

School Site	Goals/ Change Idea(s)	Action Items	Measures	Timeline	Expected Progress
Emerson	Goal #1 Diversify Library	Order books for school library and classroom libraries	Receipt of scholastic dollars spent on diversity collections. Teacher requests for classroom book sets to be funded as soon as possible		All teachers will increase classroom library collections by at least 10 books from DEI lists School library increase DEI collection with \$1000 scholastic dollars
	Goal #2 Working DEI/Inclusion into everyday culture	Purchase Start Here, Start Now for DEI/Inclusion Affinity Groups and DEI leads to read and work with grade level to implement 1 lesson or strategy	Teachers implement 1 strategy from Start Here, Start Now with Affinity group guidance and coaching Picture and student materials		All teachers will participate
	Goal#1 Design and incorporate classroom activities that acknowledge and celebrate the diversity of the student body at George Washington Elementary	Create a google classroom that has resources to use within their lesson plans Topics could include: BIPOC Heritage, DHH Community, Autism Awareness, Armenian Heritage, API Heritage, Multicultural Education GC to be created and updated by teachers	Google classroom pages, observed lessons and activities, teacher survey (which pages did you u	October 2022 through May 2023	Students and staff celebrate -not alienate-other cultures. Incorporate multilingual populations, GC pages can be added to, updated at any time. New pages can be created over time.
Stevenson	Goal #1	To promote DEI work on campus and amplify voices of marginalized groups, teachers will submit a quote to display on PBIS monthly themes board	75% of teacher participation (20 of 26)	October through May	Google slides created and a staff meeting to introduce idea. PBIS monthly themes adjusted to be in sync with purpose of the goal
	Goal #2	To promote DEI work on campus and amplify voices of marginalized groups, each teacher will do one or more lessons incorporating a famous person that represents the amplified voice theme	100% teacher participation via school survey monthly		Google slide artist deck with book titles and lesson links adjusted to reflect artists of marginalized groups
Huerta	Goal #1 Empower and educate students to advocate for themselves and others	School culture assemblies Student digital Incident Form and Anonymous Form Admin visits to classrooms to reiterate school culture assembly Focus on the bystander as an advocate	Survey- Do students feel comfortable reporting incidents? Do students know how to report? Look at the data from the incident report form.	Look at the baseline data from last year by week 10 Mid-year survey End of year survey	Improved school climate Increased Knowledge of reporting (student data on reporting on incident form compared to surveys) Bell curve of reports
	Goal #2 Educate and empower staff on techniques and protocols for creating a climate in which students feel safe	Flow chart for hate speech consequences Staff follow-up with students (what staff should do after student reports)	Survey asking staff if students report incidents to them, what the follow-up was, and satisfaction with results	Mid-year survey End of year survey	Staff supports students and makes sure that there is an outcome/closure to student incident reporting

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Muir	Goal # 1	Provide 5 professional development trainings for certificated and classified staff members on working with Armenian students and families and serving ELD populations		2022-2023 school year	Improved staff efficacy with English Learners and Armenian students and their families.
	Goal # 2	Conduct separate focus groups with students representing our Black, Latinx, LGBTQ+, and ELD populations and use our findings to improve the school experience for these populations		2022-2023 school year	Better understanding of the issues that face our under-represented groups. This will allow us to develop next steps in supporting them.
Burbank Adult School	Goal #1 BAS will increase student enrollment by 10% assuring that we provide programs based on equity, diversity, and inclusion for adult learners, including the following: <ul style="list-style-type: none"> Returning citizens Veterans New Americans People experiencing hardship 	Revise enrollment procedures to expedite registration and avoid waitlists. Create and revise program flyers/catalog and share with community partners for inclusion and diversity. Offer specific trainings to our staff on equity and inclusion to ensure that all adult learners are well-served.	ASAP enrollment and persistence, monitor waitlist, check weekly attendance reports, check for students who are not attending (ASAP), survey students who are not longer attending. Keep a tally of complaints.	End of the school year (2022-2023)	Increase enrollment assuring that all our students get equal opportunity to join our programs.
