

Diversity, Equity & Inclusion Commitment

Goleta Union School District

Pupil Services Department

Diversity, Equity & Inclusion Commitment

Goleta Union School District

As each GUSD department completes the input and revision process with our educational partners, information will be added to this document and updated on the GUSD website. This will continue to be a living document.

Current actions implemented:	<i>Evidence</i>
STUDENT CLIMATE:	
Support principals and school staff with social/emotional education to ensure all students have language and skills aligned to CASEL framework	2nd Step Scope & Sequence; PBIS Implementation
Support schools/district with a uniform foundation for safety plan and school handbook that addresses issues of diversity, equity, and inclusion such as progressive discipline, responses to race-related incidents, the complaint procedure (for students, parents, and staff), etc.	Universal Handbooks for All School Sites SB187 School Site Safety Plans
Support school sites with scheduling so that students receiving special education and/or related services have access to core, essential instruction.	School Site Schedules; Training on Implementation of IEPs & Services; Service Provider Schedules
Ensure access to interpretation/translation services to families through community liaison, bilingual site staff, and district interpreter.	Increased Number of Positions for CL and Translators; Increased Number of Bilingual Documents
Regularly collect, analyze, and evaluate student achievement and growth data by student groups to ensure progress for all students receiving special education and/or related services, foster youth, and/or experiencing homelessness	Psychoeducational Assessments; STAR 360; SBAC/CAA/ELPAC; Curriculum Based Measures (SPIRE, Corrective Reading, Edmark, etc.)

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Support positive attendance and reduce chronic absenteeism by reaching out to families and attending to truancy letters in a timely manner to avoid and/or minimize SARB involvement	Meeting with DA; New SARB Truancy Letters; ParentSquare Posts; Creation of ParentSquare Attendance Templates for Principals
Staff training to increase capacity for administrators and mental health providers (School Psychologists, MFTs, LCSW) to promptly respond to bias-based incidents including those that are race-conscious	Dr. Kinette Richards Training; UCSB Trauma-Informed Schools Administrator Training
Support student social/emotional wellness through benchmark assessment and procedures for response using DESSA-Mini	DESSA-Mini Year 1 Roll Out
Support increased inclusion for students with special education services	School Psych, BCBA, UPK TOSA support on school sites
Establish/maintain complaint process regarding students/parents	Revised AR/BP; Universal Handbook Section specific to Complaints
Establish system of communication between staff to share updates, information, student progress, access to resources, and to solicit feedback/input.	Pupil Service Updates via email; All SpEd staff meetings every month
Maintain policies and procedures that support diversity, equity, and inclusion.	Revisions to AR/BP; Universal Handbook
Support principals and school staff with progressive discipline, including alternatives to suspension/expulsion and restorative justice practices	Universal Handbook; Training on PBIS, Progressive Discipline, and Synergy Behavior Input
Reviewing of previous and current school year behavioral data for office referrals and suspensions through the lens of equity to determine if students of color, students with disabilities, and students who are multi-lingual learners have a higher likelihood of increased disciplinary action	Ongoing

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STUDENT CLIMATE:			
<i>Completed actions to increase DEI in GUSD:</i>		<i>Evidence</i>	<i>Anticipated Date of Initial Completion</i>
<input checked="" type="checkbox"/>	In conjunction with Instructional Services and Human Resources, establish articulation with SBUSD to ensure enrollment, preparation for curriculum, communication to families about options, resources for students transitioning from 6th to 7th. UPDATE: Pupil Services has met with SBUSD counterparts on four occasions to address a more fluid transition. Office staff have solidified student transfer procedures.	Meetings with SBUSD	2023/2024
<input checked="" type="checkbox"/>	Increase/expand use of Second Step Anti-Bullying Unit. UPDATE: Materials continue to be used as an intervention/reactive strategy. We would like to move toward using the anti-bullying units as a proactive/preventive measure to prevent any bullying behavior in our schools. Goal is met as written however, our desired efforts continue further work.	Second Step Scope & Sequence	2023/2024
<input checked="" type="checkbox"/>	Support principals and school staff with social/emotional education to ensure all students have language and skills that align with needs reported through completion of the DESSA-Mini. UPDATE: A full year of DESSA-Mini data and training with site leadership has led to a stronger understanding of how the DESSA aligns with students' SEL needs.	DESSA-Mini Data	2023/2024
<input checked="" type="checkbox"/>	Support increased inclusion for students with special education services through general education staff training presented by school psychologists, BCBA's, OTs, UPK TOSA, SpEd Teachers. UPDATE: Presentations at individual school sites have occurred across the school year.	August PD and Staff Meetings	2023/2024
<input checked="" type="checkbox"/>	Team with Instructional Services to seek student climate data that can be reported out. UPDATE: Recent student-generated LCAP data is now informing future LCAP goals.	LCAP	2023/2024

