

Fiscal 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.

Fiscal Services Department:

<i>Current actions implemented</i>	<i>Evidence</i>
Utilize LCAP process to ensure required funding for supplemental services is available for students from low-income families, learning English as a second language, foster youth, and students experiencing homelessness	23-24 Adopted Budget LCAP Budget Overview
Allocate financial resources based on enrollment size, demographics, and need (e.g., Federal Title 1 & 3, State one time grant funds)	GUSD website (budget), ConAPP
Ensure budget for support of site and district safety plans.	GUSD Website District Budget
Maintain and collaborate with the State on Expanded Learning budget to provide funding for after school care and enrichment targeting students.	GUSD Website District Budget
Maintain and collaborate with Instructional Services and Pupil Services budget to provide oversight funding for preschool through state funding and district budget.	GUSD Website District Budget
Establish system of communication between staff to share updates, information, access to resources, and to solicit feedback/input.	Monthly Director meetings, Leadership

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Maintain policies and procedures that support diversity, equity, and inclusion.	Updated Board Policies
Access to devices for employees across the district (MOT, Food Services, Tech) to check emails, receive notifications, access to training while at work.	Device Inventory
Access district-wide to communication devices (i.e.two-way radios) for emergency and safety communications.	Radio Inventory

<i>Completed actions to increase DEI in GUSD:</i>		<i>Evidence</i>	<i>Anticipated Date of Initial Completion</i>
<input checked="" type="checkbox"/>	Ensure funds are available for DEI training and GUSD efforts to support across all sites. UPDATE: <i>LCAP funds were used to provide two days of Dr. Anthony Muhammad professional development on equitable access to education. Equitable camp funding is provided to all school sites.</i>	DEI Training Participation LCAP	Ongoing
<input checked="" type="checkbox"/>	Ensure all staff are made aware of complaint procedures and harassment policy upon hire and annually thereafter. UPDATE: <i>Fiscal Services department with support from Human Resources ensured all new and current staff are aware of these policies and procedures.</i>	Get Safety Trained	Fall 2023

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☑	Allocate financial resources to support equitable access across school sites for: sixth grade camp consideration (\$125 per 6th grader), bussing opportunities for field trips (\$5 per student for buses) and camp considerations. UPDATE: <i>To ensure equitable access across all schools for 6th grade camp, the allocation per site for camp was increased to \$155/6th grade student.</i>	Site Budgets Camp payments, Purchase Orders	2023-24
☑	Through the development of plans (e.g. Instructional Materials Discretionary Block Grant, COVID Relief Funds, Expanded Learning Opportunity Grant) shared at Board meetings, inform the community of new state/federal funding for initiatives to support student learning. UPDATE: <i>Transportation funding received from the state requires a plan demonstrating equitable offering of home-to-school transportation for qualifying students. This is new funding starting in the fiscal year 2023-2024. This is an ongoing plan with the first plan completed March 2023. Other named plans were completed.</i>	GUSD Website Board Agendas	Ongoing
☑	Enhance detailed budget reporting in budget books presented to the Board of Trustees in a public meeting to ensure accountability for LCAP, Federal Title Funds, ELOP, School Sites, and other programs to report on equity in the budget across the District. UPDATE: <i>This is an ongoing goal with all of the aforementioned budgets shared three times a year. Budget books are now also translated so that they are available on the GUSD website in English and Spanish.</i>	GUSD Website District Budget Books	June 2023

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Fiscal Services(continued):

<i>Next Step actions to increase DEI in GUSD:</i>	<i>Potential Action Item</i>	<i>Anticipated Date of Initial Completion</i>
Funding of new State of CA approved social studies curriculum adoption that contains content that best fits the perspective of social studies through the GUSD DEI lens. UPDATE: <i>In progress. Teachers are currently piloting two, social studies programs and will make a recommendation. \$700,000 has been set aside for the purchase of the curriculum.</i>	GUSD Website District Budget	Spring 2024
Provide updates to the community on Measure M project progress and information on the Measure M Citizen Bond Oversight Committee (CBOC) meetings through postings on the GUSD Website in English and Spanish. UPDATE: <i>In progress. While the GUSD website has detailed information available through the Measure M dashboard, additional updates to the website will include translation of agendas and minutes of the CBOC meetings.</i>	GUSD Website	Spring 2024
Allocate Measure M funds for a refresh of all classroom furniture that provides flexible arrangements and seating allowing better access to 21st century learning spaces for all students. UPDATE: <i>In progress. A committee has been formed and vendors identified to provide options for the GUSD teaching community to evaluate the best option for classroom furniture. Three schools will be refreshed in Summer 2024 with a goal of completing the remaining six schools Summer 2025.</i>	Measure M Dashboard	Summer 2024 & Summer 2025