	Goal #2 100 % of BAS teachers will have completed PD trainings to ensure that all our adult learners receive high quality instruction where equity and inclusion are part of the every day process of teaching and learning.	Schedule one PD meeting in the Fall semester and two PD meetings in Spring semester. Monitor school climate by visiting the classrooms regularly. Provide documents/articles to further best practices of inclusion in the classrooms.	Student survey Collect teaching best practices in classrooms Monitor student complaints	2022-2023 school year	Achieve a school climate where every student feels supported to reach his/her goal.
Burbank High School	Goal #1: Hold one PD per semester where 100% of teachers will get at least one take away they can implement in their practice as measured by a survey	Provide PD trainings for all staff with USC Armenian Studies department on working with Armenian students and families, as well as PD on working with ELD populations.	Ask staff K-W-L before PD, and then ask for takeaways and tips learned. Check in regarding ongoing growth opportunities. Surveys to get feedback.	At the end of 1st and 2nd semesters	Better understanding of the cultures/populations we serve.
	Goal #2: ASB DEI reps (with help from Staff) will lead a once a month meeting with the cultural clubs on campus to discuss/implement/share student generated ideas to advance DEI	Students will work with BHS TV and ASB to create events and lessons to promote more cultural awareness.	Surveys from students and staff regarding events and participation rates	Check monthly to ensure that meetings occur.	Raise cultural awareness and appreciation on campus.

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	Goal #3: Increasing safety on campus for all students by having 100% of incidents reported are investigated AND some sort of follow up is had with the person who reported	Creating digital incident report forms with links that will be posted on the BHS website and with QR codes in classrooms. Student Center will have laptops or Chromebooks with icons for students to access reports. Reports will automatically be sent to admin, and admin can see results in spreadsheets for better follow-through.	Look at data to see if certain categories of incidents (fights, bullying, etc.) decrease after interventions stemming from incident reports. Follow-up with students and teachers to ensure satisfaction from how incident reports were handled. Look at data on turnaround time for how long it takes incidents to be handled from start through follow-up finish.	Look at the end of each quarter for changes.	Increase feelings of safety on campus
Jefferson ES	Goal #1: By the end of the 2022-2023 school year, each grade level team at Jefferson will plan a literacy unit using the BUSD DEI toolkit as a resource for materials/curriculum that represent and affirm student identities.	Use appropriate funding streams to provide GL teams a facilitated 1/2 day of release time for planning a literacy unit	Each grade level team should produce at least one literacy unit plan with explicit connections to the DEI toolkit.	By end of the 2022-2023 SY	Improve our instructional practice by learning planning techniques and using district resources to diversify the voices represented in our literacy units
	Goal # 2: By the end of the 2022-2023 school year, school leadership teams at Jefferson will explicitly disaggregate data (looking at racial identity & economic status) as a consistent part of our data analysis protocol (whether looking at academic or behavioral data).	Identify a common data protocol to use to analyze data and disaggregate.	Leadership team agendas/minutes (for both SSC, ILT, & School Climate team) will reflect consistent data analysis with disaggregated data.	By end of the 2022-2023 SY	Center student identities in our practice of assessing student and schoolwide progress.
Monterey HS	Goal #1 Instruction - To increase the representation of BIPOC individuals or characters into two units of study for each teacher.	Admin will create pairings of teachers to work together Admin will calendar time for teachers to work on lesson Teachers will turn in lesson plans	Each teacher will submit at least two lessons to enhance their units of study that are centered around creating a more diverse representation in class. This can include LGBTQ, BIPOC, people with Disabilities or other marginalized groups.	First Lesson plan Due: February 2023 Second Lesson Due: May 2023 (4 lessons during the 2023 school year)	Teachers will continue to add more inclusive lessons to their units of study each quarter. By Fall of 2024 Teachers will have incorporated 5+ units into their units and each students will have had multiple units in each subject matter dedicated to DEI
	Goal #2 Community- After each quarter the MHS leadership/DEI team will look at credit completion, grade, attendance and graduation data of our population and disaggregate the information based on race, gender, ability and socioeconomic trends. From this information we will create presentation for the staff and plans moving forward based on the information that is found.	Admin will calendar meetings after each quarter ends with the DEI team to review data. Admin will calendar staff meetings to review data and goals. Goals will be reviewed and updated every quarter	Data will be recoded each meeting to show an increase in positive outcomes based on the goals set.	By October 14 Admin will calendar all dates and assign roles to the DEI team. Admin will look at what reports need to be run after each 10 week grading period and create a list so team is look at consistent data. Due dates for review Q1: Nov 4 Q2: Jan 20 Q3: March 31 Q4: September 8	MHS will have a better understanding of their student population and be able to see if there is a population of students who is more, or less, successful. MHS Admin team will also be able to share the MHS information with the district office so that patterns of inequity might be shown within the comprehensive sites and goals of improvement outcomes for kids may be developed district wide.