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<input checked="" type="checkbox"/>	In conjunction with Technology Services and Instructional Services, work on ensuring equitable access for all digital learning needs including internet/device access, student safety with digital media use, and education for parents. UPDATE: <i>Universal Handbook reflects collaboration with Technology Services to ensure that families and students had information about the type of devices used at schools, safety precautions about using the internet and student accounts (e.g. SeeSaw, Lexia, google), and that cyber bullying is prohibited. In addition, handbook language shared that all student accounts are monitored.</i>	Educational Technology Plan; Universal Handbook	2023/2024
<input checked="" type="checkbox"/>	In collaboration with MOT, create and maintain a PBIS focused "Bus Handbook" and Bus Citation/Behavior Slip that aligns with District-Wide PBIS Mandates. UPDATE: <i>A new "transportation safety plan" was developed by the transportation supervisor to meet all legal requirements and revise all rules of conduct for when students are on the bus and waiting at bus stops both at the school setting and community setting.</i>	Bus Handbook; Universal Handbook	Fall 2023

STUDENT CLIMATE:			
<i>Next Step actions to increase DEI in GUSD:</i>		<i>Potential Action Item</i>	<i>Anticipated Date of Initial Completion</i>
<input type="checkbox"/>	Support positive attendance and reduce chronic absenteeism by reaching out to	New Site Tardy	2023/2024

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	families and attending to truancy letters in a timely manner. UPDATE: Site principals have been diligent about reaching out to families and facilitating attending support meetings. Department has been sending out district-wide attendance notices/best practices via ParentSquare. Increased positive student attendance, but attendance is still an area of focus for district. Ongoing effort required to get to 5% or below.	Letters	
<input type="checkbox"/>	Review & update policies and procedures that support diversity, equity, and inclusion. UPDATE: Ongoing efforts as policies and procedures have been happening as they are due for review.. Ongoing efforts required.	Revised AR/BP	Ongoing
<input type="checkbox"/>	A new School Climate LCAP goals will be developed with action goals and be monitored over the next three years.	LCAP Goal	June 2024 - June 2027

<i>Current actions implemented:</i>	<i>Evidence</i>
SCHOOL & STUDENT SAFETY:	
FERPA Training	Ongoing
Facilitate Standard Response Protocol (SRP) Training for all district office staff and administrators in order to support on-site SRP training with all school-based staff members	August PD
Hold and document monthly Standard Response Protocol (SRP) drills at the district office	SRP Drill Schedule
Support site leadership with playground training that helps facilitate behavior on the playground and how best to intervene, especially with harassment/bullying-type interactions.	UCSB Partnership

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Begin developing clear student norms through the PBIS process that begin to address DEI challenges at all school sites.	Year 2 - 3 schools Year 1 - 3 schools Year 0.5 - 3 schools
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SCHOOL & STUDENT SAFETY:			
<i>Completed actions to increase DEI in GUSD:</i>		<i>Evidence</i>	<i>Anticipated Date of Initial Completion</i>
<input checked="" type="checkbox"/>	Increase awareness of SB187 School Site Safety Plans with community. UPDATE: Completed and all safety plans are posted on the website.	SB187	2023/2024
<input checked="" type="checkbox"/>	Increase awareness of Standard Response Protocol (SRP). UPDATE: A ParentSquare post at the beginning of the school year informed school community of what SRP and procedures involved are. Detailed SRP information has been included in the Universal Handbook. The new district website also has extensive SRP information.	SRP Parent Handouts & Training; Universal Handbook	2023/2024
<input checked="" type="checkbox"/>	Expand/transition Fairview Preschool Program to school sites for increased inclusion and community building. UPDATE: All Fairview Preschool classes were moved to Hollister and La Patera School campuses in the fall of 2023.	Board Presentation	2023/2024
<input checked="" type="checkbox"/>	Expand inclusion opportunities in TK to decrease number of students going into Intensive SpEd Programs. UPDATE: Efforts to increase the amount of students with disabilities (SWD) who have Extensive Support Needs (ESN) being a part of a general education TK/K class have been underway this school year.	Training	2023/2023
<input checked="" type="checkbox"/>	Establish clear policies and procedures for responding to incidents of anti-racism with students, staff, and parents. UPDATE: Site leaders report to the district office any incident related to anti-racism and	Universal Handbook	2023/2023

