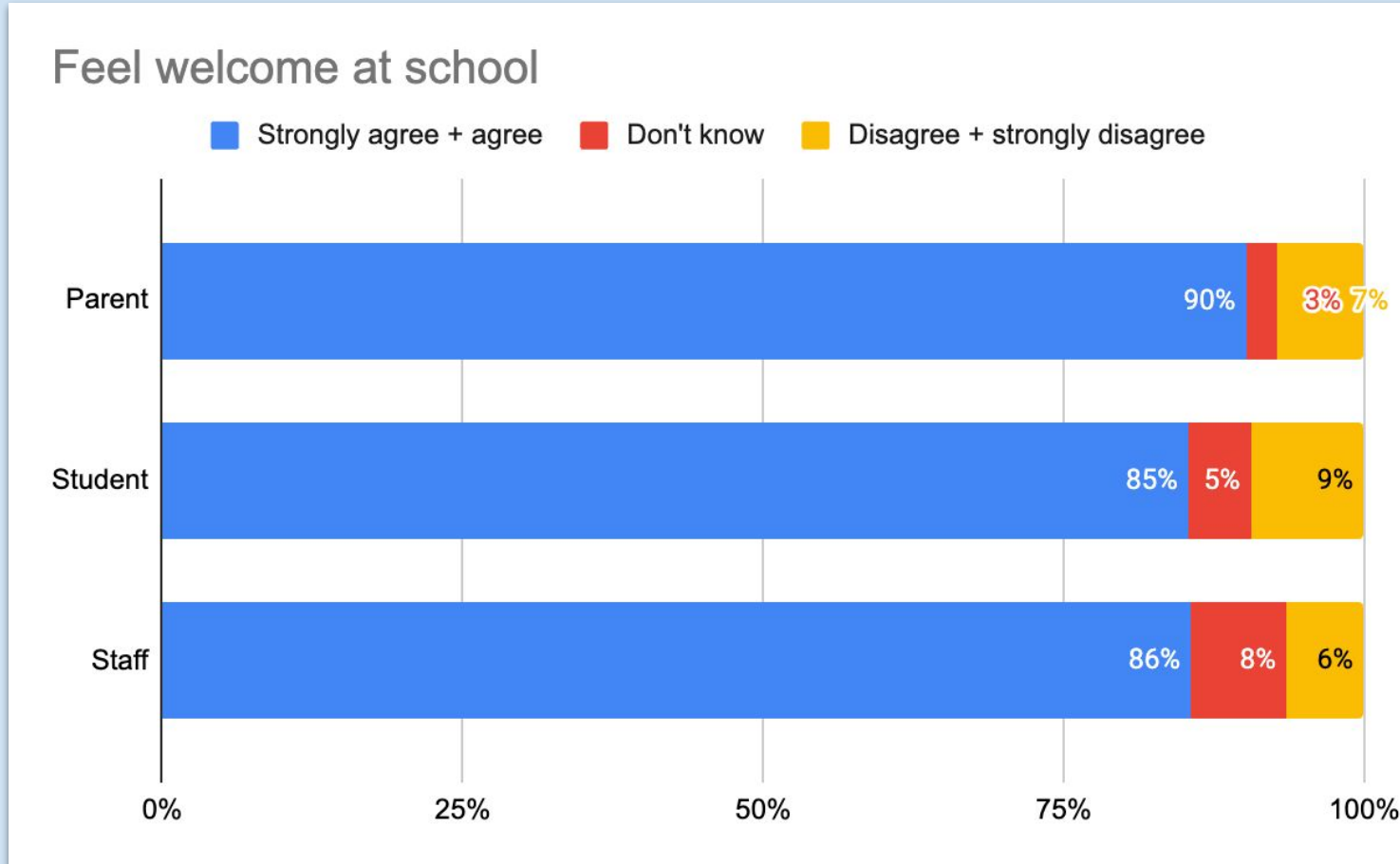


FIGURE 6



How much do you agree or disagree with the following statement: I / my child / students:

FIGURE 7



I feel welcome at school.