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BCDS	Goal #1 Ensure a welcoming, safe, inclusive and equitable school community	Regular review and assessment of school and district climate *Regular review of discipline (referral) data *Assess and ensure courtyard and classrooms are welcoming and inclusive *Incorporation of lessons and activities that acknowledge and celebrate the diversity of BCDS	Completion of climate survey by students and staff *Review of referrals and suspensions based on hate language/behaviors *Google Forms before and after lessons on diversity in Future Choices Classroom	Survey sent to students and staff by End of semester *Resend survey / Review again at end of school year *Development of lessons this school semester that can be implemented in the spring semester	Increase in participation and positive results from school climate survey *Decrease in discipline related to hate speech/behaviors	
	Goal #2: Respect and value diversity	Cultural celebrations and recognitions *Increase bullying and disability awareness *Increase sexual preference and gender identity awareness	Increased recognition and participation in cultural celebrations *Disability/bullying awareness trainings for staff and students *LGBTQIA+ awareness training for staff and students	Ongoing/annually *By end of school year/annually *Send survey to students asking what holidays they wish were celebrated/ recognized by end of semester *Make calendar for next school year with new holidays, etc. *Schedule presentations for bullying awareness, disability awareness, sexual preference/gender identity awareness by end of school year (for next calendar year)	Increase in amount of cultural celebrations and recognitions at the school site *Participation by students and staff in trainings related to DEI goals	
Disney	Goal #1: Increase stakeholder engagement at all levels, including families, staff, and students.	Regular committee meetings, resources shared with teachers, schoolwide events, peer reading program	Number of meetings, school events, and resources shared; teacher participation in peer reading program	Review monthly, with a final evaluation at the end of 2022-2023 school year	Increased stakeholder participation and positive school culture	
	Goal #2: Expand inclusion practices to grow our school culture and celebration of diversity.	Increase focus on abilities and language in diversity and inclusion activities, communication, events, and instruction	Agendas, lesson plans, school and classroom visuals, artifacts of communication	Review monthly, with a final evaluation at the end of 2022-2023 school year	Students and larger school community will be more aware of the broadness of diversity and inclusion, thereby enhancing their ability to celebrate their own diversity and that of others	
Miller	Goal #1: Implement a school wide diversity book study each trimester.	DEI Affinity group will select a book for each trimester for all classes to read to students and then follow up with activities and projects that teachers do with students.	Activities and projects will be posted in the hallways and shared through gallery walk. These will also be posted on the school's website.	September 2022 - May 2023	Increase staff, students, and parents appreciation of a diverse, equitable, and inclusive school.	
	Goal #2: Create a list of books with activities and projects for each month that reflect diversity, equity, and inclusion for the school wide book study.	DEI Affinity group will select a book for each month for all classes to read to students and then follow up with activities and projects that teachers do with students each month.	Survey at the end of the school year given to staff and students.	For use in the 2023-2024 school year.	Increase staff, students, and parents appreciation of a diverse, equitable, and inclusive school.	

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Roosevelt	Staff and students will celebrate the diverse individual identities of our school community.	Every class will engage in age-appropriate identity activities throughout the year	Teachers will display assignments and artwork from identity activity		
		Celebrations of culture and diversity will be honored throughout the year			
Luther	Goal #1 After on ePD per semester, 1005 of departments will have one practical strategy to increase inclusion within their curriculums.	After our PD, strategies will be developed to include multiple perspectives (diverse sources) in each department – work with department chairs.	Each department will have a google document showing practical strategies. Funding for requested resources will be approved ASAP.	Semester by Semester	100% department participation.