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Food Services:

<i>Current actions implemented</i>	<i>Evidence</i>
Ensure all students who need school breakfast/lunch have access to free, nutritious, and delicious breakfast and lunch daily.	Food Services Website Sponsor Certification State Budget
Ensure the process for completing “free/reduced application” is clear and has support for families as needed in multiple languages.	Food Services Website
Maintain a system of communication between staff to share updates, information, access to resources, and to solicit feedback/input.	Food Service Staff Newsletter
Implement and develop department policies and procedures using a lens of diversity, equity, and inclusion.	Civil Rights Training (Annual, USDA Required)
Continue to maintain local partnerships for purchase of food, equipment, & supplies.	List of local vendors
Continue to support and contribute to the Wellness/Social Emotional Committee.	GUSD Website Wellness Committee
Continue to seek grant funding for schools with the greatest need.	USDA’s Equipment Grant
Continue to seek qualified, diverse staff to fill open positions to reflect GUSD’s diverse student population.	HR Demographics Map
Continue to provide translated support to family members to assist with a high quality customer service model.	GUSD Menus ParentSquare messaging

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Food Services (continued):

<i>Completed actions to increase DEI in GUSD:</i>		<i>Evidence</i>	<i>Anticipated Date of Initial Completion</i>
<input checked="" type="checkbox"/>	Establish system of communication to solicit feedback/input from students. (Gr. 2-5) UPDATE: <i>Student survey was sent out in December 2023 soliciting feedback on menu items and will be open until March 1, 2024. Teachers will help students fill out the survey and responses will be compiled and recommendations made for adjusting menu item selections.</i>	Student Survey	February 2024
<input checked="" type="checkbox"/>	Ensure all staff are made aware of complaint procedures and harassment policy upon hire and annually thereafter. UPDATE: <i>Fiscal Services department with support from Human Resources ensured all new and current staff are aware of these policies and procedures.</i>	Get Safety Trained	Fall 2023
<input checked="" type="checkbox"/>	Publish bi-annual Dish food magazine in English / Spanish to our GUSD community. UPDATE: <i>The Food Services department published the latest issue of Dish Magazine. The second issue for the year will be published in Spring 2024.</i>	Dish Magazine	Winter 2023-24
<input checked="" type="checkbox"/>	New Point of Sale (POS) software system to ensure more efficient meal service and accessible technology for staff to record student meals while maintaining confidentiality of family/student economic status/classification. UPDATE: <i>The system for managing student meal counts and menus was implemented with new updated hardware at all GUSD sites for the 2023-24 school year.</i>	eTriton	Summer 2023

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<input checked="" type="checkbox"/>	Continue to seek meal items and snacks that reflect multicultural food choices and foods representing GUSD’s diverse community. Report new recipes in biannual magazine and/or community report. UPDATE: <i>This is done regularly now. Shared new recipes in January 2024 Dish Magazine. Added calzone for the 2023-24 school year.</i>	Student Survey Dish Magazine (English/Spanish)	December 2023
<input checked="" type="checkbox"/>	Maintain healthy snacks for the Expanded Learning program during the school year and breakfast and lunch meals for the THRIVE program through the summer session. UPDATE: <i>Completed. All meals continue to be provided to all students free of charge including Winter Thrive.</i>	Menu Sample	July 2023
<input checked="" type="checkbox"/>	Celebrate and emphasize heritage holidays and cultural celebrations in the school lunch menus. UPDATE: <i>Include highlights on the school lunch menu for heritage and cultural celebrations.</i>	PTA Multicultural Holiday Calendar	August 2023