FIGURE 8

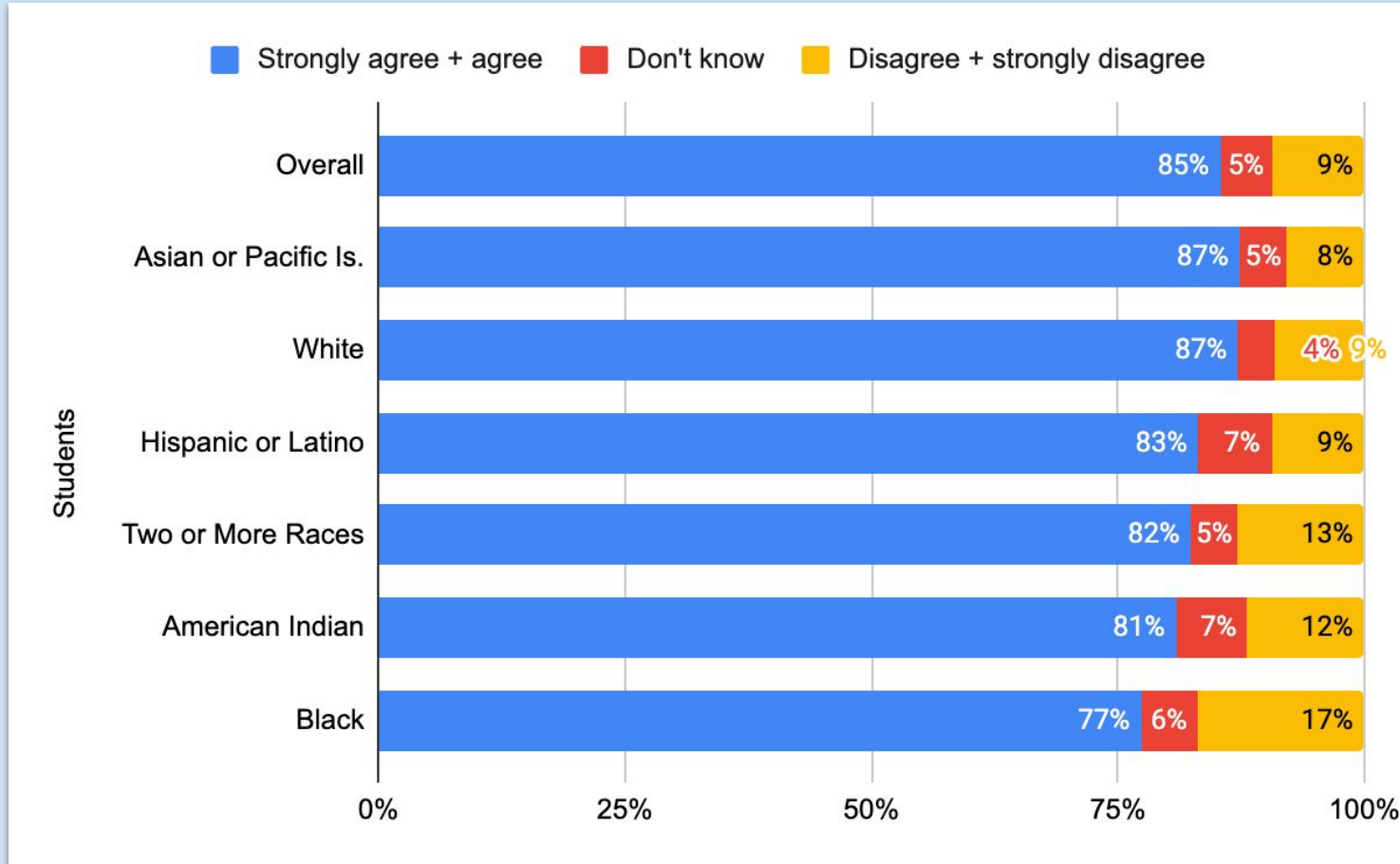