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	<i>follow-up is done for each individual instance documented.</i>		
<input checked="" type="checkbox"/>	Regularly review (and update as needed) the positive behavior and intervention supports (PBIS) matrices that define expectations and responses in various settings across the school setting. UPDATE: Completed.	School PBIS Matrices	2023/2023

SCHOOL & STUDENT SAFETY:			
<i>Next Step actions to increase DEI in GUSD:</i>		<i>Potential Action Item</i>	<i>Anticipated Date of Initial Completion</i>
<input checked="" type="checkbox"/>	New this year, efforts to refine complaint procedures on the district website and within the Universal Handbook was completed. Completed.	District website/ Universal Handbook	August 2023
<input checked="" type="checkbox"/>	New Title IX training developed and provided to all GUSD staff through staff meeting presentations. Completed.	Title IX Presentation	2023-2024
<input type="checkbox"/>	Mental health resources continue to be developed on the district website and distributed to school site staff and families. Pupil Services is seeking additional grants and funding to expand current services. Ongoing efforts.	District website / Grant awards	Ongoing
<input type="checkbox"/>	Currently partnering with UCSB to take on school psychologist interns. Pupil Services is seeking a partnership with Antioch University to take on MFT interns. New goal.	MOU	August 2024
<input type="checkbox"/>	Pupil Services has been developing resources to support our students and families who a part of the LGBTQTIA+ community and posting them on	District website	Ongoing

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	the district website. Resources are also provided to families as needed. <i>Ongoing effort.</i>		
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<i>Current actions implemented:</i>	<i>Evidence</i>
PARENT ENGAGEMENT:	
Preschool/TK Information Nights for Families with Children with Disabilities	Preschool/TK Info Nights
Collaboration and consultation with outside agencies (ABA and other private providers) to improve services, IEP development, and home-school communication	Communication through Release of Information, observations, attendance at IEP meetings
Collaboration with Alpha Resource Center and Tri-Counties Regional Center to support greater parent/guardian knowledge of special education supports and services, especially for children just turning 3	Presentations; ParentSquare Posts

PARENT ENGAGEMENT:			
<i>Completed actions to increase DEI in GUSD:</i>		<i>Evidence</i>	<i>Anticipated Date of Initial Completion</i>
<input checked="" type="checkbox"/>	Increase communication to families about district mindfulness program (Inner Explorer) and provide guidance to accessing materials for	ParentSquare Posts	2023/2024

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	themselves. Resources are offered in English and Spanish. UPDATE: Completed.		
<input type="checkbox"/>	In conjunction with Instructional Services provide parent nights focusing on safe technology access and digital learning information. UPDATE: In process. District technology plan is being reimagined. District plan is expected to be completed by 2024-2025 school year.	Parent Nights	2023/2024
<input type="checkbox"/>	Provided increased information regarding early intervention services and supports for incoming families for students ages 3+, preschool, transitional kindergarten and kindergarten through family information nights, workshops, and presentations. UPDATE: Completed for preschool families as they enter GUSD. Work continues to increase information for incoming TK/K families. Much of this work continues to be 1:1 as needed.	Information Nights; Presentations with Outside Agencies	2023/2024
<input checked="" type="checkbox"/>	Increase awareness of multi-lingual learner reclassification process through an IEP for parents/guardians who have a child with disabilities. UPDATE: Completed. Department continues to train new SPED staff of criteria and procedures for reclassifying students with disabilities.	IEP Documents	2023/2024
<input checked="" type="checkbox"/>	Provide accurately translated special education documents, especially IEPs and assessment reports, to families by working with the SBC SELPA. UPDATE: Completed. Practice in place.	IEP Documents	2023/2024