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Food Services (continued):

<i>Next step actions to increase DEI in GUSD:</i>	<i>Evidence</i>	<i>Anticipated Date of Initial Completion</i>
Expand the Summer Food Service Program in area eligible locations, including free meal service to children enrolled in the United Way Fun in the Sun Program. Food is also made available to all children in the community at the summer location	Menu Sample Summer 2024	June 2024
Continue the 2nd chance breakfast program to ensure that students who are riding the bus have access to meals and students who may miss morning breakfast still have an opportunity for the meal during recess.	Menu Sample	August 2024
Create inclusive menus that have more options for students with special diets based on preference or religion. Offer a vegetarian option 1x per week with the option of meat-free alterations to the menu at least 2x per week. Limit pork products to at most 1x per week.	Menu Sample	August 2024

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Technology Services:

<i>Current actions implemented:</i>	<i>Evidence</i>
Ensure all students have safe internet access in school (e.g. content filtering, firewall rules).	Daily Usage Reports
Ensure all students have access to a device for school related assignments if requested.	Device Checkout Forms
Work with other departments to ensure families who need access to devices/internet have access for school-home communication.	Device Checkout Forms
Maintain policies and procedures that support diversity, equity, and inclusion.	Board Policies
Continue to offer tech support in both Spanish and English for families and staff.	Staffing
Establish a system of communication between staff to share updates, information, student progress, access to resources, and to solicit feedback/input.	Slack Platform Purchase Order

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Technology Services (continued):

<i>Completed actions to increase DEI in GUSD:</i>		<i>Evidence</i>	<i>Anticipated Date of Initial Completion</i>
<input type="checkbox"/>	Collaborate with GUSD Administration to develop a comprehensive Technology Plan. UPDATE: <i>Still in progress.</i>	Technology Plan Document	June 2024
<input checked="" type="checkbox"/>	Ensure all staff are made aware of complaint procedures and harassment policy upon hire and annually thereafter. UPDATE: <i>Ongoing practice.</i>	Get Safety Trained	July 2023
<input checked="" type="checkbox"/>	Work with GUSD Departments to support professional development. UPDATE: <i>Ongoing practice of supporting district-wide professional development efforts providing technology support.</i>	Training Materials, sign in sheets	2023-24
<input type="checkbox"/>	Update safe technology usage training for students to address issues such as cyberbullying, diversity and equity, and overall safety. UPDATE: <i>Ongoing effort with District attorney partnering with upper grade students.</i>	Training Materials	June 2023
<input checked="" type="checkbox"/>	Provide internet access to the GUSD community outside of school to those staff, students and families that need it. UPDATE: <i>Provide access and support when needed through mobile internet “hot spot” devices.</i>	T-Mobile Contract	2023-24
<input checked="" type="checkbox"/>	Ensure strong and reliable WiFi coverage to ensure equitable access to the internet across all locations at GUSD schools campuses. UPDATE: <i>In progress. GUSD is performing WiFi assessments at school sites to ensure optimal coverage across campuses.</i>	Site Survey Report	December 2023

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Technology Services (continued):

<i>Next step actions to increase DEI in GUSD:</i>	<i>Evidence</i>	<i>Anticipated Date of Initial Completion</i>
Have a cybersecurity assessment done and consider investment in cyber security monitoring across the GUSD network to allow safe equitable access across the district to all students.	<i>Contract with Consultant</i>	<i>2024</i>
Ensure school networks are safe and monitored for content by evaluating the content monitoring software to determine if current solution is adequate for renewal.	<i>Contract evaluation</i>	<i>2024</i>
Provide technology awareness through periodic dissemination of information to the GUSD Community through ParentSquare updates in English and Spanish.	<i>ParentSquare Posts</i>	<i>Fall 2024</i>

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Maintenance Operations and Transportation (MOT):