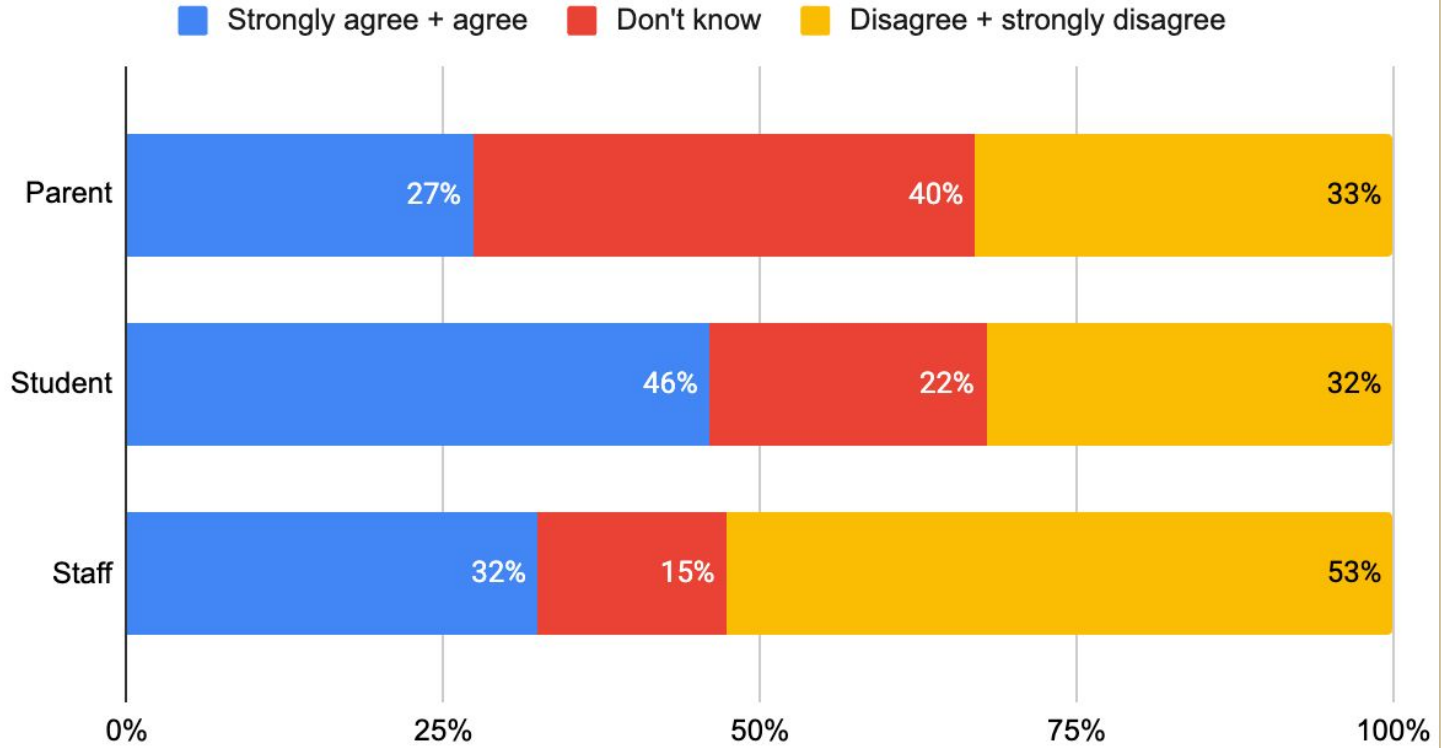


