

Colton School District Protocol for Decision Making

Before we come together in decision making, we must first ground ourselves in our work by reflecting on our collective purpose and core beliefs.

Purpose: All students K-12 are on-track to graduate college and career ready.

Core Beliefs:

Champion for Kids

Expect Excellence

Carry the Banner

Merchant of Hope

Our **Equity Lens** is adapted from the state equity lens. The following questions will be at the forefront when we are making data driven decisions in CSD:

1. Who are the racial/ethnic and underserved groups affected? What is the potential impact of the resource allocation and strategic investment to these groups?
2. Does the decision being made ignore or worsen existing disparities or produce other unintended consequences? What is the impact on eliminating the opportunity gap?
3. What are the barriers to more equitable outcomes? (e.g. mandated, political, emotional, financial, programmatic or managerial)
4. How have you intentionally involved shareholders who are also members of the communities affected by the strategic investment or resource allocation? How do you validate your assessment in (1), (2) and (3)?
5. How will you modify or enhance your strategies to ensure each learner and communities' individual and cultural needs are met?
6. How are you collecting data on race, ethnicity, and native language?
7. What is your commitment to P-20 professional learning for equity? What resources are you allocating for training in culturally responsive instruction?

Creating a culture of equity requires monitoring, encouragement, resources, data, and opportunity. CSD will apply the equity lens to strategic investment proposals reviews, as well as its practices as a school district.