PARENT ENGAGEMENT:

<i>Next Step actions to increase DEI in GUSD:</i>	<i>Potential Action Item</i>	<i>Anticipated Date of Initial Completion</i>
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<input type="checkbox"/>	Special Education Advisory Committee (SEAC) launched. First meeting scheduled for the end of April.	Agenda posted on website. ParentSquare invite to community.	April 2024
<input type="checkbox"/>	Out of the new proposed School Climate LCAP goal, parent/guardian engagement in school events (e.g., Back to School Night, Open House, Parent-Teacher Conferences) will be calculated.	LCAP Goal Metric	2024-2027

<i>Current actions implemented:</i>	<i>Evidence</i>
STUDENT ACHIEVEMENT & ACCESS:	
Work alongside Instructional Services Department to secure relationships with UCSB and other local resources to provide interpretation in other	Parent Conference Schedule

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languages for Parent-Teacher conferences to create greater access to those families needing interpretation other than English	
Conduct monthly all Special Education staff meetings where all staff engage in legal training, IEP understanding, and job-alike cohort conversations (SpEd Teacher, School Psychologist, Speech-Language Pathologist, Nurse, BCBA, OT, etc.)	SpEd Monthly Meetings
Conduct monthly special education teacher trainings where they increase their knowledge based of disabilities in order to gain new credentials ((Mild to Moderate Support Needs (MMSN), Extensive Support Needs (ESN), and Early Childhood Special Education (ECSE))	SpEd Monthly Meetings
In collaboration with Instructional Services TK/K TOSA and Director, provided professional development to all special education inclusion preschool staff, TK staff, and K staff to increase knowledge of developmental milestones and inclusion based activities that increase student access to the general education environment	Ongoing; Site Visits; Preschool Staff Meetings/Trainings
Assessed all TK eligible students in the preschool setting to provide them with the opportunity and appropriate IEP supports to transition from preschool to TK	Fall 2022
Increased inclusive preschool opportunities by expanding the state and special education inclusion preschool program to school sites and creating "partner pods" (1 State Preschool + 1 SpEd Inclusion Preschool) at Ellwood and two at Fairview	August 2022
Reviewing disproportionality data to determine why there is an over identification in special education of multilingual learners and students of color	Ongoing

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Increase hiring of Board Certified Behavior Analysts (BCBAs) to three to support early behavioral intervention with Preschool/TK and Tier 2/Tier 3 behavioral intervention in K-6 across the district	January 2023
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STUDENT ACHIEVEMENT & ACCESS:			
<i>Completed actions to increase DEI in GUSD:</i>		<i>Evidence</i>	<i>Anticipated Date of Initial Completion</i>
<input checked="" type="checkbox"/>	Review complaint procedures for clarity of access and process. UPDATE: Completed. Universal handbook, annual notifications, and GUSD website revised.	Complaint Procedures	2023/2024
<input checked="" type="checkbox"/>	Conduct monthly all Special Education staff meetings where all staff engage in PLC related activities within their job-alike cohorts (SpEd Teacher, School Psychologist, Speech-Language Pathologist, Nurse, BCBA, OT, etc.). UPDATE: Completed. This may continue to evolve in upcoming years.	Department Staff Meetings	Ongoing

STUDENT ACHIEVEMENT & ACCESS:		
<i>Next Step actions to increase DEI in GUSD:</i>	<i>Potential Action Item</i>	<i>Anticipated Date of Initial Completion</i>
<input type="checkbox"/> Review retention, including Kindergarten Continuance, and acceleration procedures	Retention and	May 2024

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	for developmental appropriateness. UPDATE: <i>In process of revisions to board policies.</i>	Acceleration Procedures	
<input type="checkbox"/>	Added Differentiated Assistance LCAP goal for special education. UPDATE: <i>Currently revising the goal to reflect the new three year cycle.</i>	LCAP	June 2024