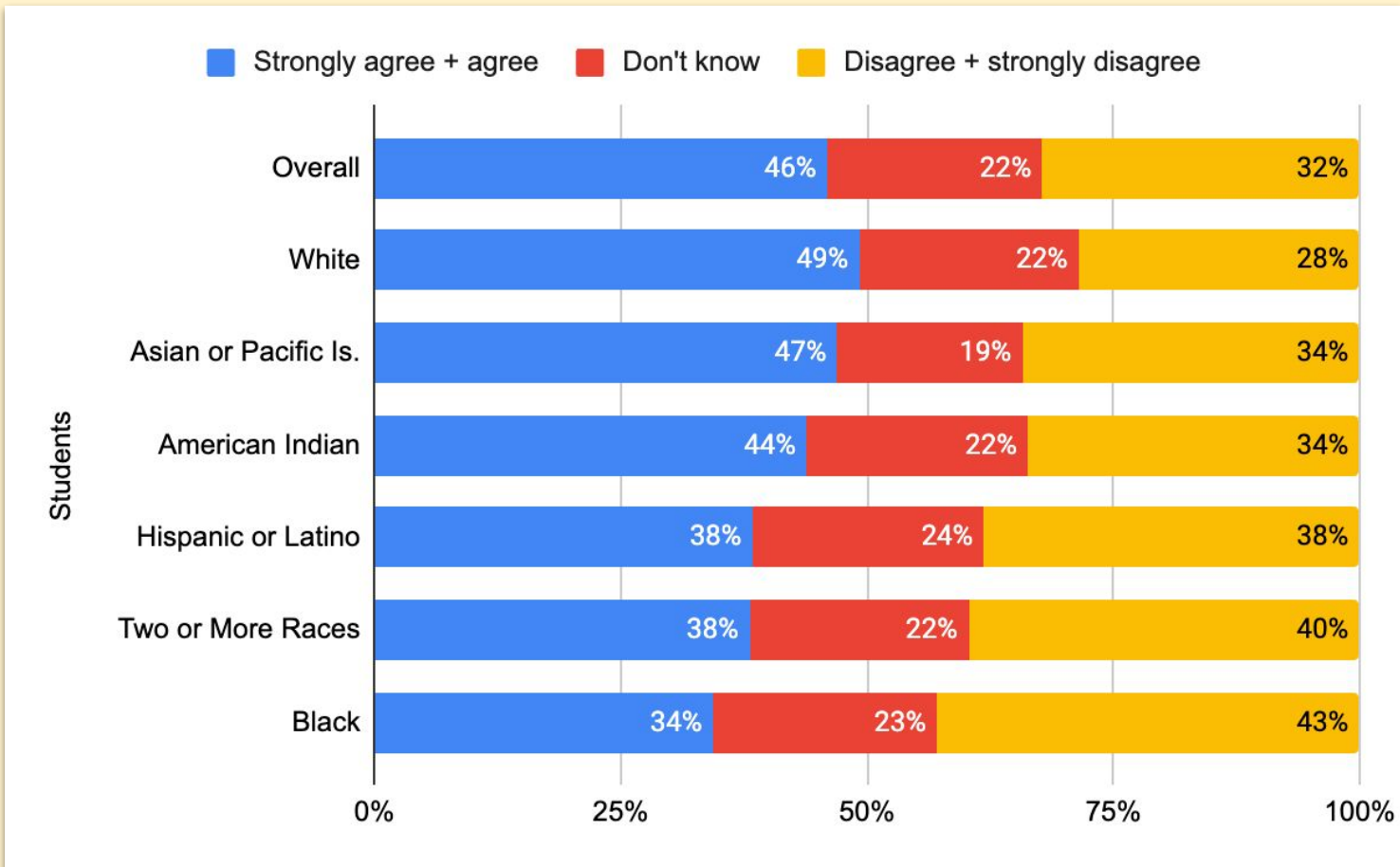
FIGURE 9

Hire teachers from diverse backgrounds

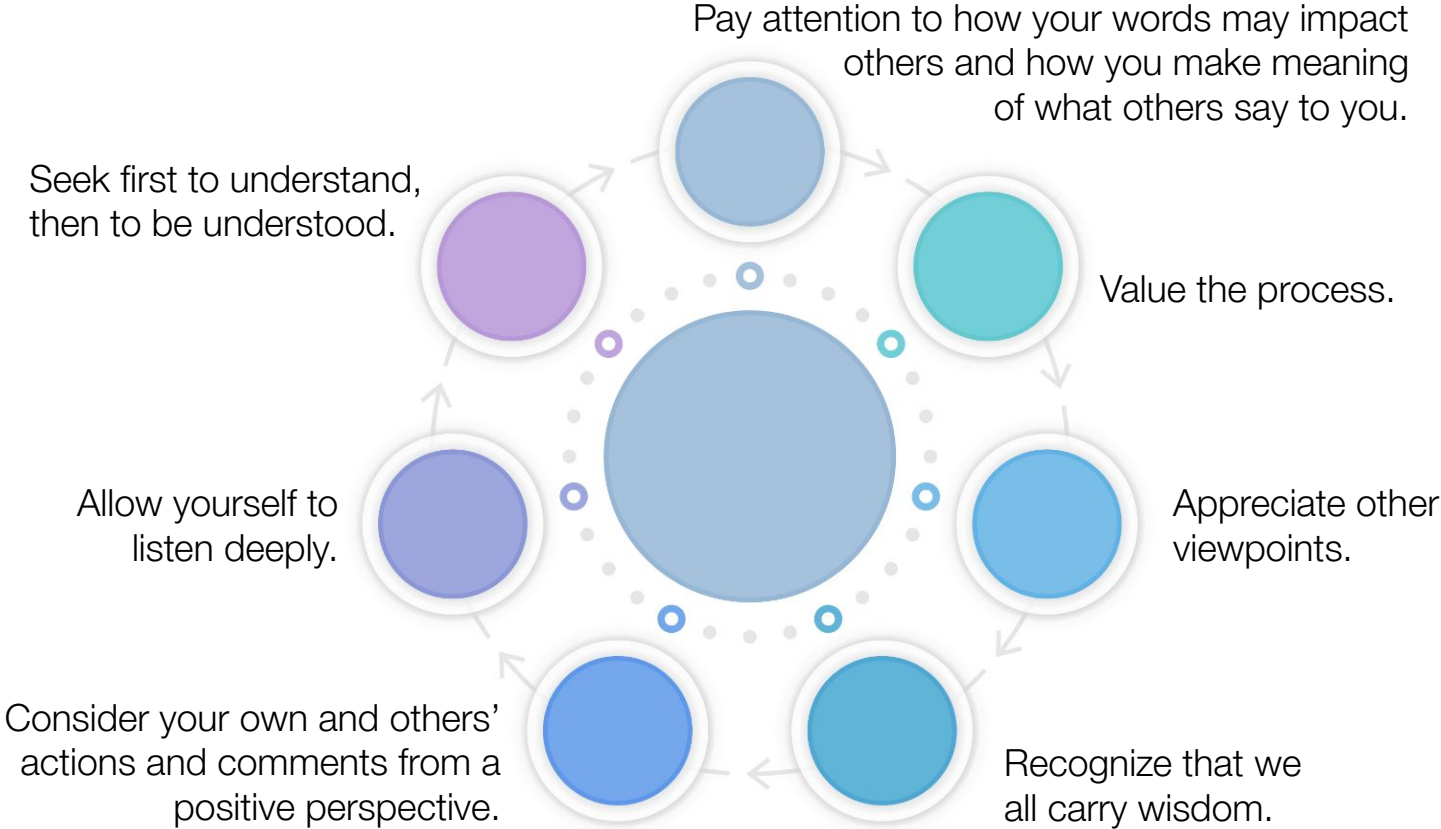


My school hires teachers from diverse backgrounds.

FIGURE 10



Community agreements



For the next 45 minutes, please have a **discussion with others at your table**.

There are **four guiding questions** for participants to discuss (on the next slide).

Each table has chart paper and markers; at each table, **as a group, please summarize your thoughts and feedback** on the chart paper.

After the meeting, district staff will **transcribe the written comments** and will compile in a report, **to be used as input** in the development of the plan.

We'll summarize next steps and timelines at the end of the meeting.

Guiding questions

1. How are you connected to Carlsbad Unified, and why did you come tonight? (Get to know your table.)
2. How can we foster a more inclusive, welcoming and safe environment in our schools for every student?
3. What specific actions or initiatives do you believe would be most effective in promoting a sense of belonging (for students, staff and parents) in our schools?
4. What are the biggest barriers or challenges that prevent equal opportunities for all students in our schools, and what strategies can we employ to overcome them?



Thank you for your participation!

Staff will compile input from this evening, and will use it in the development of a draft three-year strategic plan for Diversity, Equity, Inclusion and Belonging (DEIB).

A draft will be presented to the Board at our next regular meeting (June 21, 2023) for review and discussion. At that time, we'll determine the the timeline for finalizing and adopting the plan.