

# Educational Equity Dialogue Flipchart Notes

December 7, 2016 | 3:30pm – 5:30pm

## Access to Quality Preschool:

- **Lack of funding for pre-school in target communities.**
- Lack of funding for teachers in those communities.
- Need to identify the parents who need pre-school for their children.
- **Change perception in larger population of voters that pre-school equals babysitting.**
- Need to educate larger voter population of need and impact of good Pre-k.
- Success of students in Pre-K programs much higher than those not in Pre-K.
- Identify number of children who do not have access to Pre-K programs.
- **Need more quality early childhood education programs including home care and play groups.**

## Eliminate Funding Inequality:

- School & After School
- Board of Supervisors – public partnerships together
  - Marin Community Foundation
- Establish funding project – where are the gaps?
- MCOE – SchoolsRule - \$ to district foundations.
- Decrease funding inequality – improve how we distribute funds.
- Funding to youth who do not have the resources.
- Cohesive enrichment programs for every student in all districts.
- Outside sources assisting schools
- Structural definition – How much time? When can we show progress?
- Opportunity to:
  - Structure for evaluation of equity.
  - Cohesive enrichment opportunity.

## Increase Cultural Competency & Awareness:

- Media plan to reach different communities to inform them about events. (Independent Journal/Radio/Marin Cable)
  - How to reach indigenous populations?
- Have to engage in Marin Schools – tell the stories at schools.
- Beyond differences – not successful in Latino population.
- **Where are opportunities to build relationships, make connections.**
- Sports are not always available to all populations/kids due to lack of money.
- Biases go both ways – low income and high income.
- Populations don't show up in data if they are too small (ex: African American data).
- **Small Fireside Chats getting people of different views/backgrounds to talk face to face – build relationships, breakdown biases.**
- Faces of Marin displayed around Marin County.

### **Increase the Diversity of Teachers and Administrators:**

- Create a dating application for teachers to marry wealthy marines! LOL.
- **Need affordable Housing for teachers in Marin County.**
  - Advocate for free/subsidized housing for teachers/administrators.
- Engage Superintendents in GARE work to work in unity for Race Equity work.
- **Create talking points that highlight diversity is good for all kids not just kids of color.**
- Fund cohort training with community commitment for repayment.
- **Make systems increase diversity or remove funding.**
- Human Resources be trained by successful school staff recruiters.
- Build private/public partnership to fund/pool resources across districts so wealthy districts may fund underfunded schools to increased diversity of staff.
- Advocate for community cohesion, welcoming community for diversity and cultural inclusion/celebration.
- Map a vision for the future.
- Elevate Maika's equity voice and other school boards.
- **Monetary incentives for districts that do reach increased diversity in staff goals.**
- Train HR include community in hiring panels.
- Make curriculum diverse and culture to attract diversity of teachers.
  - Make teaching sexy for all students, especially culture and race.

### **A-G for All Campaign (A-G Default Curriculum):**

- Increase awareness and understanding of A-G (staff, community, students, etc.)
- Targeted strategies – some students need more support to become A-G compliant.
- **Cross campaign with cultural awareness, youth development empowerment intervention with school staff – Believe in All Students!**
- Pipeline – eliminate discrepancies earlier in the educational pipeline.
- Include parents.
- One size doesn't fit all- we need to create opportunities for trade/vocational tracking.
- Where is the safety net for those that aren't A-G?
  - COM, SRJC...ensuring that direct link.
- Identify the systemic issues and make movement
  - Enough A-G classes available?
  - Enough teachers?
  - Enough academic counselors?
- **School boards pass equitable policies.**