

A photograph of a city street at dusk. On the left, there are several tall, multi-story brick buildings. In the center, a truss bridge with a dark metal frame spans across a canal. The bridge's structure is illuminated with blue lights, and its reflection is visible in the water below. To the right, there are more buildings and trees, some of which are also lit up. The sky is a clear, deep blue. The entire image is overlaid with decorative blue hand-drawn graphics, including swirls on the left and right sides, and a series of downward-pointing chevrons at the bottom.

Diversity, Equity, Inclusion, and Belonging Updates

Priorities

1 Relationships and dialogue

2 DEIB professional learning
journey & equity
coaching/partnerships

3 Diversifying Educator Workforce

4 Reconvening Anti-Racist
Committee



DEIB Professional Learning Journey

Focus: Culturally Responsive Leadership & Practices

Design Considerations:

1. Multiple touch points – coaching approach
2. Rooted in research and data
3. Rooted in Lawrence
4. Building on existing structures
5. Building capacity of families, students, paraprofessionals, and all educators

DEIB Professional Learning Journey



Spring sessions with school leaders on Culturally Responsive Leadership and Practices

- Year-long learning and leading communities
- Just-in-time sessions in collaboration with partners

1.5 year approach



Diversifying our Educator Workforce

- Sustaining and establishing partnerships to build sustainable grown-your-own approaches
 - Mitigating financial barriers to obtaining degrees and completing certification process
 - Co-creating a strategic approach to recruiting, hiring, retaining, and sustaining educators of color
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