<i>Current actions implemented:</i>	<i>Evidence</i>
Ensure all students have access to safe classroom and outdoor play environments.	FIT Report and SARC Measure M Priorities
Ensure all families have equitable access to information about student safety such as information regarding use of pesticides, etc.	GUSD website “Safety” tab
Maintain procedures to ensure students who meet transportation criteria receive safe services of transportation between school/home.	Internal bus training Board policy
Maintain a system of communication between staff to share updates, information, access to resources, and to solicit feedback/input.	Access to tech for all staff Site labor bulletin boards
Maintain policies and procedures that support diversity, equity, and inclusion.	Ongoing
Continue to seek qualified, diverse staff to fill open positions to reflect GUSD’s diverse student population.	HR Demographics Map
Ensure all sites have access to FMX work order system to ensure equitable allocation of work orders through automatic communications.	FMX Work Order Reports
Increase communication about site projects with a clear system to inform the community when big projects are happening.	Measure M Dashboard (link on website)
Measure M project planning through the facilities update at Board meeting.	GUSD Board Minutes

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Maintenance Operations and Transportation (continued)

<i>Completed actions to increase DEI in GUSD:</i>		<i>Evidence</i>	<i>Anticipated Date of Initial Completion</i>
<input checked="" type="checkbox"/>	Ensure adequate staff for required transportation needs to support district programming. UPDATE: <i>Sufficient staff for required transportation needs. Completed</i>	Bus Route	July 2023
<input checked="" type="checkbox"/>	Ensure all staff are made aware of complaint procedures and harassment policy upon hire and annually thereafter. UPDATE: <i>Ongoing practice.</i>	Get Safety Trained	July 2023
<input checked="" type="checkbox"/>	Internal introduction to Positive Behavior Intervention Support (PBIS) strategies for bus drivers. UPDATE: <i>Completed.</i>	Attended Introductory Training August 2022	Summer 2023
<input checked="" type="checkbox"/>	Ensure all staff are made aware of complaint procedures and harassment policy upon hire and annually thereafter. UPDATE: <i>Completed.</i>	Get Safety Trained	August 2023
<input checked="" type="checkbox"/>	Consider diversity, equity and inclusion when planning projects across the district. UPDATE: <i>Completed for 2023-24. All new facility projects meet current standards of accessibility. Most recently, new El Camino and La Patera buildings meet this criteria.</i>	Board Meeting Minutes	Completed

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<input checked="" type="checkbox"/>	Ensure all sites receive equal opportunity to request site enhancements through the special project request process. UPDATE: <i>Process set up as an annual practice. School principals are able to request upgrades to their sites through special project requests.</i>	Site Project Requests	Spring 2023
<input checked="" type="checkbox"/>	Continue to offer required training in languages other than English. UPDATE: <i>Completed.</i>	Get Safety Trained DEI Training	August 2023
<input checked="" type="checkbox"/>	Continue to seek grant funding to replace old buses to add additional transportation to support current and possible needs for programs that now require early evening transportation to ensure all students who qualify and are in need of transportation to school will receive it. UPDATE: <i>GUSD has received two, new buses with two, new electric buses due to arrive in spring 2024 paid for with 98% grant funding.</i>	Application for Grant Bus Route	Spring 2023
<input type="checkbox"/>	Research new technology that allows for routing and bus attendance safety. UPDATE: <i>Budget restrictions prevent immediate implementation, but ongoing research is being done to select a future system.</i>	New System	June 2024

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Maintenance Operations and Transportation (continued)

<i>Next step actions to increase DEI in GUSD:</i>	<i>Evidence</i>	<i>Anticipated Date of Initial Completion</i>
Complete three, parking lot asphalt rehabilitation projects that will ensure compliance with all ADA accessibility requirements.	<i>Measure M Dashboard & Board Updates</i>	<i>Summer 2024</i>
Complete six, school site playground equipment replacements to ensure more accessible and age-appropriate playground environments by ensuring designs meet the standard for accessibility certification.	<i>Measure M Dashboard & Board Updates</i>	<i>February 2025</i>
Develop a comprehensive pest control program district-wide and communicate to the greater GUSD community in English and Spanish that will ensure an equitable dissemination of information across the district.	<i>Plan Publications and Board Updates</i>	<i>Summer 2024</i>
Create and implement a Transportation Department staffing schedule that will allow for drivers to be available to provide transportation to families that attend night time events for those school that regularly transport families from Old Town Goleta.	<i>Transportation Offerings for Night Events</i>	<i>Fall 2024</i>

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