	Goal #2 Build a site specific DEI Survey to give a baseline of how our population feels and how our school is addressing DEI.	Survey data will be put out in Advisory and Staff meetings. PTSA will be involved in reaching parents.	Data will be collected	October 2022-23	100% of students and faculty participation in the survey and 60% of parents will complete
	Goal #3 DEI Committee will work in tandem to support PTSA in their efforts to plan Multi-Cultural celebrations/assemblies on campus.	Committee will help research and provide resources to PTSA. Funding for any items will be approved ASAP.	1 celebration/assembly will be calendared for the 2023-24 school year.	October 2022- May 2024	80% of participation by students in these celebrations.
Burroughs	JBHS will develop and implement a rubric to assess diversity, equity and inclusion for teachers, students, and administrators to evaluate, guide, and inform classroom practices.	*DEI Site Leads create the rubric. *DEI Site Leads test implementation. *Staff training on how to use rubric. *Department leads pilot implementation. *Schoolwide implementation.	Teacher self-assessment data. Student response data.	May 2023	100% of teachers use the rubric by the end of the year to assess at least one lesson.
Bret Harte	Goal 1#: Inclusive and diverse books within classroom libraries and used as read alouds.	DEI team will send monthly emails featuring a diverse read aloud. Grade levels will bring a book to spotlight at each staff meeting. Supplement 1 Benchmark text with an option from the DEI list provided at the beginning of the year.	List of books shared by DEI Leads; staff meeting agendas and list of books presented; list of titles teachers utilize to supplement Benchmark Advance Curriculum	October 2022 - May 2023	All teachers will be able to utilize the anthology list and will assess their own classroom libraries and the types of identities and backgrounds that are represented within their library.
	Goal #2: Teachers will gain a deeper understanding of white dominant culture and its impact on history through reading Stamped (for Kids).	Staff will read and discuss a portion of Stamped (for Kids) at each staff meeting	Staff Meeting Agendas; notes on discussion	Nov 2022 - May 2023	Teachers will use knowledge gained through reading and discussion of readings to contextualize historical and current events in their classroom as is developmentally appropriate.

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Providencia	<p>Goal #1</p> <p>During the 2022-2023 school year, Providencia will diversify classroom libraries.</p>	<p>We will order books for the school library and classroom libraries as well. We will use the DEI Toolkits for each grade level to purchase additional books to supplement instruction.</p>	<p>Receipts from book purchases (Scholastic and Amazon).</p>	<p>October to May</p>	<p>All teachers/grade levels will increase their classroom library by at least 10 books from the DEI Toolkit list.</p> <p>School library will increase DEI collection by at least 10 books.</p>
	<p>Goal #2</p> <p>Design and incorporate monthly character trait and role models for students to learn about during our daily DEI/SEL time block.</p>	<p>Create a schoolwide list of resources each month (primary and intermediate) that teachers will use to support their daily lesson planning.</p> <p>Invite local role models to speak at our monthly Spirit Assembly.</p>	<p>DEI/SEL Google Shared Drive with resources to use.</p>	<p>September to May</p>	<p>Increase staff, students, and parents knowledge and appreciation of diverse role models.</p>
Edison	Goal #1	<p>Expand inclusion practices to grow our school culture and celebration of diversity.</p>	<p>Ongoing staff training to help staff understand and share new practices in their classrooms.</p> <p>Teachers sharing lessons with their colleagues.</p> <p>On going training in monthly faculty meetings.</p> <p>Keep parents aware of staff trainings in this area to our PTA, Fundraising Committee, ELAC and School Site Council.</p>	2022-2023 School year	<p>New lessons to be implemented in classrooms.</p> <p>On going conversations with staff on best practices .</p> <p>A school climate where all students feel supported in this learning environment.</p> <p>Increased cultural awareness for staff and students.</p>
	Goal #2	<p>We will work on adding inclusive and diverse books within classroom libraries, curriculum lab and school library.</p>	<p>Share new student level books at faculty meetings.</p> <p>Keep a current list of new diverse and inclusive books for teachers to know what is in the school library or curriculum lab for their use.</p>	2022-2023 School Year	<p>Purchasing books with the idea of increasing cultural awareness and acceptance.</p> <p>Larger collections of diverse and inclusive books for classrooms and school library.</p>